



COVID-19 VACCINATION POLICY

Responsible Authority:	Vice-President, Human Resources + Public Safety Vice-President, Student Success
Approval Authority:	President
Date of original approval:	August 16, 2021
Effective date:	September 14, 2021
Revised date:	October 5, 2021 <i>September 10, 2021</i>
Review date:	March 30, 2022 and every six months thereafter

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.

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.

International students may have accessed additional vaccines evaluated by the World Health Organization that met the necessary criteria for safety and efficacy, including Sinopharm, Sinovac, and others. On September 22, 2021, the provincial government of Ontario updated legislation indicating that these vaccines are no longer accepted, and as such do not meet the criteria

under this Policy. To that end, for individuals who have not had a full series of government-authorized vaccines as listed above, additional vaccinations may be required in order to be considered 'fully vaccinated' for the purpose of this Policy.

The college is bound by legislation to abide by instructions of the Ontario Chief Medical Officer of Health, who has instructed all post-secondary institutions to establish and implement COVID-19 vaccination policies effective September 7, 2021.

SCOPE

This Policy applies to all George Brown College students, employees, contractors, volunteers and visitors, hereinafter referred to as "Required Individuals."

This Policy applies to all facilities and premises owned by, or contracted for use by, George Brown College, hereinafter referred to as "College Premises," including those defined as "workplace" under the Occupational Health and Safety Act.

This Policy sets out a requirement of full-vaccination for students engaged in in-person work-integrated learning and/or placements (virtual placements are excluded), students living in residence and 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

Vaccination requirements

- 1) Beginning November 1, 2021, all **Required Individuals** must be fully vaccinated (and present proof of fully vaccinated status) to access College Premises unless the College grants them an accommodation on the basis of medical or religious grounds. The College will grant accommodation in accordance with the Human Rights Code.
- 2) Beginning October 2, 2021, all individuals participating **Special Activities** must be fully vaccinated (and present proof of fully vaccinated status) to participate in Special Activities unless the College grants them an accommodation on the basis of medical or religious grounds. The College will grant accommodation in accordance with the Human Rights Code.

Meaning of fully vaccinated

- 3) "Fully vaccinated" means having received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by the Government of Canada. An individual is deemed to be fully vaccinated 14 days after having received the final dose of an approved COVID-19 vaccination.
 - a) Individuals who have not received a full series of a COVID-19 vaccine approved by Health Canada, but who have received a full series of a COVID-19 vaccine approved by the World Health Organization (e.g., two doses of a two-dose vaccine series, or one dose of a single-dose vaccine series) will be considered fully vaccinated after they receive a third dose of an mRNA vaccine approved by Health Canada.

- b) Individuals who have received three doses of a vaccine not approved by Health Canada will also be considered fully vaccinated 14 days after having received the final dose of the COVID-19 vaccine.

Antigen testing for Required Individuals with Accommodations

- 4) Required Individuals with approved accommodations who are not fully vaccinated may only access College Premises if they submit to regular antigen testing for COVID-19 and demonstrate a negative result, at intervals to be determined by the College and by means of verification to be determined by the College.
- 5) Required Individuals may only enter and remain on campus based on the presentation of a negative test result as needed for a legitimate purpose (e.g. attending class or a lab), and the College reserves the right to restrict the access privileges of those without such a need.
- 6) The College is not required to provide or facilitate antigen testing for COVID-19. It may do so on a time-limited basis without further obligation and may charge reasonable administration fees.

Entry to College Premises prior to November 1

- 7) Prior to November 1, 2021, Required Individuals who are not fully vaccinated may access College Premises without an accommodation if they meet the College's antigen testing requirement, complete a college-approved educational session about the benefits of COVID-19 vaccination and present proof of completion.
- 8) Following the end of this grace period, the College will continue to make its approved educational session available to Required Individuals.

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 FOR REQUIRED INDIVIDUALS

Exemptions from the requirement to be vaccinated within the scope of the Policy 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 physician or a 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 the medical reason. Such requests will be submitted in a form determined by the College.

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, in a form to be determined by the College.

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.

Employees with questions may contact hsw@georgebrown.ca. Students with questions may contact studentsuccess@georgebrown.ca

Members of the college community are encouraged to review information from the Ontario Human Rights Commission relating to COVID-19 vaccinations and human rights, available at: http://www.ohrc.on.ca/en/news_centre/covid-19-and-ontario%E2%80%99s-human-rights-code-%E2%80%93-questions-and-answers

Information provided by the College of Physicians and Surgeons of Ontario regarding medical exemptions from the COVID-19 vaccine is available at:

<https://www.cpso.on.ca/Physicians/Your-Practice/Physician-Advisory-Services/COVID-19-FAQs-for-Physicians>

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