



Cycling Canada Return to Training

COVID-19 Guidelines

July 3, 2020

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Return to Training Template for Organizations

Considerations for Athlete Return to the Daily Training Environment (DTE):

- Access to a medical doctor – all athletes and staff entering a DTE should be pre-screened via a Telehealth Appointment at least one week prior to entering the training environment. Having access to a medical practitioner is important for consultations on a day to day basis, and in the case that an athlete or staff in the training group starts to present symptoms of COVID-19;
- COVID-19 Risk Assessment Tool for Sport – this evaluation tool was implemented by the Canadian Olympic Committee, the Canadian Paralympic Committee, the Canadian Sport Institute Network and Own the Podium. It includes a risk assessment and various mitigation strategies for training in gatherings, to populate an overall risk rating for your planned activity;
- Waiver to return to organized sport – organizations should consider consulting a legal team on creating a waiver for athletes and staff to sign before safely returning to sport. This waiver should outline all potential risk and consequences of returning to sport during a global pandemic.
- Decision Making Process – a decision tree should be constructed to address the potential of any positive symptoms of COVID-19 within a training group. This action plan should be clearly laid out for athletes and staff to follow in case of suspected or confirmed COVID;
- Mental Health Support – organizations should consider the impact of athlete and staff mental health in returning to training and / or work. For examples, please refer to the mental health survey links and psychological safety descriptions in the Cycling Canada program specific return to training guidelines.
- Injury Management – construct a plan based on the specific needs of your athletes and competencies of staff in managing injuries or emergencies in the DTE.

Realities of Daily Training Environment: In this section, state any specific realities staff or athletes could encounter in your organizations' environment. For example:

- Any interprovincial travel restrictions if athletes are coming into the DTE from another province;
- Province specific safety guidelines on COVID-19:
 - o Link any government guidelines here.
- Social distancing requirements;
- Personal protective equipment expectations of the athletes and staff;
- Location of the preferred centre for the treatment of COVID-19 related illnesses and training emergencies in the geographical area;
- Intended training group size;
- Bike maintenance protocol for the training environment. Organizations can choose to have this as a sub-section if they prefer; similar to what is outlined in the Track Return to Training – Milton.

Venue Information: This section can be used to describe any specific venue or meeting place instructions. For example:

- Entry points into the venue;
- Any protocols required by the venue (ie. Sanitize at door, wear face mask, etc.);
- Outline of the venue set-up and expectations of movement throughout the venue;

- Restricted rooms or foot-traffic areas;
- Schedule of arrival and departure of participants.

Before Returning to Training:

- Athletes and staff should be required to have medical clearance via a telehealth appointment with a doctor;
- Participants of the DTE should be required to attend a Zoom or Skype information session to outline the DTE and safety guidelines;
- Waivers should be signed by athletes and staff before resuming training;
- Assess the need to check mental health and fear in returning to the training environment.

Arrival to Training:

- Athletes and staff are required to undergo a Daily COVID-19 Screening Questions before attending daily training;
 - o A staff member should ask these questions verbally and log answers.

During Training:

- Staff should be required to wear a mask and gloves while interacting with athletes;
- Athletes in the DTE should be encouraged to wear a mask, but are not required.

Leaving Training:

- Athletes and staff should be encouraged to leave training at a set amount of time post-training (eg. 30 mins);
- Athletes and staff should be encouraged to use sanitizer and wash their hands at their arrival home or to their accommodation.

Outside of Training:

- Follow guidelines from public health authorities when planning training;
 - o Assign a designated staff member to communicate any changes from public health authorities;
- Ask athletes and staff to limit exposure to the virus as much as possible.

Other Considerations:

- Consider the impact of social media and communications from athletes and staff while in the DTE;
- Outline the guidelines to athletes and staff on the breach of return to training regulations while in the DTE.

Travel: Consider implementing an internal travel protocol for athletes and staff that travel for personal reasons or vacations, and how this could impact or put other athletes and staff at risk in the DTE.

