

COVID-19 Vaccine Policy

Category:	Health, Safety and Security
Number:	HS 28
Responsibility:	Director of People and Culture
Approval:	Senior Executive, August 23, 2021
Amendments:	To be reviewed as required, by government and public health directive updates and changes

Policy Statement

Algoma University has developed this policy based on guidance and direction from government and public health. It is expected that more detailed direction from these bodies will be released over the coming weeks and will further guide the policy and procedures. Algoma University will continue to adapt the policy as required.

Algoma University continues to take proactive steps to ensure the safety and wellbeing of all of its community members, across all three campuses. As part of those measures, the University is implementing this vaccination policy which, under the advisement of public health and government, will now require two full doses of the Health Canada or World Health Organization (WHO) approved COVID-19 vaccination for all students, faculty, staff and visitors who intend to access Algoma University premises.

Any individual who cannot be vaccinated based on medical or other grounds recognized by the Ontario Human Rights Code can request an accommodation (see below). Those who are not fully vaccinated will have to follow additional strict health protocols including a mandatory requirement to show proof of a negative Covid-test result taken within 72 hours prior to accessing campus. Certain high risk activities may have additional requirements under this policy. The policy will remain in effect as long as the Provincial Government and Ontario Public Health (OPH) authorities recommend that vaccination is the best course of action in limiting the spread of Covid-19. This policy is subject to change and/or extension as government and public health guidance and understanding of COVID-19 evolves.

This policy goes into effect September 1, 2021.

SCOPE

This policy applies to all members of the University community that are aged 12 and over; students, staff, faculty, administration, members of the Board of Governors, tenants, visitors and guests. All members of the University community have a responsibility to uphold the principles outlined in this policy. This policy applies to all premises of Algoma University.

PURPOSE

Algoma University recognizes the challenges that have been faced with the COVID-19 Pandemic. Our guiding purpose and principles are as follows:

1. The health, safety and well being of the Algoma University community, and our students' success, is the University's primary focus as we resume in-person/on-site services.
2. The University will continue to align its approach with applicable government and public health directives and guidelines.
3. The University is committed to accessibility, equity and respectful work/study environment, and has taken into consideration the unique needs of our different community members, including as needed, accommodating individual health needs.

DEFINITIONS

"Rapid Testing" means using a Covid-19 Antigen test to get the required Covid test result.

"Algoma University premises" means any physical indoor space or outdoor grounds that are owned, leased, licensed, operated, or otherwise occupied by Algoma University.

"Vaccination" means inoculated with a Health Canada or World Health Organization approved COVID-19 vaccine.

"Fully Vaccinated" means 14 days after being inoculated with two doses of the approved COVID-19 vaccine. This definition may change as public health guidance on what is required for a fully vaccinated status evolves.

"High risk activities" include those activities where physical distancing and masking may be difficult or not possible, congregate living settings, or activities with a high rate of aerosol transmission.

POLICY

As of September 1st, 2021, all members of the Algoma University community aged 12 and over, including students, staff, faculty, administration, members of the Board of Governors, tenants, visitors and guests that access Algoma University premises will be required to attest and provide supporting documentation to their COVID-19 vaccination status prior to accessing campus.

As a condition of entry to Algoma University Premises, an individual must:

(a) have one dose of a Health Canada or WHO approved vaccine by September 7th, 2021, and be Fully Vaccinated by October 15th, 2021 or,

(b) have an accommodation under medical or Human Rights grounds and have obtained a negative Covid 19 test result within 72 hours prior to accessing campus.

Individuals who indicate they are vaccinated will need to upload proof of their vaccination status. This information will be stored following health information privacy protocols. Algoma University reserves the right to verify the information that an individual has submitted regarding their vaccination status. If an individual declines to answer, they will have to follow the same protocols as an unvaccinated individual. Unvaccinated individuals will be provided with education on the importance of vaccines to the health and safety of the University community.

Any individual who cannot be vaccinated based on medical or other grounds recognized by the Ontario Human Rights Code can request an accommodation. Those who remain unvaccinated or who only have one dose and who

must access campus will have to follow additional strict health protocols such as: frequent testing, wearing masks and other PPE, if necessary, as well as other possible measures to be announced at a later date.

