

## **East End CHC COVID-19 VACCINATION POLICY**

*Effective September 7, 2021*

### **Policy Statement**

East End Community Health Centre (East End CHC) recognizes the importance of COVID vaccination for staff, students, on-site contractors and volunteers, who due to the nature of their work are considered at risk for contracting COVID-19. Vaccination can reduce the risk of getting the virus and make symptoms milder if one does get COVID-19. In keeping with our Mission, Vision and Values we are accountable to our staff, clients, and community to take steps to increase safety at East End CHC.

### **POLICY:**

1. It is strongly recommended that all staff, students, contractors and volunteers who regularly work on-site at East End CHC receive the COVID-19 vaccine, unless it is medically contraindicated. Concerns about the risks and benefits of the vaccine should be discussed with the staff person's health care provider.
2. All new hires, students, contractors and volunteers will be required to show proof of being fully vaccinated with one of Ontario's approved vaccines or provide proof of a medical exemption.
3. Full COVID-19 vaccination documentation should be submitted to Human Resources by September 17<sup>th</sup>, 2021, or upon hire for new employees.

### **COVID-19 Vaccination Program**

It is important that all staff make an informed decision about whether or not to receive the COVID-19 vaccine. In order to ensure that all staff are adequately educated about COVID-19 and the COVID-19 vaccine the following will apply:

No later than Sept 17<sup>th</sup>, all employees, contractors, volunteers & students will need to comply with the Centre's COVID-19 Vaccination policy.

- All employees, contractors, volunteers & students must provide proof of full vaccination<sup>1</sup> against COVID-19 with an approved vaccine. Employees can access their vaccination receipts via: <https://covid19.ontariohealth.ca/>

**OR**

- Unvaccinated staff must provide written proof of a medical reason, provided by a physician or registered nurse in the extended class that sets out
  - a documented medical reason for not being fully vaccinated against COVID-19; and,
  - the effective time-period for the medical reason

**OR**

- Proof of completing an educational session<sup>2</sup> ; and a signed waiver

**AND**

- Provide a negative Rapid Antigen COVID-19 test at a minimum of twice per week

1. Two doses of approved COVID-19 vaccine + 14 days
2. Education: Management will provide an eLearning module developed for East Toronto Health Partners by Michael Garron Hospital.

Failure to comply with any aspect of the COVID-19 Vaccination Program may result in discipline up to and including termination of employment.