Appendix – Cycling Canada Return to Training Guidelines by Program

Daily COVID-19 Screening Questions

1. Do you have a fever, new onset cough, shortness of breath or difficulty breathing?
2. Have you had any contact with a confirmed case of COVID 19 or a person with any of the symptoms described in question 1?
3. Do you have TWO OR MORE of the following symptoms?
 - Sore throat
 - Hoarse voice
 - Difficulty swallowing
 - Decrease or loss of sense of taste or smell
 - Chills
 - Headaches
 - Unexplained fatigue/malaise
 - Diarrhea
 - Abdominal pain
 - Nausea/vomiting
 - Pink eye
 - Runny nose/ sneezing with no known cause
 - Nasal congestion with no known cause

BMX Return to Training – Abbotsford

Realities of the Abbotsford BMX track and training sessions:

- Outdoor public venue;
- There are no washrooms or change rooms;
- There are no shared surfaces that need to be touched. Staff person will open and close any gates;
- In accordance to the current BC requirement to have less than 6 people in a gathering, there will be a maximum of 5 athletes and 1 staff person permitted on-site at one time;
- Equipment, bottles, or tools will not be shared. Athletes must perform any mechanical repairs on their own bike;
- Social distance requirements will be respected during all steps of the training.

Before returning to training:

- Staff will go over the below information with the athletes;
- Athletes will sign a Cycling Canada Acknowledgement of Consent waiver;
- Only athletes and staff who have observed the local and provincial guidelines will be able to return to training and continue to train;
- All athletes and staff will complete the CC Pre-Training Screening Questions each day before training found here: [Online Pre-Training Screening Questions](#)

- If a staff/athlete has any symptom or if someone in their household has symptoms, that person is not allowed to attend training and needs to isolate themselves. They must notify the coach, team doctor, and Program Manager asap, as per the CC COVID decision tree in the Return to training waiver.

Arriving at the track:

- Staff will open/close the gate and any locked areas to the venue;
- All will arrive at a time set by the staff and park in a way that respects social distance requirements.

During training:

- Staff will operate the gate and any timing devices. They will wear a mask if this requires them to be closer to the athlete than the social distancing requirements;
- Video will be airdropped to athlete's personal iPad; no iPads or recording equipment is to be shared;
- Only two athletes will be permitted in the gate at a time. These athletes will be appropriately spaced in accordance to social distancing requirements.

Injuries:

- Staff will have a first aid kit available;
- Minor Injuries: athletes will treat themselves;
- Major Injuries: local medical services will be called. If the staff person must intervene, they will wear a mask, gloves, and reduce exposure as much as possible dependant on the situation.

After training:

- Athletes and staff will bring home their own trash and equipment; nothing is to be left at the track;
- All must vacate from the track within an hour after training.

Track Return to Training – Milton

Before return to training:

- All athletes must have a remote appointment with team doctor Wade Elliott;
- All participants (athletes and staff) must take part in a meeting on Zoom during which Cycling Canada staff will review these guidelines and protocols;
- All participants must sign the Acknowledgement of Consent form before returning to training (available in French and English);
- All participants must complete the [Return to Training/Work – Mental Readiness](#) survey.

Arriving at the velodrome:

- Before every track session, participants must complete the [Mental Health Daily Check-In](#);

- All participants* must use the entrance located between the main entrance and the workshop, next to the loading (garage) door. The door will be locked – if there is no staff member outside to give you access, simply knock on the door. (*mechanics are allowed to use the workshop door);
- All staff and athletes will need to go through a daily screening process upon arrival at the velodrome:
 - o If a participant has any symptom or if someone in their household has symptoms, the staff/athlete will not be allowed to attend training and must remain stay home. The athlete/staff need to notify the coach as soon as possible for further directions/assessment;
 - o Participants are asked to arrive at the time arranged by the coach to ensure someone is at the door to grant access and for daily screening. If for some reason a participant will be late, it is important to inform the program manager/coordinator (or group) on WhatsApp;
 - o If **staff members** would like to arrive earlier for training, they need to inform the program manager/coordinator;
 - o The velodrome is not accessible to athletes outside of the track training sessions. Staff wishing to go to the velodrome outside of training sessions need to coordinate with the program manager/coordinator.

During Training:

- Only one change room/washroom for male and one for female will be available to use for staff & athletes. There will be signage on the door. Per return to sport guidelines, athletes should change and shower at home to minimize their time in the change rooms;
- Each athlete will have their own pit with table, chair, rollers and hand sanitizer. Athletes must keep to their team pit and use the same for every training session. Pits will be assigned. Staff need to remain out of the pits;
- Everyone needs to keep their belongings in their pit and not spread out;
- Athletes must not share personal items or nutrition supplies (drink mix tubs for example). We will provide additional supplies as needed;
- Staff interacting with athletes are required to wear masks;
- Motorpacing is allowed, but the coach needs to wear a mask on the motorbike. No motorpacing efforts where the coach physically pushes the athlete;
- Hand sanitizer will be readily available, and athletes and staff should use sanitizer throughout their training session.

