

**Policy on
 COVID-19 Vaccination**

Office of Administration:	Vice-President, Finance & Administration Vice-President, Academic and Provost
Approval Authority:	Board of Governors
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Next Review:	As required
Review History:	

1. Preamble

The health and safety of the Laurentian University of Sudbury (the “University”) campus community is of paramount importance during the ongoing Coronavirus (“COVID-19”) infectious disease pandemic. Following the guidance and requirements from public health authorities, the University is taking action by implementing preventive safety measures by mandating the COVID-19 vaccination for students, faculty, staff, contractors and visitors. Vaccination against COVID-19 is the single most effective public health measure to reduce the spread of COVID-19. Vaccination along with other public health measures (including physical distancing, capacity limits, and indoor mask use) are essential in the response to the COVID-19 pandemic.

2. Policy Statement

- 2.1. **Effective September 7, 2021** the University will require all persons who wish to enter University campus, who are eligible to be vaccinated, to provide the University proof that they are 1) Fully Vaccinated against COVID-19, or 2) partially vaccinated against COVID-19.
- 2.2. An individual may apply for an exemption from being Fully Vaccinated if 1) the individual has an underlying medical condition which inhibits their ability to be Fully Vaccinated; or 2) claims a protected ground under the Ontario *Human Rights Code*.
- 2.3. Individuals who, 1) have not obtained Fully Vaccinated status or 2) cannot be vaccinated due to a permitted exemption will be subject to additional health measures, including submitting proof of a negative rapid COVID-19 test, at a frequency required by the University, in order to enter campus or a University facility.

- 2.4. **Effective October 15, 2021** individuals who wish to enter the University campus, and are eligible to be vaccinated, must provide the University proof that they are 1) Fully Vaccinated against COVID-19, or 2) have a permitted exemption and a negative rapid COVID-19 test at a frequency required by the University.
- 2.5. **Between September 7, 2021 and October 14, 2021 (inclusive)**, individuals who wish to enter the University campus who have not achieved Fully Vaccinated status will be subject to additional public health measures, including submitting proof of a negative rapid COVID-19 test (at a frequency required by the University). Individuals seeking a permitted exemption will also require a negative rapid COVID-19 test, at a frequency required by the University, in order to enter campus.
- 2.6. The University reserves the right to amend this policy, as required, in accordance with new guidance from public health or other changing circumstances. At all times, the University will be guided by public health information, legislative requirements, and its existing obligations under, among others, the Occupational Health and Safety Act and the Human Rights Code.
- 2.7. Other than the Employees tasked with implementing this Policy, individuals should not ask or require one another to disclose their vaccination status.
- 2.8. It is a violation of this Policy to attend University campus or activities without fully complying with this Policy; to fail to report to any required COVID-19 testing; to provide any false, misleading, or otherwise dishonest information or documents to the University in relation to this Policy; or to otherwise fail to comply with any COVID-19 health or safety precaution requirement put in place by the University, whether or not such requirement is expressly set out in this Policy.

3. Purpose

- 3.1. The overarching purpose of this Policy on COVID-19 Vaccination (the “Policy”) is to promote and protect the health, safety, and well-being of persons and the social, and well-being of the community during the COVID-19 pandemic declared by the World Health Organization.
- 3.2. This Policy is also intended to:
- 3.2.1. Ensure the University is abiding by advice by public health authorities, including Public Health Sudbury and Districts and Ontario’s Chief Medical Officer of Health. This advice states, among other things, that a key public health measure and one which is critical to reduce the spread of COVID-19 in order to protect collective public health and safety and to ensure the successful operation of the University Campus is high rates of vaccination coverage of individuals at the University.
 - 3.2.2. Provide the University with the ability to collect and review information pertaining to vaccination status as it is essential to the planning of safe and responsible delivery of activities and operations;

- 3.2.3.** Provide direction on the conditions under which individuals will be permitted to enter the University campus and facilities;
- 3.2.4.** Provide information and outline procedures affecting public health authorities' recommendations and implementing recommendations and measures; and
- 3.2.5.** Comply with Ontario government regulation (O. Reg. 577/21) and to follow and implement the recommendations from the Council of Ontario Medical Officers of Health received on August 24, 2021, which strongly recommends:
- “Full vaccination against COVID-19 be required for all individuals involved in any in-person activities on campus (students, staff, faculty, contractors, 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.
 - 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.
 - Individuals involved in any in-person activities on campus (students, staff, faculty, contractors, and visitors) should be fully vaccinated as soon as operationally feasible.”

4. Scope

- 4.1. This Policy applies to all Employees, Students, Contractors, Volunteers, Non-Student Residents and Visitors who enter on the University Campuses who are eligible to receive the COVID-19 vaccine.
- 4.2. This Policy takes effect on September 7, 2021 and remains in effect until rescinded by the Board of Governors. Certain provisions for Students/Non-Student Residents living in University Residences and Varsity Team Members come into effect at earlier dates as set out in this Policy.
- 4.3. Students living in University Residences, Non-Student Residents, Varsity Team Members and International Students are required to follow additional health protection measures.
- 4.4. This Policy is not to be interpreted to conflict with or supersede any laws applicable to the University nor does it replace other health and safety measures that have been previously implemented by the University and which remain in place.

