PROCEDURE FOR POLICY 3.1.1 – Accommodation Procedure

A. General

1.00 In these Procedures, reference to the “Policy” shall mean the COVID-19 Vaccination Policy.

2.00 These Procedures apply to Individuals requesting an accommodation from the requirement to be Vaccinated, and to have received a Booster, as the result of a medical condition or other ground protected by the Ontario Human Rights Code.

3.00 Capitalized terms used in this Procedure are defined in the Policy.

B. Employee Accommodation Procedure

1.00 Employees requesting accommodation are required to complete and submit an accommodation request form.

2.00 Employees shall provide supporting medical or other relevant documentation requested by the University.

3.00 Employee requests for accommodation are to be directed to Human Resources at takecare@uwo.ca.

C. Student Accommodation Procedure

1.00 Students requesting accommodation are required to complete and submit an accommodation request form.

2.00 Students shall provide supporting medical or other relevant documentation requested by the University.

3.00 Student requests for accommodation are to be directed to Health and Wellness Services at vaxinfo@uwo.ca.

D. Requirement to Test and/or Take Other Health and Safety Precautions

1.00 Employees and students who are granted an accommodation may be required to participate in a testing program and/or take other health and safety precautions (e.g. masking). The University will determine the appropriate testing program and/or precautions based on the scientific evidence of options. The testing program and/or precautions may change from time to time to ensure that it is consistent with the latest science.

2.00 Employees and students who have submitted a request for accommodation and are awaiting a decision from the University may be required to participate in a testing program and/or take other health and safety precautions. The University will determine the appropriate testing program and/or precautions based on the scientific evidence of testing options. The testing program and/or precautions may change from time to time to ensure that it is consistent with the latest science.

3.00 Any off-Campus testing shall be performed by a third-party licensed pharmacist/practitioner.
approved by the University, who shall administer the test and submit the testing results directly to the University.