After Training:

- Athletes and staff need to keep their pit and training area clean (throw away trash, take home all water bottles, return equipment to the hall of the workshop, etc.);
- Equipment can be left in the caged area or in the hall leading to the workshop. It is also possible to leave equipment (such as rollers, mats) in the infield while the facility is closed to the public.

Gym Use:

- The Gym will remain closed, for the time being, for the sprinters:

- Sprinters will continue training at home, but the S&C coaches are allowed to be present to support the athletes (while respecting a 2m distance and wearing a mask);
- The Gym will be accessible to MTE for the July camp:
 - Access to the gym will be through the outside door near the clinic/gym. It will not be possible to access the gym from inside the velodrome (the hall);
 - Athletes will need to go through the screening questionnaire before entering the gym;
 - The sessions will be restricted to 3 athletes max. and a duration of 70 minutes (excluding arrival protocol);
 - Any request for coach to attend gym session needs to be received by S&C staff in advance of the gym session;
 - The CSIO gym will be sectioned into 3 main training areas. The supervising coach will allocate each athlete training area upon arrival;
 - Athletes are required to sanitize each piece of equipment that they come in contact with prior to and following each use;
 - After completing the training session, athletes must ensure all equipment has been put away and equipment sanitized;
 - The gym kitchen will remain closed. Athletes are encouraged to have their own water bottle and post-training food/drinks brought from home;
 - If participants need to use the bathroom during the gym sessions, they will need to use the same bathrooms used for track training (near the lab).

Clinic Use:

- The clinic at the velodrome is now open and practitioners have resumed treatments. Please refer to the specific therapy guidelines document for more information.

Workshop / Mechanics:

- Only one mechanic will be present at each track session;
- Athletes can pick-up/drop-off equipment in the caged area of the workshop. The rest of the workshop is off-limits;
- Athletes can interact with the mechanics and ask for assistance but need to remain in the caged area;
- Bikes must be sanitized before and after service by the mechanics, and at the end of the session.
- The mechanics will remain in the workshop during sessions

Outside of Training:

- At the end of the week (after the Friday session), participants are asked to complete the [Weekly Reflection - Readiness to Return to Training/Work](#) survey;
- All athletes and staff need to observe guidelines from public health authorities. If guidelines outside of training are not respected, access to the velodrome may be revoked. The same applies to the guidelines in this document or any guidelines from Cycling Canada and its staff;
- We ask athletes and staff interacting with athletes to limit exposure to the virus as much as possible (keep grocery store trips to a minimum, only go out to stores for essentials, avoid gatherings, etc.);

- Athletes and staff with symptoms (fever, cough, shortness of breath, etc.) need to inform the appropriate staff as soon as possible. Please refer to the decision tree in the Acknowledgement of Consent.

The person will be asked to stay home and limit contact with people, including housemates. Cycling Canada will assess risks and provide an update to the training group with temporary additional measures, if necessary.

Travel:

- Interprovincial travel (leisure or camps):
 - o All athletes and staff need to observe guidelines from local public health authorities;
 - o There are **currently** no self-isolation requirements for interprovincial travel between the following provinces: BC, AB, ON, QC;
 - o All athletes need to inform their coach of their whereabouts when travelling (location, duration, etc.). All staff need to inform the program manager & head coach of their travel plans for approval;
 - o If using mass transportation (plane, train, public transit, etc.), all staff and athletes are asked to wear masks and use hand sanitizer, wipes to sanitize their areas;
 - o All athletes and staff should follow the guidelines from the "Outside of training" section above while traveling and on vacation to limit the exposure to the virus.
- Out of country travel:
 - o All participants (athletes and staff) are currently not allowed to travel out of the country.

Para Return to Training – Bromont

Realities of the Bromont training sessions:

- All athletes and staff must adhere to [QC provincial guidelines](#):
 - o Outdoor recreational sports are permitted in groups, as long as social distancing measures are followed;
 - o Social distancing at 2 m must be followed at all times.
- Bike maintenance – if there is a need for coach maintenance, coach must wear gloves and sanitize bike before and after service. There will be no sharing of tools between staff and athletes;
- Bromont medical center for the treatment of COVID-19 – Granby Hospital, 205 Boulevard Leclerc O, Granby, QC J2G 1T7;
- Accommodations - athletes staying at the Studiotel Bromont must adhere to the following accommodations guidelines:
 - o Cycling Canada is not responsible for the conditions of the accommodation. This is outside of our control;
 - o All athletes will be in single room – no roommate or guests are permitted unless from same family.