5. General Provisions

5.1. Vaccination Eligibility

Before receiving a vaccination, each person should consult with their healthcare provider to confirm that they are a good candidate for vaccination.

5.2. Vaccination Status

Through a process as determined by the University, individuals seeking to enter Campus will be required to:

- 1) attest to being Fully Vaccinated and provide proof

- 2) attest to being Partially Vaccinated and provide proof
- 3) attest they are Not Vaccinated, but intend to be fully vaccinated before October 15th
- 4) attest that they are not Fully Vaccinated, and are seeking an exemption for medical or other grounds protected under the Ontario Human Rights Code
- 5) attest they are NOT Vaccinated
- 6) attest to not planning to enter University campus or facilities

5.3. Valid Exemption

An individual may apply for an exemption from being Fully Vaccinated if the individual 1) has an underlying medical condition which inhibits their ability to be Fully Vaccinated; or 2) claims a protected ground under the Ontario *Human Rights Code, 1990*. (“Valid Exemption”)

If the University grants an individual a Valid Exemption, the exempted individual shall obtain and submit proof of negative COVID-19 Rapid Testing results in the frequency required by the University as a condition of entry to/attendance on the University Campus and will be expected to comply with any requirements that the University deems necessary.

5.4. High Risk Activities

The University may deem any activity or operation on the University Campus as high risk, taking into account public health guidelines and recommendations. In such circumstances, the University may implement additional requirements to those participating in such activities or operations to protect collective health and safety.

High risk activities or operations for which there may be a greater risk of transmission of COVID-19 include but are not limited to, congregate living settings at the University, Varsity Athletics, competitive sports clubs, and face-to-face research with human participants.

5.5. Students/Non-Student Residents Living in University Residences

Students/Non-Student Residents moving into or currently living in University Residences are subject to additional requirements and measures, unless they have a Valid Exemption:

- (a) receive at least one dose of a two-dose Accepted Vaccine by September 4, 2021;
- (b) receive a second dose of a two-dose Accepted Vaccine by October 15, 2021;
- (c) prior to obtaining Full Vaccination, up to and including, October 31, 2021, obtain a negative rapid COVID-19 test result every 72 hours, until Fully Vaccinated, or
- (d) have their residence contract cancelled/be required to move out by October 31, 2021, if they do not provide proof of being Fully Vaccinated or a Valid Exemption.

5.6. Varsity Athletics

Varsity Team Members and those participating in training/tryouts are subject to additional requirements and measures, **unless they have a Valid Exemption:**

- (a) receive at least one dose of a two-dose Accepted Vaccine by September 2, 2021 or no longer be able to participate in varsity training/tryouts;
- (b) Receive a second dose of a two-dose Accepted Vaccine by October 14, 2021 or be removed from the Varsity Athletics roster on October 15, 2021 and no longer be able to participate as a Varsity Team Member;

- (c) prior to being Fully Vaccinated, obtain a negative rapid COVID-19 result within 48 hours prior to participating in varsity athletics including practices, games, travel, etc., until Fully Vaccinated;
- (d) practice and training are permitted prior to becoming Fully Vaccinated, but full vaccination is required to compete.

5.7. International Students

International Students must follow all Government of Canada regulations as well as Laurentian University's International Readiness Plans for arrivals as approved by the Ministry of Colleges and Universities (MCU), the Public Health Agency of Canada (PHAC) and Immigration, Refugees and Citizenship Canada (IRCC).

5.8. Educational Resources

The University may provide individuals with educational resources on Accepted Vaccines or information on vaccinations in general to protect public health.

5.9. Notice of Collection of Personal Information and Personal Health Information Under this Policy

Personal information under this Policy is collected under the authority of *The Laurentian University of Sudbury Act, 1960*.

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 the 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, and for related administrative and statistical purposes.

If an individual has any questions about the collection, use, and disclosure of this information please contact the University's Office of the University Secretary and General Counsel.

6. Compliance and Consequences

6.1. Employees

Any Employee found to be in violation of this Policy will be prohibited from entering the University Campus and accessing in-person activities and may not be able to continue in their position if they are unable to complete the requirements of their job.

6.2. Students

Any Student found to be in violation of this Policy will be prohibited from entering the University Campus and accessing in-person activities subject to outcomes and/or sanctions under the University's Code of Student Rights and Responsibilities.

6.3. Others

Any Contractor, Visitor, Volunteers, Non-Student Residents or any other individual entering University Campus found to be in violation of this Policy will be prohibited from entering the University Campus and accessing in-person activities, and may not be permitted to return.

7. Definitions

7.1. Accepted Vaccine

Means a COVID-19 vaccine that has been approved for use by Health Canada and/or complete vaccine series of those listed for emergency use by the World Health Organization.

