



Return to Snow Plan

COVID-19 Risk Management Guidance
for CADS Ontario Member Organizations
v1.3

CADS Ontario Board Approval Date: November 12, 2020

Revision Date: November 12, 2020

This document establishes a Return to Snow framework for CADS Ontario member organizations based on the CADS COVID-19 Risk Management Guidance, regional, and resort-specific considerations during the COVID-19 Outbreak



CADS Ontario Return to Snow Plan Contents

Disclaimer – p.3

Introduction and Overview – p.5

CADS Ontario COVID-19 Officers – p.6

Return to Snow Plan (by Step, as outlined in the CADS COVID-19 Risk Management Guidance)

Step 1: Risk Assessment – p. 8

- i. Provincial Clearance for Ski/Snow Resorts to Operate
- ii. Provincial Requirements for Sports Clubs to Resume Operations
- iii. Provincial Gathering Size and Other Restrictions
- iv. CADS Ontario Program Demographics

Step 2: Establish Risk Reduction Protocols – p.10

- i. Risk Reduction Protocols
- ii. Outbreak Plan

Step 3: Document Procedure, and Develop Additional Policies as Required – p.13

Step 4: Develop Communication and Training Plans – p.13

Step 5: Assess and Address Risks During Operations – p.14

Step 6: Review, Monitor and Update the Plan as Needed – p.14

APPENDIX A – Illness Policy – p.15

APPENDIX B – Resources – p.17



Disclaimer

This framework is intended to be used for the purposes set in this document and is to provide a consistent and systematic framework for developing a provincially compliant Return to Snow Plan. Because information about the COVID-19 coronavirus, recommended health and safety measures, Provincial public health orders and other legal requirements can rapidly change no guarantee can be given as to the accuracy or completeness of any information provided in this Return to Snow Plan framework document.

This document is not a legal document and is to be used as a guide only. It is not a substitute for orders of the PHO or other legal requirements. It is subject to all applicable legal requirements, including human rights law. Nothing in this document is intended to take away anyone's rights under applicable law, including human rights law. In no circumstance will this document apply so that any person is entitled to less than they would be entitled to under applicable law. In the event of an ambiguity or conflict between this document and an applicable legal requirement, including human rights law, the applicable legal requirement will prevail. Nothing in this document is intended to provide legal advice. Do not treat this document as legal advice.

This document contains links to third party web sites. Links are provided for convenience only and CADS does not endorse the information contained in linked web sites nor guarantees its accuracy, timeliness or fitness for a particular purpose. The information in those links may be updated from time to time. We do not monitor those sites and are not responsible for updates.

Anyone using this CADS Framework document does so at his or her own risk. CADS shall not be responsible for any loss or damage of any kind arising directly or indirectly from the use of the CADS Framework including, without limitation, reliance on the completeness or accuracy of the information provided.

BE ADVISED THAT PERSONAL INFORMATION MUST NOT BE INCLUDED IN THE RETURN TO SNOW PLAN

Personal information is any recorded information that uniquely identifies a person, such as name, address, telephone number, age, sex, race, religion, sexual orientation, disability, fingerprints, or blood type. It includes information about a person's health care, educational, financial, criminal or employment history. The Return to Snow Plan does however need to provide basic contact information related to the Responsible Executive Officer at the Division and at each Club within that Division.



Please Note: This plan is subject to human rights law. Nothing in this plan is intended to take away anyone's rights under applicable human rights legislation. In no circumstance will this plan apply so that any person is entitled to less than they would be entitled to under human rights law. In the event of any inconsistency between this plan and human rights law, human rights law will prevail.



Introduction and Overview of the CADS Ontario Return to Snow Plan

CADS Ontario remains committed to the health and safety of our community, including all CADS Ontario members and their families. While eager to return to snow for the 2020-2021 season, additional precautions and protocols will be required to adapt our **Programs** to comply with Municipal, Provincial, and Federal authorities.

