

Scope

This interim policy applies to every employee, prospective employee, third party personnel providing direct support, respite service provider (within Christian Horizons locations and Outside Paid Resources), volunteer, student, and contractor (such as anyone coming into the support location to provide a service or perform a task, and not limited to Occupational Therapists, repair persons, and so on).

Purpose

Christian Horizons is dedicated to ensuring the health and safety of the people who use our services and the people who provide these services (see 'Scope' above). With this policy, Christian Horizons is creating a safe living and work environment for all.

Christian Horizons is committed to the following for the people who use Christian Horizons' services and the people who provide the services:

- Protecting against asymptomatic and symptomatic cases of COVID-19, and
- Informing them of their immunization options, the requirements, and other potential impacts for those who are not fully vaccinated, and other.

The COVID-19 pandemic has caused significant illness and death. In addition, people with certain pre-existing medical conditions are at a higher risk for more severe symptoms after contracting COVID-19. While it is a personal decision for someone to be vaccinated, Christian Horizons strongly recommends that all people receive a Health Canada approved COVID-19 vaccination and that everyone is supported in accessing a vaccine. Vaccination against COVID-19 helps reduce the number of new cases, and, most importantly, severe outcomes, including hospitalizations and death due to COVID-19. Further, when everyone who can gets vaccinated, it helps to protect those who are not eligible or cannot be vaccinated due to medical conditions. Achieving high immunization rates within Christian Horizons supports achieving this protection.

Expectations

Christian Horizons will:

- Actively encourage everyone to be vaccinated with a Health Canada approved COVID-19 vaccine series, including any required booster shots as they become available.
- If needed, provide an employee paid time off to obtain the COVID-19 vaccine and help to identify local clinics or pharmacies where vaccines are available.
- Provide education and resources to assist everyone in learning about COVID-19 and vaccinations.
- Inform and educate everyone of their immunization options.
- Provide regular updates regarding vaccination and COVID-19.

All employees, third party personnel providing direct support, respite service providers, volunteers, students, and contractors will continue to follow the Public Health guidelines regarding distancing, cleaning, and Personal Protective Equipment.

ONTARIO

Policy in Effect: **April 14, 2022**

Employees, Volunteers, Students, and Respite Service Providers

For all employees to maintain employment, and for volunteers, students, and respite service providers to be able to serve in these capacities, they are required to:

- 1. Provide proof of vaccination (if hired after September 27, 2021) or specific medical documentation indicating why they cannot receive the vaccine at this time.**
- 2. Have completed a course of education about the benefits of the vaccine if they have not received vaccination.**
- 3. Undertake Rapid Antigen Screening **every second day of the week** regardless of vaccination status.**

Education modules developed based on resources from Health Canada and local public health to help us better understand the legal and scientific context for vaccination are being made available in our Learning Management System.

Individual requests for Human Rights accommodation will be reviewed on a case-by-case basis by Human Resources.

Third Party Personnel and Contractors

For third party personnel providing direct support, contractors, and other visitors, Christian Horizons will require a Rapid Antigen Test as part of active screening, regardless of vaccination status, prior to entering the support location unless they completed a rapid antigen test the day before and tested negative.

New Employees, Volunteers, and Students

As of September 27, 2021, new employees, volunteers, and students must be fully vaccinated.

All applicants will be required to attest in their screening survey that they are fully vaccinated and commit to remain fully vaccinated (in the event of required booster shots) or have a medical exemption with substantiating documentation. Documentation of full vaccination, or medical exemption, must be submitted prior to signing a contract.

Medical Exemption

Medical documentation will be submitted to Acclaim Ability Management for adjudication, based on the Ontario Ministry of Health Medical Exemptions, which are:

- Severe allergic reaction or anaphylaxis to a component of a COVID-19 vaccine
- Severe allergic reaction or anaphylaxis following a COVID-19 vaccine
- Myocarditis or Pericarditis following a mRNA COVID-19 vaccine
- Actively receiving monoclonal antibody therapy OR convalescent plasma therapy for the treatment or prevention of COVID-19

Record-Keeping

All records and data for vaccination status are stored in keeping with the applicable privacy legislation.

For people new to services, and for new employees, third party personnel providing direct support, respite service providers, volunteers, students, and contractors, proof of vaccination will be required at the beginning of their placement, employment, volunteer role, etc.

Review of Policy

This Policy will be reviewed and updated to reflect guidance and legislation from the relevant provincial governments, the federal government, Ministry of Health, the Public Health Agency of Canada, Public Health Ontario, Local Health Units, as well as any other relevant government guidance, directives, or legislation.