

HS01

Mandatory COVID-19 Vaccination Policy



Classification:	Health and Safety
Responsible Authority:	President
Executive Sponsor:	Director
Approval Authority:	Board of Directors
Date First Approved:	2021-09-07
Date Last Reviewed:	2021-09-07
Mandatory Review Date:	As required

1.0 **SCOPE**

1.1 **Authority**

This policy is issued under the authority of the President.

1.2 **Application**

This policy applies to all Native Education and Training College members, students, employees, clients, contractors, visitors and/or any other attendees wishing to access the Native Education and Training College campus, during pandemic periods, specifically in relation to COVID-19 response protocols.

2.0 **PURPOSE AND PRINCIPLES**

2.1 **Purpose**

To protect the Native Education and Training College community from the spread of COVID-19. This policy provides direction on the conditions under which individuals will be permitted to access the campus for various activities for the duration of the COVID-19 pandemic.

2.2 **Principles**

To protect the health and safety of the communities within which Native Education and Training College operates, the College is requiring that individuals be vaccinated as a condition to access the North Bay campus.

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3.0 **POLICY**

3.1 **Proof of Vaccination**

Individuals who are not fully vaccinated by September 7, 2021, and those who have received an exemption for medical reasons will be required to do regular rapid antigen testing. Individuals who receive an exemption for anything other than medical reasons will be required to complete an education program and do regular rapid antigen testing.

3.2 **Rapid Antigen Testing**

Any individual who is not confirmed as fully vaccinated must complete Rapid Antigen Testing once every seven days. This would include those who are partially vaccinated or have registered and/or been accepted for an exemption.

- a) The testing will be done through an external service provider.
- b) The costs of external tests will not be covered by the college. If you choose to use an external testing service, you must either bring the results to the college Rapid Antigen Testing Clinic or email to covid19@nativetc.com for verification and tracking. Please note, test results other than those mentioned will not be accepted.
- c) The College will continue to review the rapid antigen testing process following federal and provincial guidelines.

3.3 All other Individuals of the College community who require access onto the campus will be required to attest to being vaccinated prior to being granted access to the North Bay campus.

3.4 Individuals who have received the first dose of an accepted two-dose vaccine will, after a minimum of 14 days from receiving the first dose, be able to access the campus for a grace period that allows them to receive a second dose, provided that vaccines are reasonably available for those individuals.

3.5 The College will consider, on an individual basis, vaccination exemption requests from students and employees who require campus access based on medical grounds and/or creed.

3.6 To continue to protect the health and safety of the campus community, at the sole discretion of the College, those with an approved vaccination exemption may be provided with an on-campus accommodation through several measures such as, but not limited to, additional testing requirements, or refunds in the

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event a suitable accommodation cannot be granted.

3.7 Any individual covered by this policy who falsifies a vaccination status attestation will be subject to penalties appropriate to their association with the College.

3.8 **Field/Clinical Placement**

All Individuals who are participating in activities such as placement or other work-integrated learning programs and who do not attend College campuses are subject to the health and safety policies of the host employer.

- a) Individuals who do not provide satisfactory vaccination receipts to the College to demonstrate that they have received the first and second doses of a COVID-19 vaccine within the required timeframes will not be permitted to engage in Field/Clinical Placement until they have done so.
- b) In addition to complying with this Policy, all Individuals participating in Field/Clinical Placement are required to comply with any additional COVID-19 vaccination requirements put in place by third parties that must be satisfied as a condition of participation in those activities.

3.9 **Offers of Employment/Assignment of Contractors**

- a) During the period this Policy is in effect, all offers of employment for prospective employees will include a clause making the offer conditional on disclosure by the prospective employee of their vaccination status and/or whether they require an exemption from the vaccination requirement based on medical or other grounds protected under the Ontario Human Rights Code.

3.10 **Testing Requirements**

- a) Individuals who have received their first dose of a COVID-19 vaccination by September 7, 2021 but are awaiting their second dose of a COVID-19 vaccination and/or the expiry of the 14 day period before they are considered fully vaccinated.
- b) Individuals who are approved for an exemption from the vaccination requirement Individuals subject to the testing requirements must submit to regular antigen point of care testing in every week in which the Individual is present on campus. This testing shall be completed twice per week during the period of Monday to Friday each week, with an interval of at least 48 hours between tests. Testing frequency may be increased upon the advice of public health officials. Testing locations,

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hours of operation and testing procedures will be determined and communicated by the College.