The CADS Ontario Return to Snow Plan establishes a risk management framework which CADS Ontario Programs must formally adopt, pursuant to which each Program must update its operational documentation to incorporate all critical elements. As a member organization / division of the national Canadian Adaptive Snowsports (CADS), this Return to Snow Plan is informed by the information and requirements laid out in the CADS COVID-19 Risk Management Guidance document. As the CADS Ontario Return to Snow Plan is informed not only by government authorities and CADS COVID-19 Risk Management Guidance, but also by the directives of each Program's partner resort, operational specifics will vary for each Program.

The Return to Snow Plan is broken is broken into 6 steps:

- Step 1:** Risk Assessment
- Step 2:** Establish Risk Reduction Protocols
- Step 3:** Document Procedure, and Develop Additional Policies as Required
- Step 4:** Develop Communication and Training Plans
- Step 5:** Assess and Address Risks During Operations
- Step 6:** Review, Monitor and Update the Plan as Needed

Any significant change in Provincial or Municipal Health Orders, resort-specific directive, COVID-19 outbreak, or other relevant consideration could result in CADS Ontario and/or CADS Ontario Program(s) revisiting Step 1 and adjusting protocols and policies as required.

As of the **Revision Date**, Provincial Health Officer (PHO) mandates in Ontario continue to be adjusted, and partner resorts have yet to finalize all directives for on and off snow operations. However, all partner resorts are planning to operate.

Given the fluidity of the situation, detailed day-to-day operational guidance and related training will be delivered closer to the start of individual CADS Ontario Programs.



CADS Ontario COVID-19 Officers

As outlined as a requirement in the CADS National COVID-19 Risk Management Guidance, CADS Ontario and each CADS Ontario Program have assigned a COVID-19 Officer from amongst their Program Staff to ensure implementation of safety protocols during on snow activities.

Ensuring that member organizations of CADS Ontario, as well as CADS Ontario as a Division of CADS National formally adopt and follow appropriate precautions and protocols is the responsibility of our CADS Ontario COVID-19 Officers.

CADS Ontario COVID-19 Officers will collaborate as necessary with the National COVID Safety Coordinator appointed by CADS National. As of the **Revision Date**, this is Mr. Christian Hrab, Executive Director of CADS National.

Division/Program	COVID-19 Officer(s)	Division/Program Title
CADS Ontario	Jonathan Wood jonathan.wood@cadsonario.ca 416-910-0956	President
Searchmont	<i>not operating</i>	<i>not operating</i>
Sir Sam's	<i>not operating</i>	<i>not operating</i>
Snow Valley	TBD	TBD
Horseshoe	<i>not operating</i>	<i>not operating</i>



The Heights	TBD	TBD
Mansfield	<i>not operating</i>	<i>not operating</i>
Brimacombe	Bruce Elliott belliot385@gmail.com 905-626-4632	TBD
Learn to Race	Gwen Binsfeld gwen.binsfeld@gmail.com 647-280-1307	Immediate Past President



Step 1: Risk Assessment

i. Provincial Clearance for Ski/Snow Resorts to Operate

Ontario

As of the **Revision Date**, businesses in the ski and snow sector are permitted to open in Stage 3, subject to requirements set out in Ontario Regulation 364/20 ([Rules for Areas in Stage 3](#)) made under the [Reopening Ontario \(A Flexible Response to COVID-19\) Act, 2020](#). Also as of the **Revision Date**, municipalities in which partner resorts are located are in Stage 3.

ii. Provincial Requirements for Sports Clubs to Resume Operations

Ontario

Ontario has identified and compiled safety guidelines and protocols that have been established by leaders in the sport and recreation sector to ensure that Ontarians can safely [Return to Play](#). There are however, no mandated Provincial submissions required to return to play as of the **Revision Date**.

It is important to note that facility owners are **also** responsible for ensuring that all activities are conducted in a manner that maintains physical distancing and upholds public health measures outlined in the Emergency Order. As such, support of CADS Ontario Program partner resorts to resume operations is critical.

