

POLICY 3.1.1 – COVID-19 Vaccination Policy

Policy Category:	Personnel – All
Subject:	COVID-19 Vaccination Policy
Approving Authority:	President
Responsible Officer:	Vice-President (Operations & Finance) Associate Vice-President (Human Resources)
Responsible Office:	Vice President (Operations & Finance) Division of Human Resources
Related Procedures:	Events and Visitors on Campus
Related University Policies:	MAPP 1.23 – Guidelines on Access to Information and Protection of Privacy MAPP 3.1 – Health and Safety Policy
Effective Date:	October 20, 2021
Supersedes:	September 24, 2021; September 8, 2021; September 7, 2021

A. PURPOSE AND SCOPE

- 1.0 The University is committed to providing members of the University community, including students, employees and visitors, with a safe and healthy work and learning environment consistent with its legislative obligations. Throughout the pandemic, the University has sought to do so by implementing health and safety protocols and policies based on the advice and recommendations from the provincial government, the Chief Medical Officer of Health and the Middlesex-London Health Unit.
- 2.0 The Office of the Chief Medical Officer of Health has instructed all post-secondary institutions to implement vaccination policies, with specific minimum requirements.
- 3.0 The Council of Ontario Medical Officers of Health has indicated that vaccination against COVID-19 is the single most effective public health measure to reduce the spread of COVID-19.
- 4.0 The Council of Medical Officers of Health strongly recommends that:
 - (i) Full vaccination against COVID-19 be required for all individuals involved in any in-person activities on campus, including students, employees and visitors, with the rare exception of those individuals who cannot be vaccinated due to permitted exemptions (medical and other protected grounds under the Ontario *Human Rights Code*). Individuals are to be required to submit Proof of Vaccination.

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- (ii) All individuals who are unvaccinated due to permitted exemptions or who are awaiting their second dose be required to adhere to additional health and safety measures, up to and including serial and frequent rapid testing.
 - (iii) Individuals involved in any in-person activities on campus, including students, employees and visitors, should be fully vaccinated as soon as operationally feasible.
- 5.0 The purpose of this COVID-19 Vaccination Policy (the “Policy”) is to provide all members of the University community with a safe and healthy work and learning environment in accordance with the instructions of the Office of the Chief Medical Officer of Health and the recommendations of the Council of Ontario Medical Officers of Health.
- 6.0 This Policy applies to all students, employees and visitors of the University.
- 7.0 The University reserves the right to implement further health and safety measures, including, but not limited to, measures in respect of mandatory masking and physical distancing.

B. DEFINITIONS

1.0 The following definitions shall apply to this Policy:

- (i) **Fully Vaccinated** means an Individual has received:
 - (a) the full series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines,
 - (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; andthey received their final dose of the COVID-19 vaccine at least 14 days before providing the proof of being fully vaccinated.
- (ii) **Individuals** means all students, employees and volunteers of the University.
- (iii) **Visitors** include, but are not limited to: service providers; contractors; visiting scholars; researchers; research participants; athletes; alumni; vendors; performers; inspectors; patients receiving clinical care; volunteers; and other individuals who work for or on behalf of the University or who attend Campus.
- (iv) **Campus** means all University owned and operated spaces or leased and operated spaces, including but not limited to: offices; student residences; classrooms; labs; study spaces; libraries; recreational facilities; dining halls; campus eateries; buildings; building entrances; loading docks; University vehicles; and outdoor areas.
- (v) **Proof of Vaccination** means a written vaccination record of an Individual's COVID 19 immunization date(s) issued by the government of the province, territory or country in which they were immunized.

