

Crowe Valley Conservation Authority Vaccination Policy

PURPOSE

The Crowe Valley Conservation Authority (CVCA) has an obligation to take all necessary precautions to protect the health and safety of its workforce and recognizes the importance of immunization to reduce the risk of serious infection and transmission of infection among its employees. Therefore, the CVCA will strive to take every reasonable action to fight COVID-19.

The CVCA's expectations are that all employees will participate in the COVID-19 vaccination program offered by the Province of Ontario to receive the COVID-19 vaccine, subject to the duty to accommodate under the Ontario *Human Rights Code*.

This Vaccination Policy provides a framework for persons entering CVCA workplaces regarding COVID-19 vaccination status.

APPLICATION

This policy applies to all CVCA employees.

EFFECTIVE DATE

This Policy is to take effect immediately.

POLICY REQUIREMENTS

A. NEW HIRES

1. All new hires will be required to be fully vaccinated (including additional boosters) as a condition of employment, subject to the duty to accommodate under the Ontario *Human Rights Code*.

B. EMPLOYEES

2. On or before 1 February 2022 current employees must:
 - (a) Confirm they are fully vaccinated against COVID-19¹; or
 - (b) Provide a documented medical reason for not being fully vaccinated against COVID-19;
or
 - (c) Provide a documented personal sincerely held religious or creed based reason for not being fully vaccinated against COVID-19.

¹ "full vaccination" means having received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by Health Canada (e.g., two doses of a two-dose vaccine series, or one dose of a single-dose vaccine series); and having received the final dose of the COVID-19 vaccine by 31st of December 2021) plus any additional boosters made available

3. Effective, 1 February 2022, employees who are unvaccinated for any reason will be required to participate in regular rapid antigen testing for COVID-19 at the employees expense and provide a digital image of a negative test result to the General Manager/Secretary-Treasurer via email every Monday and Thursday morning before 8:30 a.m. regardless of the days of the week that the employee is on site that week.

Those who receive a positive rapid antigen screening result must not report to work and must immediately inform the General Manager/Secretary-Treasurer of the result. The employee is required to immediately self-isolate as per Provincial direction, book a nasopharyngeal swab (PCR) test at one of the local community testing sites and call the General Manager/Secretary-Treasurer to report the results upon receipt and to allow the General Manager/Secretary-Treasurer to begin the contact tracing process as needed. Employees will thereafter follow the direction of the General Manager/Secretary-Treasurer in terms of next steps depending on the results of the PCR test.

Employee test results will be kept confidential to the General Manager/Secretary-Treasurer and the Administrative Assistant and will not be disclosed except as required for the purposes of implementing and enforcing this Policy, staffing, meeting Public Health requirements, and complying with partner directives.

C. ACCOMMODATION

4. CVCA acknowledges its obligations under the Ontario *Human Rights Code* and will comply with its duty to accommodate in appropriate cases.
5. Current employees and candidates for employment who are not vaccinated due to a medical reason are to provide written proof from a physician or registered nurse in the extended class supporting the medical exemption. Current employees and candidates for employment who are not vaccinated due to another protected ground as set out in the Ontario *Human Rights Code* should advise the General Manager/Secretary-Treasurer, and the employee and CVCA will follow the requirements of the Ontario *Human Rights Code* with respect to the accommodation process. Employees are expected to cooperate in this process and provide necessary documentation.

Failure by employees to adhere to the requirements of this Policy may result in discipline up to and including termination.

This Policy and these measures will remain in place until further notice and are subject to change in accordance with Public Health guidelines and directives.

Any concerns or questions related to this Policy should be directed to the General Manager/Secretary-Treasurer.

Approved by CVCA Board – Motion XXXX

20 January 2022

Review Date: 20 January 2024