Guidance for facilities for sports and recreational fitness activities during COVID-19

<https://www.ontario.ca/page/guidance-facilities-sports-and-recreational-fitness-activities-during-covid-19>



iii. Provincial Gathering Size and Other Restrictions

Ontario

As of the **Revision Date**, gatherings are now capped at 10 people inside (down from 50) and 25 outside (down from 100). Recreational activities such as ski and snow recreation are not subject to the gathering limits as of the **Revision Date**, however other limits may apply due to the nature of an individual business or partner resort.

iv. CADS ONTARIO Program Demographics

CADS Ontario completed a survey beginning in August of 2020 to poll the membership to better understand members' plans in regards to returning for the 2020-2021 season.

The following key insights were drawn from these reviews:

- *Total of 202 responses – 41% Students, 24% Volunteers, 35% Certified Instructors*
- *Volunteers/Instructors – 71% YES, 3% NO, 26% UNDECIDED*
- *Students – 73% YES, 3% NO, 24% UNDECIDED*
- *While the overall numbers are promising, around 25% of all participants have some reservations around returning. Many of these stem from COVID-19 protocol uncertainties and other factors around how programs will operate.*

Based on Membership numbers from the 2019/20 season our demographics breakdown as a percentage of total members:

Students & Athletes – U12 (6%) , 13-59 (23%), Over 60 (2%)

Instructors – 13-59 (19%), Over 60 (9%)

Volunteers – 13-59 (31%), Over 60 (9%)

- *With the exception of 1 Program, the majority of Students and Athletes require: some level of physical / safety support on/off snow, and/or some level of assistance on/off lifts. Where such interactions may not necessarily result in physical contact, nearly all such scenarios result in challenges in consistently maintaining physical distancing within lesson pairings and/or other Program activities. As such, lesson pairings should be considered Moderate or High Risk of/from Close Contact, and Low Risk on an exception basis only. Strict protocols around use of masks/PPE will be critical.*



Step 2: Establish Risk Reduction Protocols

i. Risk Reduction Protocols

The following risk reduction strategies and protocols must be implemented to the extent possible by each CADS Ontario Program. Note that Programs may identify additional strategies and protocols and/or adapt given strategies and protocols based on the unique needs and characteristics.

FOLLOW ALL PRECAUTIONS AND DIRECTIVES REQUIRED BY THE PARTNER RESORT

Such directives are expected to include, but may not be limited to: Indoor/outdoor space usage/rental (including restrictions on indoor bag storage); Lift load reductions and/or special lift protocols; physical distancing requirements; rental equipment protocols; non-medical mask/PPE usage; and signage.

GENERAL MEASURES

- Conduct routine symptom screenings for all participants.
- Maintain physical distancing to the full extent possible
- Manage group size based on both Public Health Officer orders and available space.

NON-MEDICAL MASKS/PPE

- Require use of non-medical masks or face covering at all times when either physical distancing is or may not be possible (including all situations of Moderate or High Risk of/from Close Contact).
- As wet masks are ineffective, recommend all program members have more than one

TRANSPORTATION

- Should a Program continue to offer transportation for individual participants, a transportation protocol is required (i.e. consistent pairings; align to on-snow pairings; additional safety measures).
- Eliminate multi-participant/group travel (unless transportation protocols can be met)

EQUIPMENT MANAGEMENT

- Make best efforts to dedicate equipment to the same student, Volunteer, or Instructor for the duration of the Program.
- Implement equipment cleaning/hygiene protocols.
- Ensure availability of cleaning/disinfecting products, as well as gloves/masks for Volunteers/Instructors.

TRAINING

- Virtual delivery methods will be used for safety and operational protocol training, as well as for instruction theory.
- On snow training for Volunteers and Instructors will be run modeled after protocols pending for the annual CADS Pre-Courses.

ELIMINATE DROP-INS/SWAPS

- Restrict access to those essential to the program only (e.g. not a season to invite potential volunteers out to observe).
- Eliminate drop-in lessons and last minute swaps, and encourage early notification of inability to attend.



mask available for each lesson / training session.

