



Matthews Hall

Established 1918

COVID-19 VACCINATION POLICY FOR TEACHERS, SCHOOL STAFF, AND CONTRACTED INSTRUCTORS, TRANSPORTATION PROVIDERS

PURPOSE

At Matthews Hall (the “**School**”), we are committed to providing and maintaining a safe school environment for all. Consistent with this commitment, the School has established this COVID-19 Vaccination Policy (the “**Policy**”). The Policy requires that, in accordance with the terms set forth below, all persons subject to this Policy (as defined in Scope, below) be vaccinated for COVID-19 or obtain an approved accommodation or exemption.

The School has established this Policy, considering reliable scientific evidence, government guidance and protocols, its *Occupational Health and Safety Act* (“OHS”) requirements and relevant human rights legislation.

BACKGROUND

The objective underlying this Policy is to provide a healthy and safe school environment for students, teachers and staff, and safeguard the broader communities in which they live.

The COVID-19 Science Advisory Table for Ontario reports that as August 15, 2021, 91.4% of the new cases in the province are the Delta variant. It stated that the Delta variant is more transmissible and may be more dangerous than other variants of COVID-19, including the Alpha variant. The Delta variant is the dominant form of the virus this summer. Medical experts warn that as the Delta variant increases significantly in Ontario, unvaccinated populations remain most vulnerable. Among them are children under the age of 12, who are not yet eligible for vaccination.

The Government of Canada currently has authorized a number of COVID-19 vaccines for use in Canada, for individuals 18 years of age and older (or 12 years of age and older for the Pfizer-BioNTech COVID-19 vaccine). In a report dated May 3, 2021, the National Advisory Committee on Immunization (NACI) stated that in clinical trials, all approved COVID-19 vaccines are efficacious in the short term against symptomatic, confirmed COVID-19 disease.

Safe and reliable vaccines are an important tool to help stop the spread of COVID-19, build immunity in Ontario and protect our communities. As a school, we have a heightened responsibility to ensure we are doing everything we can to protect our staff, students and their families. As the majority of roles at the School involve close contact with students and staff members, the School has determined that vaccinations of teachers, school staff and eligible students are mandatory, with certain accommodations or exemptions, as set out in this Policy.

SCOPE

This Policy applies to all faculty and staff of the School who will be attending in-person for the 2021/22 school year, except where an individual works remotely and the individual's work does not involve in-person interaction. This policy also includes school administrators, full-time and part-time teachers, administrative staff, contract staff, visitors, on-site contractors and volunteers.

TIMING

All Eligible Members of the Community must have at least one dose of the vaccine, prior to commencing the 2021-2022 school year.

All Eligible Members of the Community must be fully vaccinated by October 15, 2021. "Fully vaccinated" includes both doses of the vaccine, where applicable.

PROOF OF VACCINATION

Once an Eligible Member of the Community has been fully vaccinated, they are required to provide proof of vaccination to the School. This must be provided prior to October 15, 2021. Proof can be in the form of a copy of the proof of vaccination given at the time of receiving vaccination, or a letter from a medical practitioner, confirming the individual has been vaccinated.

The School will only collect, use and disclose information regarding an individual staff member's vaccination status in accordance with its Privacy Policy and all applicable privacy laws. Proof of vaccination will be kept in a confidential file, stored in a secure location.

EDUCATIONAL SESSION

Prior to declining vaccination for any reason other than a medical reason, proof of completing an educational session acceptable to the School about the benefits of COVID vaccination must be provided to the School.

EXEMPTIONS

The School recognizes its responsibilities and duties under provincial human rights legislation, such as the Ontario *Human Rights Code* (the "Code"). If an Eligible Member of the Community is unable to be vaccinated, due to a protected ground, as defined by the Code, the School has a duty to accommodate to a point of undue hardship.

However, this duty to accommodate must be balanced against the School's obligations to protect the health and safety of staff and students. Due to the serious health threat COVID-19 presents to the public, if an Eligible Member of the Community will not be vaccinated because of a

protected ground under the Code, they must request an accommodation or exemption which falls under one of the following two categories:

1. Medical Condition; or
2. Religious/Creed.

Medical Condition Exemption

An Eligible Member of the Community who is requesting an exemption from this Policy on the basis of a medical condition must provide the School with a letter from a physician or nurse practitioner only, clearly stating the reason why the individual should be exempted from receiving the vaccine. This letter must be provided to the School, along with the effective time period for the medical reason.

Religious/Creed Exemption

An Eligible Member of the Community may apply for an exemption, due to religious belief or creed. The School reserves the right to ask for materials in support of the individual's religious belief or creed, including a letter of support from a religious leader or community.

Testing Requirements

Individuals subject to this policy who are not fully vaccinated and have an approved exemption must regularly complete rapid antigen testing for COVID-19 and provide a negative result, at a minimum of twice per week; and provide verification of the negative test result as set by the School.

Process to Receive an Accommodation (see separate document)

The accommodation process is a shared responsibility. All parties should co-operatively engage in the process, share information and consider potential accommodation solutions. Eligible Members of the Community and parents/guardians who are requesting an accommodation are required to:

- make the accommodation needs known to the best of their ability, preferably in writing, in a timely manner;
- answer reasonable questions or provide information about relevant restrictions or limitations, including information from health care professionals;
- take part in discussions about possible accommodation solutions;
- co-operate with any experts whose assistance is required to manage the accommodation process;
- meet agreed-upon performance standards and requirements, once accommodation is provided; and

- work with school administration on an ongoing basis to manage the accommodation process.

Depending on workplace and learning and teaching considerations, possible accommodations may include masking, physical distancing, regular testing, remote learning arrangements, work-from-home arrangements, job-protected leave of absence and/or restructured duties and responsibilities.

Any unvaccinated person to whom this policy applies must agree to provide “Consent to Disclose” their vaccination status to any third party with whom the unvaccinated person may work (e.g., office mate, student, colleague, etc.), while working with an accommodation.