

CAO VACCINATION POLICY

Policy paused as per board direction on April 5, 2022. See board meeting minutes April 5, 2022.

April 5, 2022



Table of Contents

COVID-19 VACCINATION POLICY	2
PURPOSE	2
OBJECTIVE	2
SCOPE	2
PROOF OF VACCINATION	3
RESPONSIBILITIES AND ENFORCEMENT.....	4
TERM	4
CONFIDENTIALITY	4



COVID-19 VACCINATION POLICY

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PURPOSE

The Coaches Association of Ontario (CAO) is committed to health, safety and protection for all and to reduce the spread of the Covid-19 virus. The purpose of the Vaccination Policy is to provide standards pertaining to how CAO will provide a healthy and safe environment for its employees, as well as the individuals leading and participating in CAO programming and to safeguard the broader communities in which they live.

OBJECTIVE

The CAO has a responsibility to take every precaution reasonable in the circumstances to protect the health and safety of all staff, independent contractors (NCCP Coach Developers delivering multi-sport, speakers, service providers, etc.), hosts (individuals in community running the workshops in their learning spaces) and coaches (individuals participating in our programs and services) (collectively “Stakeholders”) while delivering or participating in any CAO in-person services.

SCOPE

This Policy applies to all Stakeholders that participate in or provide in-person service in any capacity with the CAO or attending the CAO office(s).

It is the policy position of the CAO that all Stakeholders are fully vaccinated against COVID-19, as recommended by the Ministry of Health and Provincial health officer and that Stakeholders obtain all subsequent booster vaccinations as they become available.

All CAO staff will be required to disclose and provide proof of vaccination status by November 1, 2021.

All CAO contractors will be required to disclose and provide proof of vaccination status by November 1, 2021 or prior to providing next CAO in-person service.

All other Stakeholders that are involved in delivery or participation of in-person programs and services will be required to disclose and provide proof of vaccination status prior to the program and service starting on November 1, 2021.

As of November 1, 2021, all Stakeholders will be required to have received their first and second doses of a Health Canada approved COVID-19 vaccine. It is the responsibility of the Stakeholder to ensure there is sufficient time to receive both doses of the vaccine by November 1, 2021.

The CAO will comply with its human rights obligations and accommodate Stakeholders who are legally entitled to accommodation for valid medical or religious exemption to a point of undue hardship.

There is no requirement under human rights law to accommodate a bald refusal to be vaccinated arising from a political belief and/or principles. Political belief, such as the objection to receiving the vaccination on a principled basis, is not a protected ground under law.

CAO reserves the right to ask for materials in support of a Stakeholder's religious belief, including a letter of support from a religious leader or community; or from a medical doctor, clearly stating the reason why a Stakeholder should be exempted from receiving the vaccine.

The accommodation process is a shared responsibility. All parties should co-operatively engage in the process, share information, and consider potential accommodation solutions.

PROOF OF VACCINATION

Once a Stakeholder has been fully vaccinated, they are required to provide proof of vaccination to CAO. This must be provided prior to November 1, 2021, or for new staff members, prior to their first day of employment; or for other Stakeholders, prior to the in-person event or attending the CAO office. Proof can be in the form of a copy of the proof of vaccination given at the time of receiving vaccination, or a letter from a medical practitioner, confirming the Stakeholder has been fully vaccinated.

As per Ontario Ministry of Health regulations, a person is fully vaccinated against COVID-19 if,

- (a) they have received,*
 - (i) the full series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines,*
 - (ii) one or two doses of a COVID-19 vaccine not authorized by Health Canada, followed by one dose of a COVID-19 mRNA vaccine authorized by Health Canada, or*
 - (iii) three doses of a COVID-19 vaccine not authorized by Health Canada; and*

(b) they received their final dose of the COVID-19 vaccine at least 14 days before providing the proof of being fully vaccinated.

CAO will only collect, use and disclose information regarding a Stakeholder's vaccination status in accordance with its Privacy Policy and all applicable privacy laws.

RESPONSIBILITIES AND ENFORCEMENT

The Executive Director is responsible to review this policy annually.

In the case of an employee or independent contractor who has chosen not to be vaccinated and not subject to a human rights accommodation, the CAO will review the information and may implement necessary actions up to and including restricting access to the workplace, placing the individual on an unpaid leave of absence or terminating their contract of employment; or in the case of a contractor, no longer be contracted to deliver programs in-person or adjusting or terminating their agreement; or in the case of a host partner, no longer partner with the host to deliver program in-person or terminating their agreement.

Where an individual provides a valid medical contraindication or religious exemption for having not received a COVID-19 vaccination, the CAO will work with the individual to develop and implement an appropriate accommodation.

In the case of participant coach who is not vaccinated and not subject to a human rights accommodation, the CAO will review the information and may implement necessary actions up to and including denial to participate in the program in-person and provide a refund in accordance with the CAO refund policy.

TERM

This Policy will remain in effect until we are safe from COVID-19 risks as determined by the CAO Board of Directors.

CONFIDENTIALITY

Information relating to an individual's proof of vaccination and/or the reason(s) for not receiving a COVID-19 vaccination will remain in their confidential Human Resources file.