

## COVID-19 VACCINATION POLICY

### PURPOSE

The purpose of this Policy is to provide a safe and healthy work and learning environment and to protect the campus community from the COVID-19 pandemic.

This Policy also ensures the University is in compliance with the instructions issued by the Office of the Chief Medical Officer of Health of Ontario and the Ontario Ministry of Colleges and Universities' *Postsecondary Education Health Measures Framework for Fall 2021* which requires Ontario post-secondary educational institutions to establish a COVID-19 vaccination policy.

### SCOPE

This Policy applies to all students, staff, faculty members and professional librarians, contractors, volunteers, and visitors ("Individuals") who attend Campus.

The Policy does not apply to children under 12 years of age until such time a vaccine has been approved for use in that population by Health Canada.

This policy shall be interpreted and applied in compliance with the University's obligations under any collective agreements. If any provision of this Policy is found to be inconsistent with the provisions of a collective agreement, the collective agreement will prevail to the extent of the inconsistency, unless the Policy provision is required by law, in which case the Policy provision will prevail.

### POLICY STATEMENT

#### Policy principle

Brock University is committed to providing the University community with a safe and healthy work and learning environment consistent with its legislative obligations and in accordance with the advice, direction and recommendations from the Province of Ontario and local public health units. Recognizing public health advice that vaccination against COVID-19 is the single most effective public health measure to reduce the spread of COVID-19, Brock University is requiring vaccination to attend campus, with limited exceptions on

medical or other protected grounds under the Human Rights Code.

### **Vaccination requirement**

Individuals who attend Campus, with the exception of those Individuals who cannot be vaccinated due to medical or under other grounds protected by the Ontario Human Rights Code, are required to be fully vaccinated with a Health Canada approved vaccine.

Individuals who have been vaccinated with a vaccine on the World Health Organization Emergency Use Listing (but not approved by Health Canada) must receive a Health Canada approved vaccine as soon as possible in accordance with the recommendations issued by public health officials and agencies.

### **Declaration of vaccination status & proof of vaccination**

In order to be permitted to attend Campus, Individuals must submit to the University a declaration regarding their vaccination status and proof of vaccination in a form acceptable to the University.

### **Exemptions**

Any Individual who cannot be vaccinated due to medical reasons or other protected grounds under the Ontario Human Rights Code may submit a request for exemption. The request for exemption must be in the form required by the University and must provide sufficient information and/or documentation to support the request.

Requests for exemption on medical grounds require written proof of a medical reason, provided by a physician or registered nurse in the extended class that sets out: (i) a documented medical reason for not being fully vaccinated against COVID-19, and (ii) the effective time-period for the medical reason.

Exemptions will only be granted where the University is satisfied that the Individual cannot be vaccinated on medical grounds or other protected grounds under the Ontario Human Rights Code. A denial of an exemption request cannot be appealed.

Any Individual who receives approval for an exemption must:

- a. submit to regular antigen screening for COVID-19 and demonstrate a negative result, at a minimum of twice per week; and
- b. provide verification of a negative result in a manner that enables the University to confirm the result at its discretion.

Any Individual who receives an approval for a non-medical exemption may be required to participate in an educational session about COVID-19 vaccinations as prescribed in the instructions from the Office of the Chief Medical Officer of Health.

### **Education**

The University will make available educational materials regarding vaccination that address, at a minimum:

- a. how COVID-19 vaccines work;
- b. vaccine safety related to the development of the COVID-19 vaccines;
- c. the benefits of vaccination against COVID-19;
- d. risks of not being vaccinated against COVID-19; and
- e. possible side effects of COVID-19 vaccination.

### **Timelines**

This Policy formalizes the University's vaccination requirements in effect as at September 7, 2021 and is effective as of that date.

All Individuals are required to be Fully Vaccinated by the dates determined by the President and Vice-Chancellor, or their designate, provided that any Individual who has received a single dose of a two-dose vaccine is required to:

- a. submit to regular antigen screening for COVID-19 and demonstrate a negative result, at a minimum of twice per week; and
- b. provide verification of a negative result in a manner that enables the University to confirm the result at its discretion.

## **Requirements applicable to certain Individuals**

Students living in residence or participating in intercollegiate athletics, or any Individual participating in other high-risk activities as may be identified by the University are required to comply with any requirements set by the University specific to those activities in addition to this Policy.

