



Policy: **MANDATORY VACCINATION**

Effective Date: September 7<sup>th</sup>, 2021

Approved By: President

## 1. PURPOSE AND SCOPE

- 1.0 Huron is committed to providing members of the Huron community, including students, employees and visitors, with a safe and healthy work and learning environment consistent with its legislative obligations. Throughout the pandemic, Huron has sought to do so by implementing health and safety protocols and policies based on the advice and recommendations from the provincial government, the Chief Medical Officer of Health and the Middlesex-London Health Unit.
- 2.0 The Chief Medical Officer of Health has indicated that mandatory vaccination policies will be required for post-secondary institutions, with specific minimum requirements.
- 3.0 The Council of Ontario Medical Officers of Health has indicated that vaccination against COVID-19 is the single most effective public health measure to reduce the spread of COVID-19.
- 4.0 The Council of Medical Officers of Health strongly recommends that:
  - (i) Full vaccination against COVID-19 be required for all individuals involved in any in-person activities on campus, including students, employees and visitors, with the rare exception of those individuals who cannot be vaccinated due to permitted exemptions (medical and other protected grounds under the *Ontario Human Rights Code*). Individuals are to be required to submit Proof of Vaccination.
  - (ii) All individuals who are unvaccinated due to permitted exemptions or who are awaiting their second dose be required to adhere to additional health and safety measures, up to and including serial and frequent rapid testing.
  - (iii) Individuals involved in any in-person activities on campus, including students, employees and visitors, should be fully vaccinated as soon as operationally feasible.
- 5.0 The purpose of this COVID-19 Vaccination Policy (the “Policy”) is to provide all members of the Western University and the Affiliates community with a safe and healthy work and learning environment in accordance with the requirements of the Chief Medical Officer of Health and the recommendations of the Council of Ontario Medical Officers of Health.

- 6.0 This Policy applies to all students, employees and visitors of Huron University College.
- 7.0 Huron reserves the right to implement further health and safety measures, including, but not limited to, measures in respect of mandatory masking and physical distancing.

## 2. DEFINITIONS

- (i) **Fully Vaccinated** means an individual who has received two doses of a World Health Organization approved vaccine (or one dose of the Janssen vaccine) and two weeks have elapsed since the second dose of the vaccine (or first dose of the Janssen vaccine) was administered to the individual.
- (ii) **Individuals** means all students, employees and visitors of Huron University College.
- (iii) **Visitors** include but are not limited to: service providers; contractors; visiting scholars; researchers; research participants; athletes; alumni; vendors; performers; inspectors; volunteers; and other individuals who work for or on behalf of Huron or who attend Campus. Visitors does not include children under 12 years of age until such time as they are able to be vaccinated.
- (iv) **Campus** means all Huron owned and operated spaces or leased and operated spaces, including but not limited to: offices; student residences; classrooms; labs; study spaces; libraries; recreational facilities; dining halls; campus eateries; buildings; building entrances; loading docks; Huron vehicles; and outdoor areas.
- (v) **Proof of Vaccination** means a written vaccination record of an individual's COVID 19 immunization date(s) issued by the government of the province, territory or country in which they were immunized.

## 3. POLICY AND PROCEDURE

### 1.0 Vaccination

- (i) Between **September 7 and October 12, 2021**, all individuals who attend on Campus must:
- (a) Be Fully Vaccinated and have provided Proof of Vaccination to the University as directed by the University; **or**
- (b) Provide proof of two negative COVID-19 rapid antigen tests per week
- For clarity, Individuals who have been granted an accommodation exemption or are awaiting a decision with respect to an accommodation request must participate in rapid antigen testing in compliance with University directives.
- (ii) Effective **October 12, 2021**, individuals will **not be permitted to attend Campus unless** they:

- (a) Are Fully Vaccinated and have provided Proof of Vaccination to the University as directed by the University; **or**
- (b) Have been granted an accommodation by the University or are awaiting a decision from the University with respect to an accommodation request; **and** are complying with the rapid antigen testing requirements set out by the University.

**Important:** This timeline means that other than accommodation situations, individuals must receive their second vaccine dose (or one dose of the Janssen vaccine) no later than September 28, 2021 in order to be Fully Vaccinated by October 12, 2021 and therefore permitted to continue to attend Campus after October 12, 2021.

- (iii) Individuals who cannot be Fully Vaccinated as a result of a medical condition or other ground protected by the *Ontario Human Rights Code* may request an accommodation. Such requests should be made by not later than **September 7, 2021** in order to ensure that individuals are permitted to attend on Campus subsequent to October 12, 2021. An individual who is awaiting a decision with respect to an accommodation request must comply with the testing requirements set out by the University.

