



PROCEDURE

HR106

COVID-19 Immunization Disclosure

Board Received: September 27, 2021

Review Date: September 2022

Purpose:

The purpose of this procedure is to outline the expectations with regards to COVID-19 immunization disclosure of staff, volunteers, third-party contractors, student practitioners, frequent visitors and other professionals who provide in-person services in schools or who have direct contact with staff and/or students.

All eligible individuals are strongly encouraged to receive a COVID-19 vaccine, unless there is a medical reason to not receive a vaccine.

Background:

The Grand Erie District School Board ("the Board") recognizes the importance of immunization as a key element to help keep school settings safe. This COVID-19 immunization disclosure procedure aims to protect the Board's population. COVID-19 is an acute respiratory illness caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It may be characterized by fever, cough, shortness of breath, and several other symptoms. Asymptomatic infection is also possible. The risk of severe disease increases with age but is not limited to the elderly and is elevated in those with underlying medical conditions.

Fully vaccinated against COVID-19 means having received all of the doses required for a COVID-19 vaccine(s) approved by Health Canada (e.g., two doses of a two-dose vaccine, or one dose of a single-dose vaccine); and having received the final vaccine dose at least 14 days following the final dose.

This procedure affirms the commitment of the Board to provide and maintain a safe work and learning environment for all and recognizes the importance of immunization as a key element to help keep school settings safe. This COVID-19 immunization disclosure procedure aims to protect the Board's population. It also considers advice from Local Public Health Units, provincial government guidance and protocols, obligations under the *Education Act* and the *Occupational Health and Safety Act*, and relevant human rights legislation including Ontario's *Human Rights Code*.

Application:

This immunization disclosure policy applies to the following groups, except where the individual works remotely and the individual's work does not involve in-person interactions:

- All Board employees/staff, including daily and long-term occasional teachers and casual support staff/education workers;
- Board Trustees (excluding Student Trustees);
- Student transportation drivers; and

The following individuals if attending the school premises frequently and have direct contact with staff or students:

- Students on educational placement, including professional services students on a placement/work-integrated learning visit (e.g., teacher candidate practicums, nurse, psychologist, behavioural therapist, speech-language pathologist, etc.);

- Volunteers*;
- Those who provide professional services to children at school; and
- Visitors, including third-party contractors.

****Note: Volunteers are required to be double vaccinated before starting their volunteer assignment.***

The Chief Medical Officer of Health has directed the Board to develop, implement and ensure compliance with a COVID-19 immunization disclosure procedure. This procedure requires all individuals covered by the procedure to provide one of the following:

1. Proof of all required doses of a COVID-19 vaccine approved by the World Health Organization.
2. Written proof of a medical reason, provided by either a physician or nurse practitioner that sets out:
 - a. that the person cannot be vaccinated against COVID-19; and
 - b. the effective time period for the medical reason (i.e., permanent or time-limited).
3. Proof that the individual has completed the educational program prescribed by the Ministry of Education.

Educational program:

The educational program has been prescribed by the Ministry of Education and addresses the following learning components:

- How COVID-19 vaccines work;
- Vaccine safety related to the development of the COVID-19 vaccines;
- Benefits of vaccination against COVID-19;
- Risks of not being vaccinated against COVID-19; and
- Possible side effects of COVID-19 vaccination.

Individuals will be required to review the Ministry Educational program outside of working hours.

Testing requirements:

Individuals subject to the procedure who are not fully vaccinated must complete all of the following:

1. Complete rapid antigen testing for COVID-19 twice a week;
2. Demonstrate a negative result; and
3. Provide verification of the negative test result

The test must be administered at home, before attending a school building or worksite. Questions regarding the testing can be sent to rapidtestingsupport@granderie.ca

Prevention of Harassment and Objectionable Behaviour:

Harassment, bullying, discrimination or any objectionable behaviour of any type against individuals based on their vaccination status, compliance with this Procedure, or any other reason will not be tolerated. Concerns of this nature should be raised immediately with the Superintendent of Human Resources or designate.

Compliance:

Board Staff who fail to comply with the terms set out in this procedure may be subject to disciplinary action, up to and including an unpaid leave of absence or termination from their employment.

Individuals and/or organizations, subject to the procedure, who are not employed by the Board will be contacted by the appropriate Board department to establish a communication and process for disclosing vaccination status.

Confidentiality statement:

The Board will only collect, use, and disclose information regarding an individual's vaccination status in accordance with the Ministry of Education and the Local Public Health Unit's direction, and all applicable privacy laws. The proof of vaccination or other evidence collected pursuant to this procedure will be kept confidential, stored in a secure location, with access and disclosure in accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, *Personal Health Information Protection Act* and the Ministry of Education. The Board is required, pursuant to the Chief Medical Officer of Health's direction, to report statistical information to the Ministry of Education on a regular basis. All statistical information will be provided in depersonalized aggregate form as required by the Ministry.

Review:

This Procedure will be reviewed regularly and amended as circumstances require.