7.2. University Campus(es)

Means all University owned and operated spaces, including, but not limited to: offices, student residences, classrooms, labs, study spaces, libraries, recreational facilities, dining halls and eateries, buildings, building entrances, loading docks, University vehicles and outdoor areas.

7.3. Contractor(s)

Means an individual or company that enters Campus to provide services, materials and/or labour on Campus and which includes sub-contractors.

7.4. Creed/religion exemption

Grounds to be exempted from getting a COVID-19 vaccine based on an established, personally held creed or religion.

7.5. Employees

Means all persons employed by the University.

7.6. Fully Vaccinated/Full Vaccination

Means having received the completed series of an Accepted Vaccine. An individual is considered fully vaccinated 14 days after receiving their completed dose of an Accepted Vaccine or as may be otherwise accepted by the University based on advice, recommendations, and guidance from public health authorities.

7.7. International Student

Means a foreign national authorized to engage in postsecondary education or training at the University.

7.8. Medical Exemption

Means grounds to be exempted from receiving a COVID-19 vaccine based on the risk of substantive injury and/or disability.

7.9. Non-Student Residents

Means individuals who reside with a Student in the University's Mature Student Residence.

7.10. Proof of Vaccination

Means proof of vaccination, in the form of an official dose administration receipt, that will be required by all individuals entering Campus.

7.11. Rapid Testing

Means rapid polymerase chain reaction (PCR) tests. Rapid PCR tests, also called molecular point-of-care tests, detect the virus' genetic material to confirm if you have COVID-19.

Means rapid antigen tests. Rapid antigen tests detect certain proteins in the virus to confirm if it is present.

Both tests involve collecting a sample using a swab in the nose and/or throat or nasopharynx (behind your nose and above the back of your throat).

7.12. Serial Rapid Test Result

Means a negative Rapid Test result within 72 hours prior to entry/attendance on the University Campuses. The frequency of the testing and requirements are subject to change at the discretion of the University based upon the circumstances and public health guidance.

7.13. Student

Means an individual who enters Campus to access educational services provided by the University.

7.14. Varsity Team Member

Means University Students who are athletes that train for and compete in USports and/or OUA competition ("Student Athletes"). For clarification, this definition of Student Athlete includes students who actively participate in varsity team practices and activities try-outs and even when deemed ineligible to be included on the team's eligibility roster for USports/OUA competitions; and means any individuals who:

- (a) coach the Student Athletes;
- (b) assist the Student Athletes with injury prevention, injury assessment and rehabilitation and team equipment; and
- (c) undertake general administration duties for the University's Varsity Athletic teams.

7.15. University Residence

Means housing on Campus operated by Laurentian University.

7.16. Visitors

Means all other individuals who enter Campus who are not Employees, Contractors, Volunteers, Students or Non-Student Residents.

7.17. Volunteer

Means an individual who voluntarily undertakes tasks at the University as directed.

8. Legislation, Policies and Procedures

8.1. Related University Policies

- 8.1.1.** Laurentian University Code of Student Rights and Responsibilities
- 8.1.2.** Laurentian University Policy and Program on a Respectful Working and Learning Environment
- 8.1.3.** Laurentian University Policy on Occupational Health and Safety
- 8.1.4.** Laurentian Freedom of Information and Protection of Privacy Policy

8.2. Additional related Legislation, Policies, Procedures and Other Documents

- 8.2.1. Emergency Management and Civil Protection Act, 1990
- 8.2.2. Reopening Ontario Act, 2020
- 8.2.3. Ontario government regulation (O. Reg. 577/21)
- 8.2.4. Ontario Ministry of Health COVID-19 Provincial Testing Guidance Update
- 8.2.5. [Letter from Council of Ontario Medical Officers of Health \(COMOH\)](#)
- 8.2.6. Public Health Sudbury & Districts, COVID-19 Vaccination Update: policies for high-risk settings; third dose recommendations for vulnerable groups; youth born in 2009 now eligible. Advisory Alert, August 18, 2021
- 8.2.7. Statement of Medical Condition/Disability COVID-19 Vaccine Exemption Form
- 8.2.8. Statement of Creed/Religious Belief COVID-19 Vaccine Exemption Form
- 8.2.9. Accessibility for Ontarians with Disabilities Act, 2005
- 8.2.10. Freedom of Information and Protection of Privacy Act, 1990
- 8.2.11. Personal Health Information Protection Act, 2004
- 8.2.12. Occupational Health and Safety Act, 1990
- 8.2.13. Ontario Human Rights Code, 1990
- 8.2.14. Labour Relations Act, 1995
- 8.2.15. Employment Standards Act, 2000
- 8.2.16. Applicable Collective Agreements
- 8.2.17. Community Standards Manual for Laurentian University Residence Complex
- 8.2.18. Policy and Guidelines on Academic Accommodation for Students with Disabilities
- 8.2.19. Laurentian University of Sudbury Varsity Team Member Guidelines
- 8.2.20. Laurentian University's International Readiness Plans