



## COVID-19 VACCINATION POLICY

<b>Responsible Authority:</b>	Vice-President, Human Resources + Public Safety Vice-President, Student Success
<b>Approval Authority:</b>	President
<b>Date of original approval:</b>	August 16, 2021
<b>Effective date:</b>	September 7, 2021
<b>Review date:</b>	March 30, 2022 and every six months thereafter

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### PURPOSE

At George Brown College, we are committed to maintaining safe learning, working and living environments for all members of our community. We are therefore implementing this Policy, which establishes COVID-19 vaccination-related requirements for individuals who will be attending in-person at any facility owned or contracted for use by the College, until further notice. This Policy is consistent with public health guidelines. The College is committed to doing its utmost to safeguard the health and safety of its community members, and to partnering with health experts, the scientific community, and other public sector partners in addressing the COVID-19 pandemic.

### BACKGROUND

George Brown College has a duty to provide a safe learning, working, and living environment for its students and employees. This duty is legislated under the *Occupational Health and Safety Act R.S.O. 1990, c.O.1*, and is underpinned by the college's unique role as a partner in the greater public good. At the same time, the college exercises its duty within the context of the *Ontario Human Rights Code R.S.O. 1990, c. H19*, and other applicable policies. The college also respects the knowledge and expertise of the scientific communities, both in academia and public health, who have signalled the critical importance of COVID-19 vaccinations in eliminating the COVID-19 pandemic and promoting the health of our city, province, and country.

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 George Brown College students, employees and visitors.<sup>1</sup>

This Policy applies to all facilities and premises owned by, or contracted for use by, George Brown College, hereinafter referred to as “college premises”.

This Policy sets out a requirement of full-vaccination for students to work-integrated learning and/or placements, students living in residence, or varsity athletics (on or off college premises), hereinafter referred to as “special activities.”

This Policy will apply until further notice, though the College will conduct a re-assessment of risks within six months of implementation, and at least every six months thereafter.

## **POLICY**

- The College is imposing these requirements in addition to other requirements meant to address the risk of COVID-19 transmission. The College may change them as the risks continue to evolve, and hopefully lessen.
- This Policy encourages “full vaccination” – which means receiving the dosage of one or more vaccines that provides full protection in accordance with Ontario public health and/or World Health Organization approvals. This may, in time, require booster shots.
- 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. These are subject to review as updates are provided by the federal government and/or the World Health Organization.
- Effective October 2, 2021, individuals who provide verification of being fully vaccinated will be permitted to access college premises without COVID-19 testing. Effective September 7, 2021, individuals who have received at least their first dose of an approved COVID-19 vaccination may access college premises provided they present proof of a negative COVID-19 test result.
- Effective October 2, 2021, students participating in special activities as defined by this policy must provide verification of full vaccination.
- The College will accommodate individuals based on medical or religious/creed grounds in accordance with the Ontario Human Rights Code.

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<sup>1</sup> ‘Visitors’ includes contractors and volunteers. Time limited access by visitors to one of the College’s retail or service enterprises and health care clinics is excluded from this Policy. Such access will be subject to appropriate alternative controls, as communicated by the service provider.

- The College will consider requests for an accommodation on a case-by-case basis. Where accommodations have been granted, the College may impose alternative conditions on access to premises until such a time as the vaccination requirement has been met.

## **PROCEDURES**

### **1) *Employees and Students – Entry to college premises based on proof of vaccination***

- a) Employees and students may upload proof of vaccination to an application provided by the college and administered by its third-party service provider.
- b) The third-party service provider will, on behalf of the college, determine whether the submitted proof is satisfactory and advise the college.

At this time the College will not offer visitors the option of presenting proof of vaccination at point of entry due to validation concerns. All visitors who enter must first satisfy the alternative entry requirement set out below.

### **2) *Alternative entry to college premises – COVID-19 test***

- a) Individuals who do not present proof of vaccination may only enter college premises if they present proof of a negative COVID-19 test result based on an approved test administered by the College or a test provider in the prior 48 hours to entry. Rapid antigen tests qualify.

This means of alternative entry is not at our college residence, where vaccinations are required.

### **3) *Special activities – Participation based on proof of vaccination***

- a) Students may upload proof of vaccination to an application provided by the college and administered by its third-party service provider.
- b) The third-party service provider will, on behalf of the college, determine whether the submitted proof is satisfactory and advise the college.

## **NOTICE OF COLLECTION**

The collection of personal information pursuant to the above procedures is authorized by section 2 of the *Ontario Colleges of Applied Arts and Technology Act*. The College will use the information it collects to control entry to college premises and for related health and safety purposes and will store it securely and in accordance with the *Freedom of Information and Protection of Privacy Act*.

## **ACCOMMODATIONS**

Exemptions from the requirement to be vaccinated for special activities within the scope of the Policy (e.g. work integrated learning/placements, residence, varsity athletics) will

be granted under the College's 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. The college will therefore consider requests for disability/medical accommodation and religious/creed accommodation. The college will determine how to accommodate on a case-by-case basis in light of the prevailing risks of COVID-19 transmission.

*Disability / Medical conditions*

An individual who is requesting an accommodation on the basis of a medical condition must provide documentation from a qualified medical professional (i.e. medical doctor, psychiatrist, nurse practitioner), clearly stating the reasons for which the accommodation is being requested. Sharing an individual's diagnosis is not expected.

*Religion/creed*

An individual who is requesting an accommodation on the basis of religion or creed must provide a written explanation of the basis for the request.

Neither aforementioned 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 accommodation based on religion or creed.

Accommodations will be provided by the College, in consultation with the individual and appropriate college employees.

## **CONTACT INFORMATION**

The College has created a Frequently Asked Questions (FAQ) resource at [www.georgebrown.ca/covid-19](http://www.georgebrown.ca/covid-19).

Employees with questions may contact [hsw@georgebrown.ca](mailto:hsw@georgebrown.ca). Students with questions may contact [studentsuccess@georgebrown.ca](mailto:studentsuccess@georgebrown.ca)

## **OTHER RELATED POLICIES**

Code of Non-Academic Student Behaviour  
Employee Codes of Conduct  
Freedom of Expression Policy  
George Brown College AODA Workplace Accommodation Policy  
Accessible Learning Policy  
Human Rights Discrimination and Harassment Policy  
Privacy Policy