Employee requests for accommodation may be directed to Human Resources at [takecare@uwo.ca](mailto:takecare@uwo.ca). Student requests for accommodation may be directed to Health and Wellness Services at [vaxinfo@uwo.ca](mailto:vaxinfo@uwo.ca). Individuals requesting accommodation may be required to complete a form and/or provide supporting medical or other relevant documentation requested by the University.

- (iv) Individuals who are required to participate in rapid antigen testing as set out by the University must provide proof of two negative COVID-19 rapid antigen tests per seven-day period. The tests must be separated by a minimum of 72 hours (e.g. if first tested for the week on Monday at 12 p.m., the next test must occur Thursday at 12 p.m. or later in the same seven-day period). **Proof of the two negative COVID-19 tests must be provided commencing one week before an individual will be attending on Campus and will continue in each week that the individual attends on Campus.** If there is a break of at least one week in an individual's attendance on Campus, they will again need to provide two negative COVID-19 rapid antigen tests per seven-day period, with each test separated by a minimum of 72 hours, commencing one week before the individual returns to Campus. Any off-campus testing shall be performed by a third-party licensed pharmacist/practitioner approved by the University, who shall administer the test and submit the testing results directly to the University. The University will not accept self-administered test results.

**Important:** This testing requirement means that if an individual wishes to attend on Campus during the week of September 7, 2021, they must provide proof that they received two negative COVID-19 rapid antigen tests during the week of August 30, 2021.

- 2.0 **Vaccination and Testing Centre**: A COVID-19 vaccination and testing centre will be available to all students and employees of Huron and Western University. Students and employees who require a COVID-19 test may attend Campus solely for the purpose of attending the testing centre until two consecutive negative rapid antigen test results per seven-day period (with the tests separated by at least 72 hours) are received and proof of same is provided as detailed above. The testing COVID-19 vaccination and testing centre is located at Western University.
- 3.0 **Residence**: Rather than the timelines in this Policy, students living in residence are required to comply with the vaccination timelines in the residence contract or otherwise be approved for an accommodation. Students living in residence who are accommodated, who are awaiting a decision from the University with respect to an accommodation request, or who have not submitted Proof of Vaccination that they are Fully Vaccinated must comply with the testing requirements set out by the University. Failure to comply with these requirements may result in a termination of the residence contract and/or not being permitted to attend on Campus after October 12, 2021.
- 4.0 **Consequences for Contravention of this Policy or Submitting Fraudulent Information**
- (i) Employees of Huron who contravene this Policy or who are found to have submitted fraudulent Proof of Vaccination, fraudulent documentation supporting an accommodation or a fraudulent COVID-19 test result will be subject to discipline, up to and including removal of access to Campus and/or termination from employment, in accordance with the relevant collective or employment agreement and policies.
  - (ii) Students of Huron who contravene this Policy or who are found to have submitted fraudulent Proof of Vaccination, fraudulent documentation relating to an accommodation request or a fraudulent COVID-19 test result will be subject to discipline in accordance with the Code of Student Conduct. A student who is also an employee of Huron will be subject to discipline both as a student and an employee.
  - (iii) Visitors and volunteers who contravene this Policy or who are found to have submitted fraudulent Proof of Vaccination, fraudulent documentation relating to an accommodation, or a fraudulent COVID-19 test result may be trespassed from Huron on such conditions and/or for such duration as determined by Huron.
- 5.0 **Privacy Legislation**: All Proof of Vaccination, requests for accommodation, supporting documents and proof of negative COVID-19 test results will be collected, used, and stored by Western University in accordance with their obligations pursuant to the *Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. F.31* and the *Personal Health Information and Protection Act, 2004, S.O. 2004, c. 3, Sch. A*, as applicable. This information will be used to determine and address whether there has been a breach of this Policy, whether an individual is permitted to attend on Campus as set out above and to address health and safety concerns on Campus, including whether additional or enhanced safety protocols are necessary in the event of an outbreak or otherwise. The records will be destroyed when the Policy is terminated.

## 6.0 **Duration, Review and Modification of the Policy**

- (i) This Policy is effective September 7, 2021 and will apply until September 7, 2022. It will be reviewed by the University on a regular basis, and in any event by no later than September 1, 2022, in order to ensure that the protective measures outlined herein remain appropriate in consideration of the circumstances and any recommendations which may be made by the provincial government and public health officials.
- (ii) Review and modification of the Policy will take place in coordination with Western University to ensure consistent expectations. Huron has the right to change, modify or revoke this Policy, including by enhancing the protections in place and implementing supplementary policies which may be applicable to specific buildings, facilities or activities, at any time.

## 4. **RELATIONSHIP TO OTHER POLICIES**

4.1. Occupational Health and Safety

4.2. Student Code of Conduct