

Policy No. & Title: P105: COVID-19 VACCINATIONS*Policy Sponsor:* Chief Infrastructure Officer, Finance and Administration*Effective:* 2021-09-22*Next Review:* 2022-09-22*Approvals:* 2021-09-03; 2021-09-22

1. PURPOSE

The purpose of this policy is to provide direction to Fanshawe's community members regarding the conditions under which individuals will be permitted on Fanshawe's campuses in order to protect them from the spread of COVID-19.

2. POLICY

The College will comply with regulations and Ontario Public Health directives to the post-secondary sector and will act to protect the health and safety of the Fanshawe College community.

2.1. Scope

This policy applies to all Fanshawe community members; students, employees, clients, contractors, visitors and/or any other attendees on Fanshawe campuses, and affiliated facilities.

2.2. Principles

2.2.1. To protect the health and safety of our community, Fanshawe requires that individuals be vaccinated as a condition to come on campus and to live, work at, and/or attend a student residence.

2.2.2. Individuals that come on campus who are not vaccinated must submit and be approved for an exemption under Standard 1: Vaccination Procedure.

2.2.3. Fanshawe will monitor and adapt its activities in accordance with federal, provincial and local public health regulations related to the COVID-19 pandemic.

2.2.4. Personal health information, including attestations and other proofs of vaccination, collected by Fanshawe will be stored in accordance with C304: Freedom of Information and Protection of Privacy.

2.3. Accommodation

2.3.1. Despite any other provision in this Policy, the College is committed to human rights accommodation up to the point of undue hardship and will comply with its duty to accommodate under the Ontario Human Rights Code with respect to any Code based ground. Such situations will be assessed on a case-by-case basis.

2.4. Administration

2.4.1. The policy sponsor will actively monitor public health directives or guidance on measures for fully-vaccinated, partially-vaccinated and unvaccinated individuals and will update this policy as necessary.

2.4.2. Associated addenda to this policy may be amended by authority of the Policy Sponsor.

3. REFERENCES

College Policy

C304: Freedom of Information and Protection of Privacy

4. ADDENDA

Standard 1: VACCINATION PROCEDURE

Standard 2: RAPID TESTING PROTOCOL

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Policy No. & Title: P105: COVID-19 Vaccination Policy

Addendum: **Standard 1: VACCINATION PROCEDURE**

Issued by: Senior Manager, Environment Health, Safety and Emergency Services

Effective: 2021-09-22

1. PURPOSE

The purpose of this document is to describe the procedures utilized for vaccine administration.

2. DEFINITIONS

Accepted vaccine: A COVID-19 vaccine that has been approved for use by Health Canada, Ontario Public Health or included on the Emergency Use Listing (EUL) of the [World Health Organization](#).

Campus(es): Fanshawe owned or leased grounds, buildings, instructional spaces and student residences.

Client: An individual or company that comes on campus to access educational or other services provided by Fanshawe.

Contractor(s): An individual or company that provides services, materials and/or labour on campus.

Fully vaccinated: Having received the completed series of an accepted COVID-19 vaccine. An individual is considered fully vaccinated a specified number of days (e.g.14 days) after receiving their last dose.

Individuals: This group includes students, employees, clients, and contractors who enter Fanshawe College Campuses.

Medical exemption: Grounds to be exempted from obtaining a COVID-19 vaccine based on the risk of substantive injury and/or disability or some other medical ground.

Proof of vaccination: Proof of vaccination, in the form of an official dose administration receipt, is required by all individuals coming on campus.

Visitors and/or any other attendees: Individuals seeking to enter Fanshawe campuses who are not Fanshawe students, employees, clients or contractors; individuals seeking to enter Fanshawe's student residences who do not live or work in those facilities.

3. ACCEPTED VACCINATIONS

- 3.1. Fanshawe will accept the COVID-19 vaccines approved by [Health Canada](#), Ontario Public Health or included on the Emergency Use Listing (EUL) of the [World Health Organization](#).
- 3.2. After November 5, 2021, individuals who have been vaccinated with a vaccine other than those approved in accordance with section 3.1 will not be allowed on campus until 14 days after being Fully vaccinated.

4. PROOF OF COVID-19 VACCINATION

- 4.1. Individuals coming on campus will be required to provide proof of having been fully vaccinated with an accepted vaccine.
- 4.2. Individuals coming on campus will be required to upload their dose administration receipt to a designated website listed on the [COVID vaccination portal page](#).
- 4.3. Visitors, Clients, and other attendees will be required to show proof of their fully vaccinated status to their College contact or the reception desk of public facing services.
- 4.4. Individuals' personal health information will not be disclosed alongside any other identifying data.
- 4.5. False Information

Individuals who make false attestations about, or provide false documents related to, being vaccinated may be subject to disciplinary actions, up to and including expulsion for students, termination of employment for cause for employees, voiding of contracts for clients and contractors and removal/restriction from campus for visitors and/or any other attendees; such individuals could also be at risk of criminal liability.

- 4.6. Notifications

- 4.6.1. Synergy will provide regular reports to the College of received vaccination statuses for students, employees, and contractors.
- 4.6.2. College administrators will be notified of any students, employees or contractors who have not complied with full vaccination requirements.
- 4.6.3. College administrators will follow up with students and employees and will provide notification within their department or school as needed of the individual's inability to attend campus.