Status of CNCB:

- The facility remains closed to the public:
 - o CNCB administrative staff are currently working in the building;
 - o CNCB reopening structure and timeline – use for reservation basis only. Guaranteed access of training room in basement for IST services (S&C and treatment).
- The gym will be dedicated for use by Cycling Canada athletes and staff:
 - o If used for S&C: Cycling Canada staff will be required to clean equipment pre/post use from athlete;
 - o If used for physiotherapy treatment: The space will be cleaned before and after use. A divider will be put up to separate this space from any foot traffic;
 - o Only one practitioner and one athlete will be allowed in this space at any given time;
- Washrooms / Change rooms – first floor washrooms will be dedicated for Cycling Canada athlete use;
- Daily professional cleaning services of areas of use will be provided at the Centre;
- Athletes and staff must only use side entrance of CNCB (accessible entrance).

IST Services:

- IST will be provided to athletes for the following services:
 - o S&C
 - o Physiology
 - o Mental Prep
 - o Nutrition
 - o Physiotherapy
- These practitioners will be in the DTE to work with athletes on a 1 on 1 basis; while maintaining all public health guidelines and complying to social distancing recommendations;
- IST practitioners will be required to wear a mask and gloves while interacting with athletes.

Therapy Guidelines:

- Physiotherapy treatments:
 - o The treatment table and any other equipment used will be thoroughly cleaned between athlete use;
 - o Only one athlete is permitted in the treatment room with the physiotherapist at a time;
 - o Athletes must wash their hands and/or apply sanitizer before meeting with the physiotherapist;
 - o Physiotherapists must wash their hands and apply sanitizer before meeting with the athlete;
 - o Any linens used in therapy sessions will not be shared amongst athletes and will be cleaned daily;
 - o Physiotherapists are required to wear surgical grade masks, glasses and gowns while providing treatment to athletes.

Before return to training:

- All athletes and staff will complete a remote telehealth appointment with Dr. Phil prior to returning to the Bromont DTE;

- All athletes and staff will take part in a mandatory preparatory Zoom call to go over the rules and regulations prior to returning to the DTE;
- All athletes will need to comply with and sign the Cycling Canada Acknowledgement of Consent waiver;
- Athletes and staff must complete the mandatory [Return to Training / Work – Mental Readiness](#) survey. Please note that it is not mandatory for athletes and staff to return to training if they are not comfortable in doing so. There will be no action taken if someone chooses to not attend this DTE. The physical, mental and emotional health of our athletes and staff is our priority.

Arriving at training:

- All athletes and staff will undergo a daily screening that will take place by support staff prior to training:
 - o Staff onsite will ask daily screening questions and log the athlete responses. No athletes will be asked to use a pen and paper during questioning;
 - o Athletes will be asked to take their temperature for CC staff to record onsite. All athletes are required to bring a thermometer to the DTE;
 - o If two or more of the screening questions are answered as “positive” – Dr. Phil or his colleague will be available and on call to consult on positive screening questions with the athlete and coach;
- Athletes will arrive to training with bikes built and in their training kit;
- Athletes will arrive to training in own vehicles or by bike. No ride sharing;
- Athletes will keep all personal possessions in their vehicles (including: bags, nutrition, bottles, garbage, clothing, tools, etc.). No storage in the CC trailer or in the Centre will be offered;
- Athletes will complete a mandatory [Mental Health Daily Check-In](#) survey prior to road training.

During training:

- Staff interacting with athletes are required to wear masks and gloves at all times;
- Hand sanitizer, gloves and masks will be made available at all training sessions;
- Athletes will train one on one with their coach;
- As recommended by Dr. Phil, athletes and staff are expected to have a mask and gloves in a Ziploc bag on their person, in case of accident;
- Cycling Canada will provide tents to limit athlete proximity in warm-up / cool-down in case of poor weather.

