

Karma Mandatory Mask Wearing Policy

Accepted: September 2, 2020 by Karma Co-op's Board of Directors

In April of this year, on the basis of Canadian and Ontario public health advice and instructions, Karma implemented practices to protect its staff, its members, and admitted guests from COVID-19. This included increased cleaning and sanitation, limiting the number of shoppers in the store at any one time, social distancing, hand washing, mask wearing, etc. Since then, the City of Toronto has mandated that all public establishments must set a mandatory mask wearing policy. This requirement is set out in the [City of Toronto By-Law 541-2020](#).

As such, Karma adopts a mandatory mask wearing policy to ensure that no person is permitted entry to, or otherwise remains within, Karma's premises unless the person is wearing a mask or face covering, in a manner which covers their mouth, nose and chin. This policy will be posted and anyone entering the store will be required to comply.

The policy shall include the following exemptions from the requirement to wear a mask or face covering:

- (1) children under two years of age;
- (2) persons with an underlying medical condition which inhibits their ability to wear a mask or face covering;
- (3) persons who are unable to place or remove a mask or face covering without assistance;
- (4) persons who are reasonably accommodated by not wearing a mask or face covering in accordance with the Ontario Human Rights Code.

Karma recognizes that there may be members with conditions that impede or inhibit their ability to wear a mask, and as such, will continue to provide service to these members with grocery pickup and delivery options as a safe and protective option.