STUDENT/INSTRUCTOR PAIRINGS

- Make best efforts to maintaining pairings for the duration of the Program.
- Leverage “bubble” (or caregiver) Volunteers/Instructors wherever possible where this is High Risk of/from Close Contact.

RECORD KEEPING

- Ensure all participants are properly registered in the given Program, completing the CADS Participant Waiver for the season.
- Ensure up to date contact information is maintained for all participants/guardians/caregivers.
- Maintain records of all participants at sessions or events, or otherwise visiting Program facilities (e.g. equipment maintenance).

STAGER START/FINISH TIMES

- Spread pairings across days/times to avoid large groups/congestion.
- Wherever possible, extend such staggered timing to scheduled breaks during sessions.

REDUCE OFF-SNOW EVENTS

- Events previously held in person (e.g. registration events; Annual General Meetings; Board meetings; celebrations; fund raising) are to be run virtually to the full extent possible for the 2020-2021 season.
- Where off-snow gatherings occur, health authority mandated gathering sizes and safety protocols must be followed.

- Establish clear arrival and departure windows.

VIRTUAL CHECK-IN/OUT

- Explore use of virtual check-in/check-out procedures.
- Encourage members to come dressed ready to participate, meeting fellow pairing members at a pre-arranged location.

CADS-DEDICATED SPACE

- Where virtual check-in/out may not be feasible, consider designated pick-up/drop-off areas coordinated with the partner resort.
- Post signage to ensure awareness of expectations.
- Plan for 5 sq. metres of “unencumbered floor space”/person.
- Implement cleaning/hygiene protocols (with enhanced protocols for ‘high touch’ areas).



ii. Outbreak Action Plan

The Purpose of the “Outbreak Action Plan” is to aid in the contact tracing of those individuals who may have come into contact directly or indirectly with an infected individual. It is the responsibility of the entire CADS Ontario adaptive snowsport community to ensure we are keeping accurate records of those individuals for whom you are coming into contact with to help keep us all safe. As such:

- All participants and volunteers must be properly registered with CADS and the respective Programs with which they participate to ensure current and up-to-date contact information is on file.
- Programs must keep record of the date program sessions are held, along with a listing of all who attended the sessions.
- Any individual experiencing any symptoms of COVID-19 (fever, cough, sore throat, runny nose, headache, or shortness of breath) or who have been advised to self-isolate are not be permitted to attend any programming. Symptoms as of the **Revision Date** that may suggest a COVID-19 infection include:

Fever	Chills	Cough	Barking cough/croup
Shortness of breath	Sore throat	Difficulty swallowing	Runny nose
Congested nose	Loss of taste or smell	Pink eye	Headache
Nausea, vomiting, diarrhea, stomach pain	Muscle aches	Extreme tiredness	Falling down often

- If symptoms begin during adaptive snowsport sessions, the individual must leave immediately and contact the local public health office for recommendations.
- If a Participant reports they are suspected or confirmed to have COVID-19 and have been at the activity place, implement enhanced cleaning measures (as applicable directly to the Program) to reduce risk of transmission.
- Ensure there is a protocol in place with the partner resort regarding notification of COVID-19 case amongst your Participants.
- Implement the relevant components of the **Illness Policy** (see Appendix A).



Step 3: Document Procedure, and Develop Additional Policies as Required

Prior to any adaptive snowsport programming taking place, each CADS Ontario program must:

- Formally adopt the CADS Ontario Return to Snow Plan, including integration and acknowledgement of applicable PHO guidelines.
- Enact a plan to work with their facility operator(s) to ensure the club integrates facility guidelines, including a plan for tracing all involved with program activities.
- Update existing program operational documentation to reflect Risk Reduction Strategies being implemented, as applicable.
- Involve the designated Program Safety Representative in the development and review of policies and procedures; they will engage the CADS Ontario Safety Representative as required.
- Agree to and ensure that these measures remain in place over the upcoming season.