C. POLICY

1.0 Vaccination

- (i) Between **September 7 and October 12, 2021**, all Individuals who attend on Campus must:
- (a) Be Fully Vaccinated and have provided Proof of Vaccination to the University as directed by the University; **or**
 - (b) Provide proof of two negative COVID-19 rapid antigen tests per week as set out in section 1.0(iv) of this Policy,

For clarity, Individuals who have been granted an accommodation request or are awaiting a decision with respect to an accommodation request pursuant to section 1.0(iii) of this Policy must participate in rapid antigen testing as set out in section 1.0(iv) of this Policy.

- (ii) Effective **October 12, 2021**, Individuals will **not be permitted to attend on Campus unless they:**
- (a) Are Fully Vaccinated and have provided Proof of Vaccination to the University as directed by the University; **or**
 - (b) Have been granted an accommodation by the University or are awaiting a decision from the University with respect to an accommodation request filed on or before October 20, 2021 pursuant to section 1.0(iii) of this Policy; **and** are complying with the rapid antigen testing requirements set out in section 1.0(iv) of this Policy.

Important: This timeline means that other than accommodation situations, Individuals must receive their second vaccine dose (or one dose of the Janssen vaccine) no later than September 28, 2021 in order to be Fully Vaccinated by October 12, 2021 and therefore permitted to continue to attend Campus after October 12, 2021.

- (iii) Individuals who cannot be Fully Vaccinated as a result of a medical condition or other ground protected by the Ontario *Human Rights Code* may request an accommodation. Such requests should be made by not later than **September 7, 2021** in order to ensure that Individuals are permitted to attend on Campus subsequent to October 12, 2021. An Individual who is awaiting a decision with respect to an accommodation request must comply with the testing requirements under section 1.0(iv) of this Policy.

Employee requests for accommodation may be directed to Human Resources at takecare@uwo.ca. Student requests for accommodation may be directed to Health and Wellness Services at vaxinfo@uwo.ca. Individuals requesting accommodation may be required to complete a form and/or provide supporting medical or other relevant documentation requested by the University. All Individuals granted a non-medical accommodation from a requirement to be vaccinated shall attend an education session provided by the University under section 4.0 by no later than October 12, 2021; for clarity, this applies to all Individuals previously granted a non-medical accommodation under the residence contract. Attendance at the session will be documented by the University.

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- (iv) Individuals who are required to participate in rapid antigen testing pursuant to sections 1.0(i) and 1.0(ii) of this Policy must provide proof of two negative COVID-19 rapid antigen tests per seven-day period¹. The tests must be separated by a minimum of 72 hours (e.g. if first tested for the week on Monday at 12 p.m., the next test must occur Thursday at 12 p.m. or later in the same seven-day period). **Proof of the two negative COVID-19 tests must be provided commencing one week before an Individual will be attending on Campus and will continue in each week that the Individual attends on Campus.** If there is a break of at least one week in an Individual's attendance on Campus, they will again need to provide two negative COVID-19 rapid antigen tests per seven-day period, with each test separated by a minimum of 72 hours, commencing one week before the Individual returns to Campus. 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. The University will not accept self-administered test results.

Important: This testing requirement means that if an Individual wishes to attend on Campus during the week of September 7, 2021, they must provide proof that they received two negative COVID-19 rapid antigen tests during the week of August 30, 2021.

- (v) Visitors on Campus shall comply with the applicable requirements of the Events and Visitors on Campus procedure. Note that exemptions identified in the procedure may apply.

2.0 **Vaccination and Testing Centre:** A COVID-19 vaccination and testing centre will be available to all students and employees of the University. Students and employees who require a COVID-19 test may attend Campus solely for the purpose of attending the testing centre until two consecutive negative rapid antigen test results per seven-day period (with the tests separated by at least 72 hours) are received and proof of same is provided as detailed above.

3.0 **Residence:** Rather than the timelines in this Policy, students living in residence are required to comply with the vaccination timelines in the residence contract or otherwise be approved for an accommodation. Students living in residence who are accommodated, who are awaiting a decision from the University with respect to an accommodation request, or who have not submitted Proof of Vaccination that they are Fully Vaccinated must comply with the testing requirements of section 1.0(iv) of this Policy. Failure to comply with these requirements may result in a termination of the residence contract and/or not being permitted to attend on Campus after October 12, 2021.

