



Policy: **COVID-19 VACCINATION**

Effective Date: September 9th , 2022

Next Review Date: No later than September 9th , 2023

Approved By: President, Huron University College

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 legal 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.
- 1.1 The Middlesex-London Health Unit continues to recommend that everyone receive all recommended doses of a COVID-19 vaccine as the best protection to minimize risk of infection and reduce the risk of transmission to others. This includes being up to date on COVID-19 vaccines based on a person's eligibility and the advice of public health.
- 1.2 This Policy applies to all students, employees and visitors of Huron University College.

2. DEFINITIONS

- 2.1 The following definitions shall apply to this Policy:
 - (i) **Vaccinated** means an Individual has received a complete primary series of COVID vaccines as follows:
 - (a) one or two doses of a Health Canada authorized vaccine, or a combination of Health Canada authorized vaccines;¹
 - (b) one or two doses of a non-Health Canada authorized vaccine, followed by one dose of a Health Canada authorized vaccine; or
 - (c) three doses of a non-Health Canada authorized COVID-19 vaccine.

¹ Currently the primary series of the Jansen Jcovden (Johnson & Johnson) is one dose, and the primary series of all other Health Canada approved vaccines are two doses. Individuals who are moderately or severely immunocompromised may be recommended to receive a third dose of a vaccine, or a combination of vaccines, authorized by Health Canada.

- (ii) **Booster** means an additional dose of a Health Canada authorized COVID-19 vaccine received after completing the primary series of a COVID-19 vaccine.
- (iii) **Individuals** means all students, employees, volunteers and visitors of Huron University College.
- (iv) **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.
- (v) **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.
- (vi) **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

3.1 Vaccination Requirements

- (i) Subject to (ii) below, all Individuals who attend on Campus must:
 - (a) Be Vaccinated and have provided Proof of Vaccination to the University as directed by the University; **or**
 - (b) Have an accommodation granted by the University and comply with any testing program and other requirements established by the University from time to time.²
- (ii) Effective January 9th, 2023, all Individuals who attend on Campus must:
 - (a) Be Vaccinated, have received one Booster, and have provided Proof of Vaccination to the University as directed by the University; **or**
 - (b) Have an accommodation granted by the University **and** comply with any testing program and other requirements established by the University from time to time.
- (iii) Despite anything to the contrary, if an Individual is ineligible to receive a Booster due to the timing of the completion of their primary series of a COVID-19 vaccine, then the Individual shall be in compliance with this Policy provided that they receive their Booster within fourteen days of becoming eligible for the Booster.

² For clarity, Individuals who are awaiting a decision with respect to an accommodation request must comply with any testing program and other requirements established by the University from time to time.

- (iv) As public health advice continues to evolve, the University may require Individuals attending on campus to provide proof that they have received one or more additional Boosters.
- (v) Visitors on Campus shall comply with the applicable requirements of Huron's External Visitor Procedure. Note that exemptions identified in the procedure may apply.

3.2 **Additional Health and Safety Measures:**

- (i) The University may implement further health and safety measures, including, but not limited to, measures in respect of mandatory masking and physical distancing.

3.3 **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 Non-Academic Student Code of 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.

3.4 **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 in accordance with Western University's 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.

3.5 **Duration, Review and Modification of the Policy**

- (i) This Policy is effective September 9, 2022 and will apply until August 24, 2023. It will be reviewed by the University on a regular basis, 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, public health officials and medical experts.
- (ii) 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 anytime.

4. RELATIONSHIP TO OTHER POLICIES

4.1. Occupational Health and Safety

4.2. Non-Academic Student Code of Conduct