



Screening of symptomatic employees

- Advise employees to not go to work (i.e., to stay home) if they present with COVID-19 symptoms. Signs for this purpose can be put up. See the following:
 - In Inuktitut: https://nrhss.ca/sites/default/files/covid19/flyer_decision_tree_workplace_r1_IN.pdf
 - In English: https://nrhss.ca/sites/default/files/covid19/flyer_decision_tree_workplace_r1_EN.pdf
 - In French: https://nrhss.ca/sites/default/files/covid19/flyer_decision_tree_workplace_r1_FR.pdf
- An employee who is symptomatic and goes to work or who develops symptoms while at his workplace should immediately go home.
- The employee should also call either the CLSC (local community service centre) or Info-Santé (COVID-19) (1 888 662-7482) and follow the instructions provided.
- When applicable, employees must comply with public health isolation guidelines.

Respiratory etiquette

- Promote and ensure compliance with respiratory etiquette measures. All employees should:
 - Cough and sneeze in the crook of their elbow.
 - Blow their nose in a tissue that they will immediately throw in a no-contact trashcan. They should then wash their hands (immediately or as soon as possible).
 - Refrain from touching their eyes, nose or mouth with their hands, whether or not they are wearing gloves.

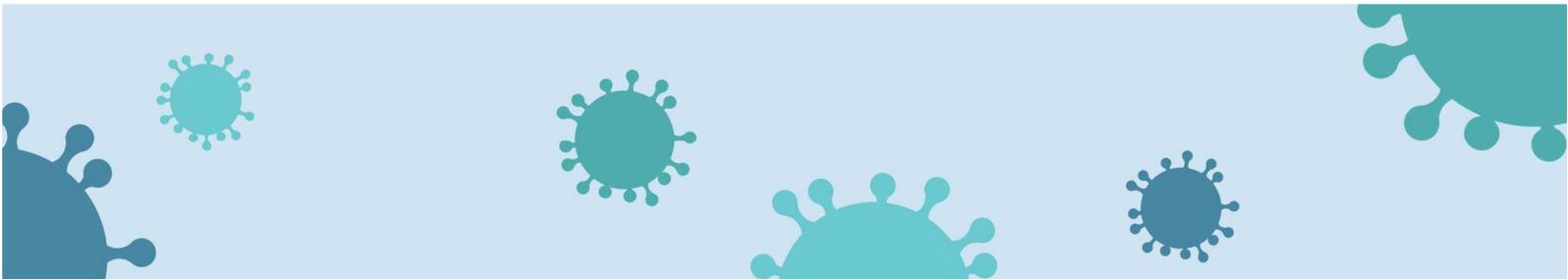
Hand Hygiene

- Promote and ensure compliance with hand hygiene measures by providing employees with water, soap, a hydroalcoholic solution (minimum of 60% alcohol), no-contact trashcans, single-use tissues or towelettes, etc.
- Provide employees with disinfectant wipes for instances where they have no access to soap and water (e.g., while in their vehicle).
- Employees must regularly wash their hands for at least 20 seconds. They should, at a minimum, do so when they arrive at work and before they leave, before and after a break or a meal, after they have a smoke or vape, after taking off their gloves or mask, and after using the washroom.

Ventilation

- Ventilation in police stations should be ensured by a mechanized ventilation system with fresh air changes.
 - It is also recommended, whenever possible, to resort to “natural” ventilation, by opening windows for at least 10-15 minutes once or twice a day, and more often if possible. In buildings with no integrated ventilation system, rooms will need to be aired out for longer, and more often.
 - It is recommended, whenever possible, to decrease the concentration of aerosols by relying on HEPA¹ filters. These filters can eliminate up to 99.97% of aerosol particles.

¹ Acronym for high-efficiency particulate air.



- When aboard a vehicle, never set the air ventilation system to “recirculate”. If possible, open the windows instead.

Regularly and appropriately wearing a medical mask or N95 Respirator Personal Protective Equipment (PPE)²

- **When indoors**, a medical mask should be worn at all times when indoors, regardless of the distance between individuals or whether or not any police officers have been partners, in the same vehicle, for a certain while. **If they are available in sufficient quantities, N95 respirators³ should be worn instead of medical masks⁴ at all times when indoors. N95 respirators should also be the face covering of choice when closely (at a distance less than 2 meters) interacting with citizens, regardless of the duration.**

- The N95 respirator, because it is so airtight and impervious, provides optimal protection against contamination through particle inhalation. Police officers, however, must undergo a fit test⁵ to ensure the N95 is properly sealed. They must also know how to wear it appropriately and how to do the seal check test each time the N95 respirator is put on. This face covering must be in direct contact with clean skin and may not be “hindered” by facial or other hair. Any beard must be freshly shaven.



- A medical mask, however, is not designed to be fitted to one’s face. As such, i.e., because it is not sealed, it is not as effective at preventing contamination by inhalation as is the N95 respirator. To limit the risk of contamination through inhalation, the medical mask must be properly worn, i.e., fully cover the nose, mouth and chin.



- **When outdoors**, whenever police officers may need to closely interact with a citizen (at a distance of less than 2 metres), **wearing an N95 respirator or at the very last, a medical mask**, is recommended.
- Wearing a medical mask or an N95 respirator is not necessary in the following situations (however, the site or room involved should be adequately ventilated, with a HEPA filter or other):
 - When an employee is alone in a closed room.
 - At mealtime (contingent on everyone respecting the physical distancing requirement of 2 metres). Masks, however, can only be removed immediately before eating and must be donned immediately thereafter.
 - Where an employee’s working conditions make the wearing of a medical mask or an N95 respirator hazardous or inappropriate.

² Medical masks that comply with the ASTM F2100 standards (level 1 being sufficient) or certified EN 14683 type IIR or BNQ 1922-900 and designed for use in the workplace (<https://www.bnq.gc.ca/fr/normalisation/protection-et-surete/masques>).

³ A model without an exhalation valve is recommended to provide bi-directional protection.

⁴ For further details on the degree of protection offered by the medical mask and the N95 Respirator Personal Protective Equipment (PPE), see page 5 of the following document: <https://www.inspq.qc.ca/sites/default/files/publications/3118-masque-medical-continuum-lieux-travail-variants-covid19.pdf>.

⁵ The proper wearing of an N95 respirator PPE must be supervised by a respiratory protection program as stipulated by sections 45 and following of the *Regulation respecting occupational health and safety (ROHS, c. S-2.1, r.13)*. You can refer to the *Réseau de santé publique en santé au travail* Website: <https://www.santeautravail.qc.ca/web/rpsat/dossiers/protection-respiratoire>

