

Title: COVID-19 Mandatory Vaccination	<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Procedure <input type="checkbox"/> SOP
Category: General Sub-category: Occupational Health & Safety	Distribution: Organization Wide
Endorsed: EVP People, Culture & Strategy Signature:	Approval Date: Aug. 24, 2021 Reviewed/Revised Date: Dec 6, 2021 Next Review Date: Aug. 24, 2022

CROSS REFERENCES: (HR-t-04) Discipline, (OHS-oh-102) Occupational Health & Safety Services and Requirements

1. PURPOSE

To ensure that all staff, professional staff, learners and volunteers, both new hires and current employees are fully vaccinated against COVID-19 to minimize their risk of infection and to reduce the risk of transmission to others.

2. POLICY STATEMENT

The Hospital is committed to taking every precaution reasonable in the circumstances for the protection of the health and safety of workers and our patients and families from the hazard of COVID-19. Vaccination is a key element of protection against COVID-19. Mandatory vaccination of Hospital workers is one of the critical control measures for COVID-19. To this end Hospital employees, professional staff, volunteers, contractors and learners are required to be vaccinated against COVID-19 as a condition of employment as of December 6, 2021.

All workers are required to comply with the following:

2.1 Provide proof of all required doses of a COVID-19 vaccine approved by Health Canada; or

2.2 Submission of a medical exemption that is documented, in line with Ministry of Health's updated guidance for medical exemptions. Submission must include written proof of a bona fide medical reason, provided by a physician or registered nurse in the extended class that sets out a documented medical reason for not being fully vaccinated against COVID-19, and the effective time period for that medical reason; or

2.3 Approved human rights exemption. Submission must include details of reason for exemption request and will be evaluated by the Hospital

3. SCOPE

Applies to all workers carrying on activities in the Hospital.

4. DEFINITIONS

COVID-19: An acute respiratory illness in humans caused by a coronavirus, capable of producing severe symptoms and in some cases death, especially in older people and those with underlying health conditions.

COVID-19 Symptoms: Fever, cough, difficulty breathing, muscle aches, fatigue, headache, sore throat, hoarse voice, difficulty swallowing, runny nose, sneezing, nasal congestion, change in sense of smell/taste, chills, gastrointestinal symptoms (nausea and/or diarrhea).

Fully vaccinated: any individual who has received the full series of a Health Canada approved COVID-19 vaccine and has received the final dose of the vaccine at least 14 days ago.

Unvaccinated: any individual who does not provide proof of being fully vaccinated for COVID-19 or who has not received the COVID-19 vaccine, whether by personal choice or medical or human rights exemption.

Worker: includes employees, professional staff, students/learners, volunteers, contract staff or any other person working on behalf of the Hospital.

5. PROCEDURE

5.1 All staff and professional staff must provide proof of all required doses of a COVID-19 vaccine approved by Health Canada to OHS. Vaccination receipt must be submitted to OHS by email ohs@tbh.net or as a paper copy. Receipt shall include date of vaccination, vaccine name, lot number, and signature of administration. If OHS does not receive proof of vaccine, the worker is considered unvaccinated. Volunteers must submit their proof to it to Volunteer Service, Learner vaccination status will be verified through their academic institution. Contractor vaccination status will be validated through their employer.

5.2 Vaccination requirements are subject to bona fide medical and Human Rights Code exemptions. In recognition of the Hospital's obligations under the Human Rights Code, a worker who presents and substantiates a valid human rights justification for exemption on the basis of grounds listed under the Human Rights Code may request an accommodation. Any workers with approved exemptions shall be subject to regular COVID-19 antigen testing as directed by and at intervals to be determined by the Hospital. Workers will be required to provide verification of the negative test result in a manner determined by the Hospital that enable the Hospital to confirm the result. In addition, workers may be required to adhere to further infection and prevention and control measures.

5.3 The Hospital will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health information and context, to ensure that it continues to optimally protect the health and safety of workers and the public and may amend this policy accordingly which may include additional or alternate precautions to protect the health and safety of all workers and maintain healthy and safe workplaces.

5.4 Information collected pursuant to this policy, including related to an individual's proof of vaccination shall be collected, protected and disposed of in accordance with applicable privacy legislation. This information will only be used to the extent necessary for implementation of and compliance with this policy, and for administering related infection and prevention control measures and health and safety protocols in the workplace.

5.5 Non-compliance with this policy will be managed in accordance with the Hospital collective agreements, applicable legislation and human resources policy HR-t-04 Discipline.

6. RELATED PRACTICES AND/OR LEGISLATIONS

Occupational Health and Safety Act (OHSA) R.S.O. 1990 and Regulations

The Human Rights Code, R.S.O. 1990, c. H.19 v.

Personal Health Information Protection Act (PHIPA), 2004.

Freedom of Information and Protection of Privacy Act

Provincial Infectious Disease Advisory Committee

Center for Disease Control and Prevention

Public Hospitals Act 1990, Regulation 965