



Covid-19 and Illness Policy

Through a community of practice, Azimuth Theatre is committed to adapting our programming and operational plans to meet and exceed Covid-19 public health actions. To prevent the spread of Covid-19 and other illnesses, our board of directors, staff, artists and independent contract workers and patrons will adhere to health and safety procedures and guidelines. These measures will take place within Azimuth Theatre's meetings, community engagements, training programs and during rehearsals and performances.

Azimuth has identified these policies as living documents – which may be adapted due to new information and/or in response to dialogue with members affected by these policies. We would also like to acknowledge that the policies created could cause unforeseeable and unintentional harm. We are committed to open and active learning about the needs of our community for the enhancement of these policies.

Azimuth theatre procedures and guidelines:

Vaccinations and testing

- Azimuth Theatre is committed to keeping our community safe. Vaccination is one of the most effective ways to protect our families, communities, and ourselves against COVID-19. We strongly encourage our board members, artists, independent contractors, crew, technicians, volunteers, and patrons to get immunized against COVID-19 and its many variants.
- All staff, artists and independent contract workers, the creative team, crew, technicians and volunteers will be required to adhere to daily COVID-19 testing, using rapid tests provided by Azimuth Theatre. Reporting any positive tests through our reporting system.
- The board of directors, artists and independent contract workers, creative team, crew, technicians, volunteers and patrons will be required to provide a negative Covid-19 rapid antigen test within 8 hours of the event when engaged in Azimuth Theatre's meetings, community engagements, training programs and during rehearsals and performances.

Rapid health screening and privacy

- Artists and independent contract workers, the creative team, crew, technicians and volunteers will be screened for [Covid-19 symptoms](#).
 - If anyone is experiencing symptoms, or has tested positive, they will be required to self-isolate for at least 5 days (or until symptoms resolve) and must produce a negative Covid-19 rapid test.
 - If the worker is feeling capable, they will participate through an online platform or some other form of distanced participation.
 - Should a worker be unable to complete their contract due to Covid-19 (or other debilitating circumstances) they will retain their full contract fees and will be invited to participate in the process of replacement, if needed.

Masking

- Although masking is no longer mandatory in most indoor public places, the use of masks will be encouraged until further notice.
- Azimuth Theatre performers may remove their mask when in rehearsals and for necessary work to be completed. Physical distancing measures will be observed while in all indoor public places and while maintaining all other health and safety guidelines.
- Azimuth encourages our community to wear a mask when in public spaces.
- If a person is unable to place, use, or remove a face covering without assistance, then no mask is required.
- Masking will be encouraged for audiences attending Azimuth productions to limit transmission from person to person. Azimuth staff will have masks available, free of charge. But, it is strongly encouraged that patrons bring and wear their own masks.
- Staff, cast, creative crew and technicians are strongly encouraged to mask when not able to adhere to physical distancing measures (like during set builds or at rehearsal).
- Guidelines and information on the use, wear and availability of masks is available [here](#).

Physical distancing

- Azimuth Theatre is taking physically distant approaches where possible, such as meeting via online platforms to limit the amount of interaction between staff, creative crew, and board members.
- As Covid-19 restrictions are lifted, we encourage all Azimuth board of directors, staff, artists and independent contract workers and patrons to follow remaining restrictions and by-laws.

- Azimuth productions and activities will follow specific and agreed upon physical distancing practices and protocols. These will include:
 - where possible, remaining physically distanced from each other.
 - optimizing work spaces, such as opening windows to maximize airflow (weather permitting) or using air filtration systems, when possible.
 - to limit exposure, sharing space between production working groups (production team, performers, technical crew) will be limited, and will include staggered work times where possible.
 - when possible, working sessions or breaks will be staggered and take place outdoors.
 - If dressing room assignments are not available (individual dressing rooms), workers are asked to prepare for performance before coming to the venue.
 - limitations on the number of audience members for all programming at a capacity responding to, or exceeding, current health and safety guidelines.
 - audience members will be appropriately distanced in their seats and from the stage, depending on the audience capacity and location of an Azimuth production.

- Although physical distancing measures will remain where possible, Azimuth still encourages social connectedness, conversations and community check-ins virtually with our community.

Enhanced cleaning and sanitization

- Azimuth Theatre is taking necessary precautions in reminding and encouraging all members to follow hygiene and respiratory etiquette. Recommendations include:
 - frequent handwashing with soap and water for at least 20 seconds or use hand sanitizer.
 - wearing face masks where possible and when face masks are not possible (during performance), cover coughs and sneezes with a tissue or your elbow.
 - avoid touching your face with unwashed hands.
 - avoid sharing food and beverages.

- Spaces will be cleaned and maintained in a hygienic fashion either by venue staff, or by Azimuth staff. Responsibilities will be clearly defined prior to workers entering spaces.

- Maintaining individual work stations and cleanliness of personal items (this may include props). Cleaning will not be left to any member of the Stage Management team unless agreed upon by Stage Management.

- Azimuth Staff or Venue Staff will mop floors at the end of each working day when in theatre spaces.

- Azimuth staff will follow procedures to clean high touch surfaces (door handles, tables, chairs, etc.).
 - Staff will wipe down surfaces – particularly in shared spaces such as bathrooms and kitchen areas.

- Staff will also ensure that artists and crew have access to hand sanitizer and disinfecting wipes when rehearsing.

Travel best practices

- Azimuth Theatre will follow the [guidelines](#) surrounding travel and requirements of domestic and international travellers.
- Azimuth will be implementing rehearsal best practices that limit potential spread of viruses, which may consist of performers being asked daily to report any Covid-19 symptoms to the creative team.
- Performers who report Covid-19 symptoms will be accommodated by attending rehearsals via online platforms.

Communication and public health alerts

- Working groups will collaboratively identify health and safety practices which will then be respected both inside working hours as well as outside working hours. These working agreements are to provide awareness of individual health needs and to build a respectful working environment that fosters trust. Transparency and flexibility will be required and received with gratitude.
- All members will be asked to follow the guidelines articulated by each venue that they are working in.
- Azimuth board of directors and staff will keep a close eye on changing public health orders and advice regarding Covid-19 and other illnesses.
- If there are updates, changes or advisory warnings that could impact programming or operational plans, the board and staff will act collectively to ensure the health, safety and well-being of all parties.
- Azimuth Theatre staff will contact all individuals impacted by any changes to schedules or alerts through email, phone or social media.
- If an artist or independent contract worker contracts Covid-19 and is unable to perform. Audiences will be notified about a postponement or cancellation of a performance.
- We will also support our community by sharing [resources](#) on physical distancing, how to wear a non-medical mask and mental health support.