

Exeter United Church
COVID-19 Vaccination Policy

On March 11, 2020, the World Health Organization declared COVID-19 a pandemic virus.

The purpose of this policy is to outline organizational expectations with regards to COVID-19 immunization of Exeter United Church workers. Specifically, this includes ministry personnel, office, contract, honourarium staff, all cleaning services personnel, and Leadership Team members.

Contingent upon vaccine availability and unless medically contraindicated, it is the expectation that all eligible workers are fully vaccinated against COVID-19.

This policy is aligned with the Church's general duty under the *Occupational Health and Safety Act* to take every reasonable precaution to protect its workers and the responsibility to assess the workplace for risks, including that of COVID-19 transmission.

This policy is applied in accordance with the *Ontario Human Rights Code*, *Occupational Health and Safety Act* and any other applicable legislation.

Information collected under this policy is in compliance with relevant legislation including but not limited to the *Personal Health Information Protection Act* and the *Ontario Human Rights Code*.

The Church can inquire as to the vaccination status of its workers if its workers work in a location with common areas or its workers could have contact with members of our church family and people in the wider community.

Regardless of how often or how much time is spent in their respective workplace, this policy applies to ministry personnel, office, contract, honourarium staff, all cleaning personnel and Leadership Team members.

People in the positions detailed above are required to provide one of the following:

1. Proof of COVID-19 vaccine administration as per the following requirements:
 - a. If the individual has only received the first dose of a two-dose COVID-19 vaccination series approved by Health Canada, proof that the first dose was administered and, as soon as reasonably possible, proof of administration of the second dose; or

- b. Proof of all required doses of a COVID-19 vaccine approved by Health Canada.
- 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).

Those who elect not to provide proof of COVID-19 vaccination per 1 above, and rely on 2, may be subject to additional requirements such as COVID-19 testing, personal and public health protective measures, work exclusion/leave of absence, termination, etc. based on assessment by the Ministry and Personnel Team of factors including for example, the work/role of the individual, the type of workplace, local epidemiology, etc. and in consideration of the duty to accommodate, as applicable.

Components of this vaccination policy may change as the status of the pandemic changes, including any changes to applicable legislation, scientific or public health advice and direction.

Approved
February 16, 2022