In regards to events organization across CADS Ontario (such as centralized Instructor Training):

- The event coordinator on behalf of CADS Ontario must consult with the CADS Ontario Safety Representative to ensure the appropriate precautions and protocols are adopted for the event in question.

Step 4: Communication and Training Plans

- The CADS Ontario Return to Snow Plan will be made available/accessible to individual CADS members by way of posting on the CADS Ontario (cadsontario.ca) and/or CADS Ontario member Program website, and within a member organization's facility should it have dedicated space.
- CADS Ontario Programs are expected to make relevant operational documentation available in a similar manner.
- Program orientation materials sent to participants prior to resuming operations must address key safety protocols and expectations.
- Training for Volunteers and Instructors (inclusive of annual refresher training) must address key safety protocols and procedural changes in light of COVID-19.



Step 5: Assess and Address Risks During Operations

- CADS Ontario Return to Snow Working Group consisting of Divisional and Program Safety representatives will continue to meet leading up to and throughout 2020-2021 seasonal operations on a bi-weekly or weekly basis as appropriate.
- Significant changes in Provincial or Municipal Health Orders, resort-specific operational changes, or COVID-19 outbreak could result in an emergency meeting of the Return to Snow working group to address a given risk or set of issues.
- The CADS Ontario Return to Snow Plan will be updated as necessary by the CADS Ontario Divisional Safety Representative.
- CADS Ontario Program operational documentation would be updated as necessary by the respective individual CADS Ontario Program Safety Representatives.

Step 6: Review, Monitor and Update the Plan as Needed

- CADS Ontario Return to Snow Plan will be monitored by the CADS Ontario Divisional Safety Representative (a member of the CADS Ontario Executive) with respect to overall compliance by Program Coordinators, Instructors, Volunteers and Participants and the level, if any, of outbreaks or reported Participants testing positive for COVID-19.
- CADS Ontario Board and Program Safety Representatives will review the draft Return to Snow Plan and all associated policies and strategies to ensure that they are non-discriminatory.



Appendix A – Illness Policy

This Illness Policy is based on the Policy adopted by CADS National on July 21st, 2020.

All CADS Ontario members are to read and agree to this Policy.

Policy Statement

In this policy, “Participant” includes any employees or paid staff, Instructors, Coaches, Volunteers, Students, Athletes, or dedicated parent/caregiver volunteers that participate or are assigned in a group lesson of 2 or more.

1. Any Participant shall inform an individual in a position of authority (paid staff, Coach, Instructor or Program Coordinator) immediately if, they feel any symptoms of COVID-19 such as fever, chills, cough, shortness of breath, sore throat and painful swallowing, stuffy or runny nose, loss of sense of smell, headache, unusual muscle aches or fatigue or unusual loss of appetite.
2. Assessment
 - a) Participants must review the self-assessment signage located throughout the facility each morning before their activity to attest that they are not feeling any of the COVID 19 symptoms and/or be prepared to participate in daily symptom screening or assessment. Such screenings and assessments are subject to and must be compliant with privacy laws.
 - b) Paid staff, Coach, Instructor or Program Coordinator will visually monitor Participants to assess any early warning signs as to the status of their health and to touch base on how they are regarding their personal safety throughout the activity.
 - c) If Participants are unsure, they should be instructed to use a [self-assessment tool](#).
3. If a Participant is feeling sick with COVID-19 symptoms
 - a) They should remain at home and contact their local Public Health authority.
 - b) If they feel sick and /or are showing symptoms while at work or at the snow sport activity, they should be sent home immediately and have them contact a doctor for further guidance.
 - c) No Participant may participate in a practice/activity if they are symptomatic.
4. If a Participant tests positive for COVID-19
 - a) The Participant will not be permitted to return to the workplace/practice/facility until they are free of the COVID-19 virus.
 - b) Any Participants who works/plays closely with an infected Participant will also be removed from the workplace/practice/facility for at least 14 days to ensure the infection does not spread further, unless they have tested negative for CoVid-19 following exposure to the infected Participant.



