



YOUR HEALTHY CHOICE AMBASSADOR

MJKO Health and Safety Policy

Revision Effective: July 17, 2021

MJKO is committed to the prevention of workplace injuries and we promote the health and well-being of our employees, volunteers and participants. MJKO will make every effort to provide safe and healthy work/play environments. All supervisors and staff must be dedicated to the continuing objective of reducing the risk of injury and promoting well-being. MJKO senior staff are responsible for ensuring that equipment is safe and that all team members comply with established National Coaching Certification Program (NCCP), and Provincial Sports Body (Boxing Ontario) practices and procedures for safe sport. In addition to the above, MJKO follows the best practices outlined in the not-for-profit industry and local public health units. It is in the best interest of all parties at MJKO to consider health and safety in every activity. We are committed to the health and safety of our family, and it is an integral part of MJKO.

This document covers multiple ways in which MJKO is reducing risk and encouraging safe practices in our day-to-day work/play environments.

COVID-19 Workplace Safety Plan

This plan was created using the Ontario COVID-19 check list which can be found on the Ontario Government website: <https://covid-19.ontario.ca>

Step 1: Screening of all people entering our facility.

- All people are screened using standard COVID checklist.
- All people entering must have their temperature checked.
- All people are required to leave their contact info and MJKO will retain it for the required time frame.
- Should any member fail the screening questions, the Head Coach will be notified and will ask the participant/staff/volunteer to return home.

Step 2: Eliminate or reduce contact where possible.

- Limit class sizes (Sign up is required).
- Marked workout areas providing minimum of 2 meters physical distancing.
- Provide individual use equipment.
- 72-hour layover for shared equipment that requires sanitizing.
- Schedule cleaning between classes and at the end of shifts.



YOUR HEALTHY CHOICE AMBASSADOR

Step 3: Mask Usage

- Free masks available onsite if required.
- All members inside the gym who are not working out are required to wear masks.
- Participants actively engaged in a workout are not required to wear masks.
- All members are required to wear mask when entering and exiting MJKO.
- All members are encouraged to use garbage bins for the safe disposal of soiled masks.

Step 4: Promote cleaning and disinfection.

- Scheduled cleaning/disinfecting of high-touch surfaces, common areas and shared items.
- Specify products to be used for cleaning and disinfection and train workers on their safe use and disposal.
- Soap and water and alcohol-based hand sanitizer available throughout space.
- All people must sanitize hands before entering MJKO.
- Staff and volunteers must clean their hands frequently and whenever needed.

Step 5: Potential case, or suspected exposure to, COVID-19 at your workplace.

- Isolate member in MJKO office until a ride is arranged.
- MJKO staff supporting participant must fully gear up in PPE (Gloves, gown, mask, shield).
- All classes are canceled, and public health is notified.
- MJKO will not run classes when waiting for news from Public Health.
- When we get all clear, MJKO will resume operations.
- If we are advised of a positive case, MJKO will follow the advice of the local public health unit.

Step 6: Managing new risks caused by the changes made to the way we operate MJKO.

- MJKO has one staff member who must keep abreast of changing COVID protocols and report back to the team.
- MJKO's Founders Miranda and Ibrahim Kamal will have a daily check in with all members to see if any new risks have arisen due to the changes and check on the mental health of members
- Mental Health supports are available on the MJKO website: <https://mjko.ca/resources/> at the bottom of the page under: Mental Health & Eating Disorder Resources.

Step 7: How will you make sure your plan is working?

- The MJKO team will meet weekly to discuss all challenges or successes.
- MJKO's Executive Director will report needed info to the Board monthly.
- Urgent matters will be addressed and changed immediately to protect the safety of all members.



YOUR HEALTHY CHOICE AMBASSADOR

Special Note:

- MJKO will not be asking members their vaccination status. **Participants will not be excluded from activities based on their vaccine status.**

MJKO Prevention Plan for Day-to-Day Activities

This plan was created to ensure all our members are safe.

<u>Risk of non-contact boxing</u>	<u>What I do to make practices as safe as possible?</u>
Human Risks	<p>MJKO recreational classes are focused on non-contact exercises and drills.</p> <p>MJKO competitive athletes must be seen by a licensed physician and have a completed medical before engaging in this stream of programming. Athletes will need to repeat the medical clearance yearly and be registered with Boxing Ontario (PSO) yearly in order to take part in contact activities.</p> <p>Certified boxing coaches supervise and support participants in both streams.</p> <p>Classes sizes are limited based on coach to participant ratios and capacity levels</p> <p>There is a minimum of 2 adults (Coaches/Volunteers) to support all programs in case of emergency.</p>
Fitness levels	<p>Athletes will work at their own level, taking water breaks when needed. Coaches and volunteers will watch for signs of fatigue, exhaustion, etc. MJKO coaches will also offer modification to make fitness accessible to all our participants.</p> <p>Our Senior Coaching staff have received training in trauma informed coaching techniques.</p>



YOUR HEALTHY CHOICE AMBASSADOR

	They are trained to watch for triggering activities and adjust programs where needed to create a safe space for participants who have been exposed to trauma.
Personal injury	<p>Proper techniques are taught to help prevent injuries and modifications are provided when needed. MJKO has an Emergency Action Plan posted at the gym which includes our address in case we need to call 911.</p> <p>Coaches have been trained to scan the field of play for safety hazards like wet floors, tripping hazards, etc.)</p>
Equipment issues	<p>Coaches and volunteers will perform a scan of all equipment prior to use, to ensure worn down or damaged equipment is disposed of.</p> <p>Post COVID participants will be given their own equipment and discouraged from sharing equipment, until it is deemed safe by local public health units.</p>
Environmental issues	Coaches and volunteers will scan for any hazards that could cause concern for participants.
Fair play guidelines in place	Athletes are reminded of fair play guidelines at the beginning of each workout. There is a code of conduct posted at the gym for all family members (coaches, volunteers, athletes and parents/guardians) to follow.
Accidents	Incident reports are taken for all accidents, are actioned accordingly, and are kept on file.



YOUR HEALTHY CHOICE AMBASSADOR

Equipment & Facilities Safety Plan.

This plan was created to facilitate daily safety checks of equipment.

Facilities/Equipment	Check List
Gym Space	Checks are performed before and during sessions for broken glass, wet surfaces or other hazards throughout gym space.
Boxing Gloves and Hand Wraps	<p>Check gloves to ensure they are clean of debris, padded and in good shape.</p> <p>They must also check velcro on wraps to make sure they will remain secure.</p>
<p>Other Equipment</p> <p>(Boxing ring, heavy bags, double-end bag, agility ladders, skipping ropes, medicine balls, ropes, weights, music player, focus mitts, mats)</p>	Make sure all other equipment is safe and in proper working condition.
MJKO Medical Records Book	Make sure all participants have completed registrations with emergency contact information and list(s) of existing medical conditions for all program participants.
Washroom	Washrooms are to be checked and cleaned every 30 minutes. Signatures are required after washroom checks.