Departing training:

- Athletes must put own equipment in personal vehicles. If assistance is needed from staff, the staff must wear gloves and mask, and maintain proper social distancing from the athlete;
- All athletes and staff must leave CNCB 30 minutes prior to finishing training or receiving treatment. Please limit all use and time in CNCB as much as possible;
- All athletes and staff are asked to limit all interactions with camp activities happening in the parking lot and surrounding outdoor areas around the Centre.

Injury and emergency management:

- Injury to H, T athlete:
 - o No first responder on site
 - o Coach intervention may be required depending on level of severity – coach to wear PPE
 - o Call to local authorities if emergency medical is needed
- Injury to C, B athlete:
 - o No first responder on site
 - o Athlete and coach to determine severity – coach to wear PPE
 - o Call to local authorities if emergency medical is needed

Outside of training:

- All athletes and staff need to observe guidelines from public health authorities. The same applies to the guidelines in this document or any guidelines from Cycling Canada and its staff. A designated staff member will be assigned to communicate up to date health guidelines to athletes and staff.
- We ask athletes and staff interacting with athletes to limit exposure to the virus as much as possible (keep grocery store trips to a minimum, only go out to stores for essentials, limit gatherings to small groups while remaining outdoors and respecting social distancing guidelines, etc.)
- Athletes and staff with symptoms (fever, cough, shortness of breath, etc.) need to contact the following people by email as soon as possible:
 - o Team doctor Philippe Gariepy
 - o Coach Sebastien Travers
 - o Program coordinator Emily O'Connor

The person will be asked to stay at accommodations and limit contact with people. Cycling Canada will assess risks and provide an update to the training group with temporary additional measures, if necessary.

- Breach of rules and regulations set out by CC:
 - o Removal from camp and limitations of support and privileges with IST staff;
 - o Athletes and social media – considerations of the perception of the training environment to the public, and the perception of returning to a closed public venue (CNCB);
 - o Athlete NT kit and riding in groups – consider perception of public

Psychological Safety:

- The above Return to Training protocol has been put together based on current guidelines from the Government of Quebec, Centre National de Cyclisme de Bromont, INS Quebec, FQSC, and Own the Podium. However, the COVID-19 Pandemic is a constantly changing and unprecedented situation. None of us have been in this situation before, we will be learning as we go so we need your input and observations. **It is therefore important that we monitor each individual's situation and experience of the pandemic so that we can continue to meet your needs through the surveys mentioned (and linked) above.**
- Psychological safety is being able to give candid feedback without fear of repercussion. The psychological safety questionnaire will be a platform for you to provide your personal feedback

on how you feel about returning to the DTE, your experience in the DTE, and any other information that you feel is relevant to your personal situation. We understand that everyone is experiencing the COVID-19 pandemic differently, so it is important that we understand your current and changing circumstances so that we can work together to meet your needs, enable early prevention of problems and develop effective solutions to problems that arise.

- If at any time you have any questions, comments or concerns, please don't hesitate to reach out to Kris, Seb, Val or Emily.

Para Return to Training – Calgary

Realities of the Calgary training sessions:

- AB provincial guidelines must be followed at all times. Gatherings up to 50 people are possible in outdoor locations:
 - o Interprovincial hospital and physician services will likely be covered. Additional services, like ambulance, hospital transfer, transportation back to home province will not be covered by provincial health care.
- Social distancing at 2 m must be followed at all times
- Bike maintenance – if there is a need for coach maintenance, coach must wear gloves and sanitize bike before and after service. There will be no sharing of tools between staff and athletes.
- Calgary medical center for the treatment of COVID-19 – Foothills Medical Centre (1403 29 St NW, Calgary, AB T2N 2T9)
- Training group size:
 - o June 15 start date: max 3 NG athletes, 1 HP AB Athlete and NG West Coach
 - o June 29 start date: max 3 NG athletes, max 5 HP athletes and NG West Coach

IST Services:

- Dr. Phil will have prescreening telehealth appointment with Kara, Carla and Meghan, and Sara by June 12
- At the return to CSIC, athletes listed in the above point could be required to have a second health screening with Dr. Bensen and complete the PRIVOT health profile
- Dr. Phil or colleague will be available on-call should anyone starting presenting symptoms during training days
- No other IST services will be offered until CSIC status changes

Before return to training:

- All athletes and staff will complete a remote appointment with Dr. Phil in the week prior to returning to training:
- All athletes and staff will take part in a mandatory preparatory Zoom call to go over the rules and regulations prior to returning to training
- All athletes will need to comply with and sign the Cycling Canada Acknowledgement of Consent
- Athletes and staff must complete the [Return to Training / Work – Mental Readiness](#) survey. Please note that it is not mandatory for athletes and staff to return to training if they are not

comfortable in doing so. There will be no action taken if someone chooses to not attend this DTE. The physical, mental and emotional health of our athletes and staff is our priority.