- c) Close off, clean and disinfect their work/practice/facility area immediately and any surfaces that could have potentially be infected/touched.
5. If a Participant has been tested and is waiting for the results of a COVID-19 Test
- a) As with the confirmed case, the Participant must be removed from the workplace/practice/facility.
 - b) The Public Health Agency of Canada advises that any person who has even mild symptoms to stay home and call their public health authority.
 - c) The applicable public health authorities may inform other Participants who may have been exposed and ask that they be removed from the workplace/practice/activity for at least 14 days or until the diagnosis of COVID-19 is ruled out by health authorities.
 - d) The workspace/practice/activity space will be closed off, cleaned, and disinfected immediately and any other surfaces that could have potentially been infected/touched.
6. If a Participant has come in to contact with someone who is confirmed to have COVID-19
- a) Participants must advise their employer/coach if they reasonably believe they have been exposed to COVID-19.
 - b) Once the contact is confirmed, the Participant will be removed from the workplace/practice/activity for at least 14 days or as otherwise directed by public health authorities. Participants who may have come into close contact with the Participant will also be removed from the workplace for at least 14 days.
 - c) The workspace/activity area will be closed off, cleaned, and disinfected immediately and any other surfaces that could have potentially been infected/touched.
7. Quarantine or Self-Isolate if:
- a) Any Participant who has travelled outside of Canada or the province (as mandated by the applicable public health authorities) within the last 14 days is not permitted to enter any part of the facility and must quarantine and self-isolate.
 - b) Any Participant with any symptoms of COVID-19 is not permitted to enter any part of the facility and must quarantine and self-isolate.
 - c) Any Participant from a household with someone showing symptoms of COVID-19 is not permitted to enter any part of the facility and must quarantine and self-isolate.
 - d) Any Participant who is in quarantine or self-isolating as a result of contact with an infected person or in families who are self-isolating, is not permitted to enter any part of the facility.



Appendix B – Resources

Program	Public Health Unit	Resort COVID-19 Plan/Policy
Searchmont	Algoma Public Health Unit	Searchmont
Sir Sam's	Haliburton, Kawartha, Pine Ridge District Health Unit	Sir Sam's
Snow Valley	Simcoe Muskoka District Health Unit	Snow Valley
Horseshoe	Simcoe Muskoka District Health Unit	Horseshoe Resort
The Heights	Simcoe Muskoka District Health Unit	The Heights
Learn to Race	Simcoe Muskoka District Health Unit	Craigleith
Mansfield	Wellington-Dufferin-Guelph Public Health	Mansfield
Brimacombe	Durham Region Health Department	Brimacombe

[Oct. 1] All resorts in Ontario have agreed to formerly adopt the guiding principles of the [Ski Well Be Well document](#)



Weblinks

COVID-19-19 and people with disabilities – Government of Canada:

<https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/guidance-documents/people-with-disabilities.html>

COVID-19-19 Protection: <http://www.bccdc.ca/Health-Info-Site/Documents/COVID-19-19-Prevention.pdf>

Physical Distancing: http://www.bccdc.ca/Health-ProfessionalsSite/Documents/COVID-19-19_PhysicalDistancingPoster.pdf

Do not enter if you are sick: http://www.bccdc.ca/Health-InfoSite/Documents/COVID-19-19_DoNotEnterPoster.pdf

Vulnerable Populations:

<https://www.canada.ca/content/dam/phacaspc/documents/services/publications/diseases-conditions/coronavirus/COVID-19-19-vulnerablepopulations/COVID-19-19-vulnerable-populations-eng.pdf>

CADS Posters/ COVID POSTER HYPERLINKS

[CADS Guidelines Coronavirus Poster.pdf](#)

[CADS Guidelines Coronavirus Poster.png](#)

[CADS Physical Distancing Coronavirus Poster.png](#)

[COVID19 Poster 002 English.pdf](#)

[how-to-wear-a-medical-mask-safely-dos-and-donts.png](#)

[how-to-wear-a-non-medical-fabric-mask-safely-dos-and-donts.png](#)