

<b>POLICY TITLE:</b> COVID-19 Vaccination Policy	<b>POLICY SECTION:</b> Human Resources	<b>POLICY NO:</b> 2.2
<b>RELATED BOARD POLICIES:</b>	Board Policy 1.4.7 Health and Safety  Board Policy 3.1 Code of Student Responsibilities and Conduct  King's University College Faculty Association Conditions of Appointment  King's University College Staff Association Terms and Conditions  Professional Administrative Officers' Association Terms and Conditions  CUPE Local 5265 Collective Agreement	
<b>RELEVANT LEGISLATION:</b>	<i>Human Rights Code</i> , RSO 1990, c H-19.  <i>Freedom of Information and Protection of Privacy Act</i> , R.S.O. 1990, c. F.31.  <i>Personal Health Information and Protection Act, 2004</i> , S.O. 2004, c. 3, Sch. A,	
<b>PRIMARY APPROVER:</b>	<b>President</b>	
<b>SECONDARY APPROVER:</b>	Academic Dean Vice-President Finance & Support Services	
<b>RESPONSIBLE AUTHORITY:</b>	Academic Dean Vice-President Finance & Support Services Director of Human Resources Dean of Students Director of Physical Plant	
<b>DATE APPROVED:</b>	August 27, 2021	
<b>DATE(S) REVIEWED / REVISED:</b>	October 4, 2021; August 22, 2022; September 6, 2022.	
<b>POLICY REVIEW - FREQUENCY:</b>	On a regular basis and no later than August 22, 2023.	
<b>APPROVER SIGNATURE(S):</b>		

## A. PURPOSE AND SCOPE

- 1.0 King's University College ("King's") is committed to providing members of King's community, including students, employees and Visitors, with a safe and healthy work and learning environment consistent with its legislative obligations. Throughout the pandemic, King's 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 and medical experts.
- 2.0 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.
- 3.0 This Policy applies to all students, employees and Visitors of King's.
- 4.0 King's reserves the right to implement further health and safety measures, including, but not limited to, measures in respect of mandatory masking and physical distancing.

## B. DEFINITIONS

- 1.0 The following definitions shall apply to this Policy:
  - (i) **Vaccinated** means that an Individual has received a complete primary series of a COVID-19 vaccine as follows:
    - (a) one or two doses of a Health Canada authorized vaccine, or a combination of Health Canada authorized vaccines;<sup>1</sup>
    - (b) one or two doses of a non-Health Canada authorized COVID-19 vaccine, followed by one dose of a Health Canada authorized vaccine; or
    - (c) three doses of a non-Health Canada authorized COVID-19 vaccine.
  - (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 and volunteers of King's.
  - (iv) **Visitors** include, but are not limited to: service providers; contractors; visiting scholars; researchers; research participants; athletes; alumni; vendors; performers; inspectors; patients receiving clinical care; volunteers; and other individuals who work for or on behalf of King's or who attend Campus.
  - (v) **Campus** means all King's owned and operated spaces or leased and operated spaces, including but not limited to: offices; student residences; classrooms; labs;

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<sup>1</sup> 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.

study spaces; libraries; recreational facilities; dining halls; campus eateries; buildings; building entrances; loading docks; King's 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.

## C. POLICY

### 1.0 Vaccination Requirement

- (i) Subject to (ii) below, all Individuals who attend on Campus must:
- (a) Be Vaccinated and have provided Proof of Vaccination to King's as directed by King's; **or**
  - (b) Have an accommodation granted by King's and comply with any testing program and other requirements established by King's from time to time.<sup>2</sup>
- (ii) Effective January 9, 2023, all Individuals who attend on Campus must:
- (a) Be Vaccinated, have received one Booster, and have provided Proof of Vaccination to King's as directed by King's; **or**
  - (b) Have an accommodation granted by King's and comply with any testing program and other requirements established by King's 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.
- (iv) As public health advice continues to evolve, King's 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 the Events and Visitors on Campus procedure. Note that exemptions identified in the procedure may apply.

### 2.0 Additional Health and Safety Measures

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

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<sup>2</sup> 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 King's from time to time.

### 3.0 **Consequences for Contravention of this Policy or Submitting Fraudulent Information**

- (i) Employees of King's 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 King's 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 Code of Student Responsibilities and Conduct. A student who is also an employee of King's 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 King's on such conditions and/or for such duration as determined by King's.

4.0 **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 King's'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.

### 5.0 **Duration, Review and Modification of the Policy**

- (i) This Policy is effective August 22, 2022 and will apply until August 22, 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) The University has the right to change, modify or revoke all or part of this Policy, including by enhancing the protections in place and implementing supplementary policies which may be applicable to specific buildings, facilities, or activities at any time.