3.11 Consequences of Non-Compliance

- a) Any employee who fails or refuses to comply with the requirements of this Policy may be subject to employment consequences in accordance with the terms of any applicable policies, collective agreements, employment agreements and/or other applicable legal requirements.
- b) Any student, contractor or visitor who fails or refuses to comply with the requirements of this Policy may be subject to sanctions appropriate to the circumstances, in accordance with any applicable policies, contractual requirements or other applicable legal requirements.
- c) These consequences will include, but may not be limited to, revocation of permission to attend the North Bay campus. Residence students and staff who do not provide satisfactory vaccination receipts to Native Education and Training College demonstrating that they have received the first and second doses of a COVID-19 vaccine within the required timeframes will not be permitted to continue to live or work in residence.

3.12 Providing False Information

- a) Faculty and staff who are found to have provided false proof of vaccination or negative COVID-19 test results will be subject to discipline, up to and including termination of employment, in accordance with the terms of any applicable collective agreements, employment agreements and/or other applicable legal requirements.
- b) Students who are found to have submitted false proof of vaccination or negative COVID-19 test results will be subject to discipline in accordance with the Code of Student Rights and Responsibilities.
- c) Contractors, volunteers, visitors and others who are found to have submitted false proof of vaccination or negative COVID-19 test results will be subject to sanctions appropriate in the circumstances.

3.13 Collection, Use and Storage of Information

All proof of vaccination and negative COVID-19 test results collected for the purpose of this Policy will be used, disclosed and stored in accordance with Native Education and Training College's obligations pursuant to the Freedom of

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Information and Protection of Privacy Act, R.S.O. 1990, c. F.31. Information regarding an Individual's vaccination status and/or whether they have an approved exemption from the vaccine requirement may be disclosed to authorized Native Education and Training College personnel for the purpose of administering and ensuring compliance with this Policy.

The College will collect, maintain and report as required aggregate statistical information that includes:

- a) the number of faculty, staff, students, contractors, volunteers and visitors who provide proof of being fully vaccinated against COVID-19;
- b) the number of faculty, staff, students, contractors, volunteers and visitors who provided satisfactory medical or other documentation establishing that they require an exemption from the vaccination requirement based on medical or other grounds protected under the Ontario Human Rights Code;
- c) the number of faculty, staff, students, contractors and volunteers who attended a COVID-19 vaccination awareness program;
- d) the total number of faculty, staff, students, contractors and volunteers to whom the requirements set out in this Policy apply.

4.0 **EXEMPTIONS**

4.1 Requests for medical exemptions will be considered upon completion and presentation of the **Request for Medical Exemption** form. The College reserves the right to have the form reviewed by applicable medical specialists. Requests for accommodation may involve the disclosure of confidential personal medical or other highly sensitive information and an appropriate consent form will be provided. Persons requesting accommodation shall only be asked to provide information required to support the accommodation request, and to respond appropriately to the request. Personal information concerning a person's medical condition or disability shall not be disclosed to the College, rather only the outcome of such request.

4.2 Requests for exemptions based on creed will be considered upon

completion and presentation of **Request for Creed/Religion Exemption** form. Native Education and Training College reserves the right to make the appropriate inquiries to verify the authenticity of a creed-based accommodation request. On-campus accommodations will not be extended to students, employees, clients, contractors, visitors and/or any other attendees without an approved exemption.

5.0 **ROLES AND RESPONSIBILITIES**

5.1 **President**

The President is responsible for the overall management and operation of the College. The President will ensure the policy is implemented and that compliance is monitored.

6.0 **EVALUATION**

This policy is subject to change and will be reviewed as required

7.0 **RESOURCES**

COVID-19 Vaccination Education

To further assist Individuals, we are sharing the below public resources related to the COVID-19 vaccine and the mandatory vaccination framework.

How COVID-19 vaccines work

- <https://health.canada.ca/en/public-health/services/video/how-mrna-vaccines-work.html>
- <https://health.canada.ca/en/public-health/services/video/how-viral-vector-based-vaccines-work.html>

Vaccine safety related to the development of the COVID-19 vaccines

- <https://www.canada.ca/en/public-health/services/video/covid-19-how-vaccines-developed.html>
- <https://www.canada.ca/en/public-health/services/video/covid-19-vaccine-safety-post-market-surveillance.html>
- <https://health.canada.ca/en/public-health/services/video/how-covid-19-vaccines-safe.html>

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- <https://health.canada.ca/en/public-health/services/video/how-covid-19-vaccines-monitored-safety.html>

The benefits of vaccination and risks of not being vaccinated against COVID-19

- <https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19/vaccines/effectiveness-benefits-vaccination.html#a1>
- <https://cihr-irsc.gc.ca/e/52593.html>
- <https://www.canada.ca/en/health-canada/services/video/ask-experts-covid-19-vaccines.html#a10>

Possible side effects of COVID-19 vaccination

- <https://health.canada.ca/en/public-health/services/video/covid-19-vaccines-common-side-effects.html>