Contractors and visitors may be subject to different processes and requirements for disclosure and proof of vaccination and approval of exemptions as determined appropriate by the University.

## **Privacy**

Any personal information, including health information, collected under this Policy will be collected, used, and stored in accordance with relevant legislation. Other than the employees involved with administering this Policy, Individuals should not ask one another to disclose their vaccination status or their reasons for not being vaccinated, nor should they engage in any reprisal against one another.

## **Procedures**

All Individuals are required to comply with any procedures implemented by the University to administer these policy requirements. The President and Vice-Chancellor is authorized to establish procedures as may be necessary for the proper implementation of this Policy.

## **Duration, Review, and Modification**

This Policy will be reviewed on an ongoing basis, and in any event no later than 1 year following approval, and may be updated as warranted by new public health guidance or other changing circumstances. At all times, the University will be guided by public health information, legislative requirements, and its existing obligations under, among others, the Occupational Health and Safety Act and the Ontario Human Rights Code.

## **DEFINITIONS**

The following definitions shall apply to this Policy:

**Fully Vaccinated and Full Vaccination** means having received either (a) the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by Health Canada; (b) one or

two doses of a COVID-19 vaccine not authorized by Health Canada, followed by one dose of a COVID-19 mRNA vaccine authorized by Health Canada; or (c) three doses of a COVID-19 vaccine not authorized by Health Canada; and having received the final dose of the COVID-19 vaccine at least 14 days ago.

**Campus** means all University owned, operated, or leased spaces, including but not limited to offices, student residences, classrooms, labs, study spaces, libraries, recreational facilities, dining halls, campus eateries, buildings, research facilities, building entrances, University vehicles, and outdoor areas. Exceptions to the applicability of this Policy to Campus spaces may be approved by the President and Vice-Presidents.

**Proof of Vaccination** means a written vaccination record of an individual's COVID-19 immunization dates issued by the government, province, territory, or country in which they were immunized.

## COMPLIANCE AND REPORTING

This Policy is under the jurisdiction of the President and Vice-Chancellor, with authority for operationalization and enforcement delegated to the Provost and Vice-President, Academic for students, faculty members, and librarians, and to the Vice-President, Administration for staff, contractors, volunteers and visitors. The President and Vice-Presidents may approve exceptions to this Policy as may be deemed necessary, having regard to public health guidance, legislative requirements, and obligations under, among others, the Occupational Health and Safety Act and the Ontario Human Rights Code.

### Enforcement

It is a violation of this Policy:

- a. to attend University Campus without fully complying with this Policy;
- b. to fail to report to any required COVID-19 screening;
- c. to provide any false, misleading, or otherwise dishonest information or documents to the University in relation to this Policy; or
- d. to otherwise fail to comply with any COVID-19 health or safety precaution requirement put in place by the University.

It is not a violation of this Policy for an unvaccinated Individual to attend Campus for the sole purpose of:

- a. receiving a vaccine dose or collecting a rapid antigen screening kit;
  - b. making a delivery or collection at a loading dock or outdoors drop off or pick up location;
- provided that the individual does not access any other part of the University grounds, buildings, or facilities and does not interact with any individuals except for those involved in the vaccination, antigen screening, or the delivery/pick up.

All employees found to be in violation of this Policy may be prohibited from accessing University property and in-person activities and subjected to remedial action, up to and including termination of employment for cause.

All students found to be in violation of this Policy may be prohibited from accessing University property and in-person activities subject to outcomes and/or sanctions under the Student Code of Conduct.

A student who is also an employee of the University may be subject to discipline under both roles.

Any visitor or guest found to be in violation of this Policy may be prohibited from accessing Campus.

**Reporting**

The University will collect, maintain, and disclose statistical (non-identifiable) information regarding the implementation of this Policy, as required by the Instructions issued by the Office of the Chief Medical Officer of Health, or any other legislative requirement.

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| Policy Owner:          | President & Vice-Chancellor   |
| Policy Lead:           | Vice-President, Administration  |
| Policy Classification: | Operational   |
| Approval:              | Approved by the Executive Team  |
| Effective date:        | September 7, 2021   |
| Next review:           | Policy will be reviewed on an ongoing basis and no later than September 6, 2022 |
| Revision history:      | Amended September 28, 2021  |
| Related documents:     | Brock Student Code of Conduct<br>Relevant Collective Agreements                 |