Arriving at training:

- All athletes will arrange to meet at the following address:
 - o Springbank Community High School
32226 Springbank Rd, Calgary AB, T3Z 2L9
- Athletes must maintain social distancing upon meeting and park at minimum 1 space away from another athlete or staff vehicle.
- All athletes and staff will undergo a daily screening that will take place by Phil A. prior to training:
 - o Phil A. asks daily screening questions and logs answers over phone prior to training (1-2 hours in advance of training)
 - o Athletes will be asked to take their temperature for Phil A. to record
 - o If screening question is answered as “positive” – Dr. Phil or colleague should be on call to consult on screening question with the athlete/coach
 - o If screening question is positive or their temperature is too high, athlete will not come to the parking lot meet-up for the training ride
- Athletes will arrive to training with bikes built and in their training kit.
- Athletes will arrive to training in own vehicles or by bike. No ride sharing.
- Athletes will keep all personal possessions in their vehicles (including: bags, nutrition, bottles, garbage, clothing, tools, etc.). No indoor storage facility will be offered.
- Athletes will complete the [Mental Health Daily Check-In](#) prior to road training.

During training:

- Staff interacting with athletes are required to wear masks and gloves at all times.
- Hand sanitizer, gloves and masks will be made available at the start and end of all training sessions – to be brought to training by Phil A.
- Athletes are expected to bring a mask and gloves in a Ziploc bag on their person, in case of accident.

Departing training:

- Athletes must put own equipment in personal vehicles. If assistance is needed from staff, the staff must wear gloves and mask, and maintain proper social distancing from the athlete.
- All athletes and staff must leave the parking lot meet-up point within 30 minutes of the conclusion of training.

Injury and emergency management:

- Injury to H, T athlete:
 - o No first responder on site
 - o Coach intervention may be required depending on level of severity – coach to wear PPE
 - o Call to local authorities if emergency medical is needed
- Injury to C, B athlete:
 - o No first responder on site

- Athlete and coach to determine severity – coach to wear PPE
- Call to local authorities if emergency medical is needed

Outside of training:

- All athletes and staff need to observe guidelines from public health authorities. The same applies to the guidelines in this document or any guidelines from Cycling Canada and its staff. A designated staff member will be assigned to communicate up to date health guidelines to athletes and staff.
- We ask athletes and staff interacting with athletes to limit exposure to the virus as much as possible (keep grocery store trips to a minimum, only go out to stores for essentials, limit gatherings to small groups while remaining outdoors and respecting social distancing guidelines, etc.).
- Athletes and staff with symptoms (fever, cough, shortness of breath, etc.) need to contact the following people by email as soon as possible:
 - Team doctor Philippe Gariepy
 - NG Coach Phil Abbott and Head Coach Sebastien Travers
 - Program coordinator Emily O'Connor

The person will be asked to stay home and limit contact with people. Cycling Canada will assess risks and provide an update to the training group with temporary additional measures, if necessary.

- Breach of rules and regulations set out by CC:
 - Immediate removal from training environment
 - Athletes and social media – perception of public and the perception of returning to a closed public venue
 - Athlete NT kit and riding in groups – consider perception of public

Psychological Safety:

- The above Return to Training protocol has been put together based on current guidelines from the Government of Alberta, CSIC, and Own the Podium. However, the COVID-19 Pandemic is a constantly changing and unprecedented situation. None of us have been in this situation before, we will be learning as we go so we need your input and observations. It is therefore important that we monitor each individual's situation and experience of the pandemic so that we can continue to meet your needs through the surveys mentioned (and linked) above.
- Psychological safety is being able to give candid feedback without fear of repercussion. The psychological safety questionnaire will be a platform for you to provide your personal feedback on how you feel about returning to the DTE, your experience in the DTE, and any other information that you feel is relevant to your personal situation. We understand that everyone is experiencing the COVID-19 pandemic differently, so it is important that we understand your current and changing circumstances so that we can work together to meet your needs, enable early prevention of problems and develop effective solutions to problems that arise.
- If at any time you have any questions, comments or concerns, please don't hesitate to reach out to Kris, Phil, Val or Emily.

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