



Policy

Saint Paul University's COVID-19 Immunization Policy

Purpose

The purpose of this policy is to outline organizational expectations with regards to COVID-19 immunization of students, professors, employees, tenants, contractors, volunteers and visitors.

Contingent upon vaccine availability, all eligible employees, staff, contractors, volunteers and students are strongly encouraged to receive a COVID-19 vaccine unless it is medically contraindicated.

Background

Saint Paul University recognizes the importance of immunization of employees, staff, contractors, volunteers and students, due to the nature of their work and the potential for exposure in the community. This COVID-19 immunization policy aims to protect Saint Paul University population including students, professors, employees, tenants, contractors, volunteers and visitors.

COVID-19 is an acute respiratory illness caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It may be characterized by fever, cough, shortness of breath, and several other symptoms. Asymptomatic infection is also possible. The risk of severe disease increases with age but is not limited to the elderly and is elevated in those with underlying medical conditions.

Application of the Policy

Regardless of how often they are at Saint Paul University and how much time they spend there or in their respective workplace, this policy applies to everyone that wishes to access our campus.

Policy

It is important to protect the health and well-being of everybody where there is evidence of a risk with identified measures for management. The Chief Medical Officer of Health has directed all post-secondary institutions in Ontario to develop, implement and ensure compliance with a COVID-19 vaccination to facilitate this policy all students,

professors, employees, tenants, contractors, volunteers and visitors will be 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 the World Health Organization 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 the World Health Organization
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).
3. Proof that the individual has completed an educational program (see below) approved by Saint Paul University.
4. Anyone who elects not to provide proof of COVID-19 vaccination per 1 above, and rely on 2 or 3, are required to perform rapid antigen testing, at a frequency of no less than once (1) per week in alignment with provincial guidance, and provide verification of negative test results as specified by Saint Paul University (e.g., in person on the worksite, remotely via email or app).

The Educational Program includes resources approved by the Government of Ontario can be found on the HR system, Workforce Now. It addresses all of the following learning components:

- how COVID-19 vaccines work;
- vaccine safety related to the development of the COVID-19 vaccines;
- benefits of vaccination against COVID-19;
- risks of not being vaccinated against COVID-19; and
- possible side effects of COVID-19 vaccination.

Non-compliance with this policy could result in disciplinary measures in accordance with Saint Paul University's Human Resources policies, collective agreements and applicable legislation.