Additional Requirements for High Risk Activities

Residence: Students living in residence and staff accessing residence will be required to have one dose of the vaccine by move-in day and must be fully vaccinated by October 15, 2021. Students and staff that have approved accommodations and are not fully vaccinated will be tested using rapid testing twice per week and may be required to take additional health and safety measures.

Varsity Athletics: Student-athletes, coaches and all support staff must have one dose of the vaccine by September 3, 2021 and be fully vaccinated by October 15, 2021. Student-athletes, coaches, and support staff that have approved accommodations and are not vaccinated will be tested using rapid testing twice per week and may be required to take additional health and safety measures.

High Risk Academic Classes: Students and faculty in classes where social distancing and mask wearing may not be possible, or there is a high chance of aerosol transmission (eg. some music courses), will be required to provide proof of vaccination or negative covid test result. Unvaccinated faculty and students in academic classes deemed high risk will be tested using rapid testing twice per week.

On Campus Events: On campus events where social distancing may not be possible will be required to provide proof of vaccination status or negative covid test result taken within 72 hours prior to the event. Failure to provide those will mean the individual will not be permitted to participate in the event.

Other high risk activities may be identified with similar protocols in place.

ACCOMMODATION NEEDS

Individuals may be exempt from this policy in the following situations:

- if they require accommodation (e.g., for reasons of disability, religion, or other) under Ontario's Human Rights Code
- if they have a medical condition including a physical condition, mental health condition, or other health concern that makes it difficult to be vaccinated

Accommodation requests will be vetted by an Ad Hoc working group with representation from Human Resources, Accessibility Services, and Equity, Diversity and Inclusion. This working group will review accommodation requests under strict confidentiality and inform the individual if it is approved.

Members of the community outside of the Ad Hoc working group **should not** ask colleagues, students, or others at the University for supporting documentation or other proof regarding exemptions or accommodations under this policy.

If Algoma University grants an individual an exemption, the exempted individual shall obtain and submit proof of negative Rapid Test or PCR Test result in the frequency required by Algoma University as a condition of entry to Algoma University premises. A negative test result will allow access to the premises. A positive Rapid Test result means the individual may not access the premises, should isolate, and should get a confirmatory PCR Covid-19 test. If the PCR Covid-19 test result is negative, the individual will need to provide proof of the negative test result and then may access the premises. A positive PCR test result should isolate and follow directions as per Algoma University Covid Policy and Public Health Directives.

The process of requesting an accommodation to this policy will be outlined and communicated to the community by August 27, 2021. Accommodation requests will be eligible to be submitted starting September 1, 2021.

EDUCATION AND ENFORCEMENT

The University will focus on educating members of the community about the Policy, including the benefits of vaccination to limit the transmission of COVID-19, as well as the importance of accommodation and personal privacy regarding medical or other conditions.

Enforcement measures will focus primarily on an educational approach and will depend on the individual's relationship with the University, the nature of an incident, the place in which it occurred, the impact on others and the number of times an individual needs to be spoken to about following the policy.

INTERNATIONAL TRAVELLERS

At the time of writing of this policy, the following guidelines were in effect:

Individuals who received a full series of a [Health Canada approved COVID-19 vaccine](#), or a vaccine that is not approved in Canada but is approved for emergency use by the [World Health Organization \(WHO\) \(PDF 835 KB\)](#), will be considered fully vaccinated to enter Algoma University premises.

Individuals who received one dose of a vaccine outside of Canada or who are fully vaccinated by a non WHO approved vaccine should follow the directions of Public Health Officials.

For more information see The Ministry of Health's [COVID-19 Guidance for Individuals Vaccinated outside of Ontario/Canada \(PDF 148 KB\)](#).

Until September 7th, International travellers entering the country who have fulfilled the quarantine requirements of the Government of Canada will be allowed on campus provided they complete the Daily Assessment Tool like all others at Algoma University.

To be exempt from quarantine, international travellers must have been fully vaccinated by a [Health Canada approved COVID-19 vaccine](#) at least 14 days prior to entering Canada.