4.0 **Education:** The University shall provide an education session accessible to any Individual which addresses the following:

- (i) how COVID-19 vaccines work;
- (ii) vaccine safety related to the development of the COVID-19 vaccines;
- (iii) the benefits of vaccination against COVID-19;
- (iv) risks of not being vaccinated against COVID-19; and
- (v) possible side effects of COVID-19 vaccination.

¹ If an Individual has tested positive for COVID-19 in the past 90 days, rapid antigen testing is not required. In this instance, the Individual shall provide proof of a positive COVID-19 result in the past 90 days. Once the 90-day period has passed, the Individual will be required to resume regular rapid antigen testing under 1.0(iv) unless they have become Fully Vaccinated during that time.

5.0 **Consequences for Contravention of this Policy or Submitting Fraudulent Information**

- (i) Employees of the University who contravene this Policy or who are found to have submitted fraudulent Proof of Vaccination, fraudulent documentation supporting an accommodation or a fraudulent COVID-19 test result will be subject to discipline, up to and including removal of access to Campus and/or termination from employment, in accordance with the relevant collective or employment agreement and policies.
- (ii) Students of the University who contravene this Policy or who are found to have submitted fraudulent Proof of Vaccination, fraudulent documentation relating to an accommodation request or a fraudulent COVID-19 test result will be subject to discipline in accordance with the Code of Student Conduct. A student who is also an employee of the University will be subject to discipline both as a student and an employee.
- (iii) Visitors and volunteers who contravene this Policy or who are found to have submitted fraudulent Proof of Vaccination, fraudulent documentation relating to an accommodation, or a fraudulent COVID-19 test result may be trespassed from the University on such conditions and/or for such duration as determined by the University.

6.0 **Privacy Legislation:** All Proof of Vaccination, requests for accommodation, supporting documents and proof of negative COVID-19 test results will be collected, used, and stored in accordance with the University's obligations pursuant to the *Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. F.31* and the *Personal Health Information and Protection Act, 2004, S.O. 2004, c. 3, Sch. A*, as applicable. This information will be used to determine and address whether there has been a breach of this Policy, whether an Individual is permitted to attend on Campus as set out above and to address health and safety concerns on Campus, including whether additional or enhanced safety protocols are necessary in the event of an outbreak or otherwise. The records will be destroyed when the Policy is terminated.

7.0 **Statistical Information:** The University will collect, maintain, and disclose statistical (non-identifiable) information as follows:

- (a) documentation that includes (collectively, "the Statistical Information"):
 - (i) the number of Individuals that provided proof of being fully vaccinated against COVID-19;
 - (ii) the number of Individuals that provided a documented medical reason for not being fully vaccinated against COVID-19;
 - (iii) the number of Individuals that provided a documented non-medical accommodation reason for not being fully vaccinated against COVID-19 and completed an educational session about the benefits of COVID-19 vaccination in accordance with paragraph 4.0; and
 - (iv) the total number of the Individuals to whom this Policy applies.
- (b) disclose the Statistical Information and any other required information to the Ministry of Colleges and Universities (MCU) in the manner and within the timelines specified by MCU. MCU may further disclose this Statistical Information and may make it publicly available.

8.0 **Duration, Review and Modification of the Policy**

- (i) This Policy is effective September 7, 2021 and will apply until September 7, 2022. It will be reviewed by the University on a regular basis, and in any event by no later than September 1, 2022, in order to ensure that the protective measures outlined

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herein remain appropriate in consideration of the circumstances and any recommendations which may be made by the provincial government and public health officials.

- (ii) The University has the right to change, modify or revoke this Policy, including by enhancing the protections in place and implementing supplementary policies which may be applicable to specific buildings, facilities or activities, at any time.