

2021/2022 VACCINATION IN RESIDENCE POLICY

PURPOSE

At George Brown College, we are committed to maintaining a safe residence living experience and a safe learning and working environment. We have therefore implemented this Policy, which imposes vaccination-related requirements for individuals who will regularly be in our residences during this academic year.

BACKGROUND

George Brown College has a duty to provide a safe residence living experience and a safe learning and working environment. A residence is a congregate living setting in which the elevated risk of COVID-19 transmission warrants special precaution to protect residence and all our community members. This policy is meant to address this risk.

The Government of Canada has currently authorized four COVID-19 vaccines for use in Canada: AstraZeneca, Johnson & Johnson, Moderna and Pfizer-BioNTech. In a report dated March 16, 2021, the National Advisory Committee on Immunization (NACI) stated that in clinical trials, all approved COVID-19 vaccines are efficacious in the short term against symptomatic, confirmed COVID-19 disease.

Our international students may have access to two additional vaccines evaluated by the World Health Organization to meet the necessary criteria for safety and efficacy: Sinopharm and Sinovac.

SCOPE

This Policy applies to all residents and guests in our residences.

POLICY REQUIREMENTS

This Policy requires “full vaccination” – which means receiving the dosage of one or more vaccines that is meant to provide full-protection. The Moderna and Pfizer-BioNTech vaccines, for example, require two doses.

The only vaccines that qualify for the purposes of this Policy are those approved for use in Canada and endorsed by the World Health Organization.

Residents are to be fully vaccinated by no later than **October 2, 2021**. Residents who do not establish that they have met this requirement and who have not been granted an exemption by this date will be required to move out of residence. Residence fees will be refunded on a *pro rata* basis.

We are restricting guest access to residence until further notice. We will monitor the risk and may reinstate access privileges only to guests who are fully vaccinated and who present proof of vaccination.

Individuals who regularly work in residence are strongly encouraged to be fully vaccinated. We are requiring all such individuals to provide their employer with information about their vaccination status to assess and manage risk.

We are imposing these requirements in addition to other requirements meant to address the risk of COVID-19 transmission. We may change them as the risks continue to evolve, and hopefully lessen.

PROOF OF VACCINATION

Although the College may accept attestations, all individuals subject to this policy may be required to provide reasonable proof of vaccination.

Providing a false attestation is an act of serious misconduct and may be subject to discipline under the Code of Student Behaviour and Community Standards. Proof, if requested, can be in the form of a copy of the proof of vaccination given at the time of receiving vaccination, or a letter from a medical practitioner that confirms fully vaccinated status.

We will use and disclose this information in accordance with all applicable privacy laws. We will store information about vaccination status securely.

EXEMPTIONS

We recognize our duties under the Ontario *Human Rights Code* (the Code). If an individual is unable to be vaccinated due to a protected ground we have a duty to provide reasonable accommodation short of undue hardship. We will therefore consider requests for medical condition exemptions and religious/creed exemptions. We will determine how to accommodate those with valid exemption claims on a case-by-case basis in light of the prevailing risks of COVID-19 transmission.

Medical conditions

An individual who is requesting an exemption on the basis of a medical condition must provide us with a letter from a medical practitioner, clearly stating the reason why the individual needs to be exempted from vaccination.

Religion/creed

An individual who is requesting an exemption on the basis of religion or creed must provide a written explanation of the basis for the request. Neither ground gives individuals a right to refuse vaccination based on political grounds or based on a mere position against vaccination. We encourage all individuals to seek guidance in making a request for an exemption based on religion or creed.

CONTACT INFORMATION

This policy will be administered by George Brown College. All questions and requests for exemptions should be directed to Melissa Gallo (melissa.gallo@georgebrown.ca) at George Brown College.