5. COVID-19 VACCINATION COMPLIANCE

- 5.1. COVID-19 Vaccination Status Date

- 5.1.1. Individuals must be fully vaccinated by November 5, 2021 or have an approved medical exemption in accordance with Section 7 below or an accommodation under the Ontario Human Rights Code in accordance with Section 6 below.
- 5.2. Fanshawe employees who knowingly contravene this policy will be addressed through the College's disciplinary processes and, where applicable, relevant Collective Agreement language.
- 5.3. Fanshawe College students who contravene this policy may be offered the option to defer their on-campus studies to a later date, provided they have received their vaccination in accordance with this policy when on campus studies recommence.
- 5.4. Contractors who operate workplaces on College campuses must ensure their employees on Fanshawe campuses are fully vaccinated. Contractors who are not fully vaccinated will not be allowed on Fanshawe campuses. Contractors are required to confirm with their College Contact that they have obtained proof of vaccination or where medical exemptions have been approved, negative rapid testing results for themselves and their employees.

5.4.1. Sending an employee who is not fully vaccinated or who has a medical exemption but without negative rapid testing results to a Fanshawe campus may be deemed cause for Fanshawe to terminate the contract with that contractor.

- 5.5. Contractors and vendors who do not meet the criteria of Section 5.4 and come onto College Campuses who are not fully vaccinated may be deemed as having cause for Fanshawe to terminate the contract with that contractor.
- 5.6. Clients who choose not to be fully vaccinated and do not have a medical exemption in accordance with this policy will not be permitted on campus(es).
- 5.7. Visitors on campus who cannot provide proof of vaccination or medical exemption in accordance with this policy will not be allowed on campus(es).

6. ACCOMMODATION

- 6.1. Individuals will submit a request for an accommodation under the Ontario Human Rights Code on the proscribed form. Additional information may be requested to support the process. Accommodations may be measures other than being granted access to campus.
- 6.2. Accommodations related to the Ontario Human Rights Code will be administered by the Chief Human Resources Officer.
- 6.3. Should an accommodation be granted to an Individual, Rapid Testing will be required in accordance with Standard 2: Rapid Testing Protocol.
- 6.4. [The application forms for an accommodation may be found here.](#)
- 6.5. Individuals who submit a request for an accommodation must complete a vaccination education module as provided by the College.

7. EXEMPTIONS

- 7.1. Fanshawe will consider - on an individual basis - requests for exemptions solely on medical grounds.
- 7.2. Students, employees, and contractors will submit a request for a medical exemption on a Fanshawe Medical Exemption form. All others will provide proof of their medical exemption to their College contact. Students or employees with an approved medical exemption to being vaccinated may be accommodated through measures other than being granted access to campus.
- 7.3. Should a medical exemption be granted to an Individual, Rapid Testing will be required in accordance with Standard 2: Rapid Testing Protocol.
- 7.4. [The application forms for a medical exemption may be found here.](#)
- 7.5. Individuals who submit a request for a medical exemption must complete a vaccination education module as provided by the College.

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Policy No. & Title: P105: COVID-19 Vaccination Policy

Addendum: **Standard 2: RAPID TESTING PROTOCOL**

Issued by: Senior Manager, Environment Health, Safety and Emergency Services

Effective: 2021-09-07

1. PURPOSE

The purpose of this document is to describe the procedures utilized to conduct rapid testing for those that have received a medical exemption in accordance with Standard 1: Vaccination Procedure.

2. PROCESS

2.1. Application

2.1.1.A negative COVID test result is considered valid for no more than 72 hours. These negative test results must be submitted to the College prior to coming on Campus.

2.2. Access to tests

2.2.1. Employees and students may access rapid test kits from approved clinic locations. These locations will be posted to the [COVID vaccination portal page](#)

2.3. Test Results

2.3.1. in accordance with Section 2.1.1., students, employees and contractors will be required to upload rapid test results to an approved website link provided on the [COVID vaccination portal page](#).

2.3.2. Employers who operate on Fanshawe campuses will be required to provide confirmation to their College Contact that their employees with approved medical exemptions have negative rapid test results in accordance with Section 2.1.1.

2.3.3. Clients and visitors on campus with a medical exemption will be required to provide rapid testing results in accordance with Section 2.1.1. and presented to their College contact or the reception desk of public facing services.

2.3.4. Individuals or visitors/other attendees with positive rapid test results will be required to schedule lab tests through existing community assessment centres and pharmacies.

2.3.5. Individuals or visitors/others attendees will not be permitted on campus without negative test results.

2.4. Notifications

2.4.1. Synergy will provide regular reports to the College of all received rapid test results.

2.4.2. College administrators will be notified of any students, employees or contractors who have not complied with rapid testing requirements.

2.4.3. College administrators will follow up with students and employees and will provide notification within their department or school as needed of the individual's inability to attend campus.

2.5. Non-compliance

2.5.1. Students and employees who fail to comply with rapid testing results Individuals who make false attestations about, or provide false documents related to, being rapid testing may be subject to disciplinary actions, up to and including expulsion for students, termination for employees, voiding of contracts for clients and contractors and removal/restriction from campus for visitors and/or any other attendees; such individuals could also be at risk of criminal liability.

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