### COVID-19 Vaccination Policy

**Policy Section:** Human Resources  
**Policy No:** 2.2

**Related Board Policies:**
- 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

**Relevant Legislation:**
- *Personal Health Information and Protection Act, 2004*, S.O. 2004, c. 3, Sch. A,

**Primary Approver:** President

**Secondary Approver:** Vice-President & Academic Dean  
Vice-President Finance & Support Services

**Responsible Authority:** Vice-President & Academic Dean  
Vice-President Finance & Support Services  
Director of Human Resources  
Dean of Students  
Director of Physical Plant

**Date Approved:** August 27, 2021

**Date(s)Reviewed / Revised:**

**Policy Review - Frequency:** On a regular basis and no later than September 1, 2022

**Approver Signature(s):**
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.

2.0 The Chief Medical Officer of Health has indicated that mandatory vaccination policies will be required for post-secondary institutions, with specific minimum requirements.

3.0 The Council of Ontario Medical Officers of Health has indicated that vaccination against COVID-19 is the single most effective public health measure to reduce the spread of COVID-19.

4.0 The Council of Medical Officers of Health strongly recommends that:

(i) Full vaccination against COVID-19 be required for all individuals involved in any in-person activities on campus, including students, employees 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.

(ii) 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.

(iii) Individuals involved in any in-person activities on campus, including students, employees and Visitors, should be fully vaccinated as soon as operationally feasible.

5.0 The purpose of this COVID-19 Vaccination Policy (the “Policy”) is to provide all members of King’s community with a safe and healthy work and learning environment in accordance with the requirements of the Chief Medical Officer of Health and the recommendations of the Council of Ontario Medical Officers of Health.

6.0 This Policy applies to all students, employees and Visitors of King’s.

7.0 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) **Fully Vaccinated** means an Individual who has received two doses of a World Health Organization approved vaccine (or one dose of the Janssen vaccine) and two weeks have elapsed since the second dose of the vaccine (or first dose of the Janssen vaccine) was administered to the Individual.
(ii) **Individuals** means all students, employees and Visitors of King’s.

(iii) **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. Visitors do not include children under 12 years of age until such time as they are able to be vaccinated.

(iv) **Campus** means all King’s owned and operated spaces or leased and operated spaces, including but not limited to: offices; student residences; classrooms; labs; study spaces; libraries; recreational facilities; dining halls; campus eateries; buildings; building entrances; loading docks; King’s vehicles; and outdoor areas.

(v) **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**

(i) All Individuals who attend on Campus must be Fully Vaccinated and provide Proof of Vaccination to King’s as directed by King’s by no later than October 12, 2021 unless they have been granted an accommodation by King’s under section 1.0(ii) of this Policy.

(ii) Individuals who cannot be Fully Vaccinated as a result of a medical condition or other ground protected by the Ontario *Human Rights Code* may request an accommodation. An Individual who is awaiting a decision with respect to an accommodation request must comply with the testing requirements under section 1.0(iv) of this Policy.

Employee requests for accommodation may be directed to Human Resources at hr@kings.uwo.ca. Student requests for accommodation may be directed to Health and Wellness Services at vaxinfo@uwo.ca. Individuals requesting accommodation may be required to complete a form and/or provide supporting medical or other relevant documentation requested by King’s.

(iii) Individuals who are awaiting their second vaccine dose and Individuals who have received an accommodation pursuant to section 1.0(ii) of the Policy will be required to provide proof of two negative COVID-19 rapid antigen tests per seven-day period. The tests must be separated by a minimum of 72 hours (e.g. if first tested for the week on Monday at 12 p.m., the next test must occur Thursday at 12 p.m. or later in the same seven-day period). Proof of the two negative COVID-19 tests must be provided commencing one week before an Individual will be attending on Campus and will continue in each week that the Individual attends on Campus. If there is a break of at least one week in an Individual’s attendance on Campus, they will again need to provide two
negative COVID-19 rapid antigen tests per seven-day period, with each test separated by a minimum of 72 hours, commencing one week before the Individual returns to Campus.

(iv) Individuals are not permitted on campus who:

(a) have not provided Proof of Vaccination confirming that they are Fully Vaccinated by October 12, 2021 and have otherwise not been accommodated under section 1.0(ii);

(b) have been granted an accommodation under section 1.0(ii) but have failed to provide the test results required under section 1.0(iii); or

(c) are awaiting a second dose of the vaccine and have failed to provide the test results required under section 1.0(iii).

2.0 Vaccination and Testing Centre: A COVID-19 vaccination and testing centre located on Western’s campus will be available to all students and employees of King’s. Students and employees who require a COVID-19 test may attend Campus solely for the purpose of attending the testing centre until two consecutive negative rapid antigen test results per seven-day period (with the tests separated by at least 72 hours) are received and proof of same is provided as detailed above.

3.0 Residence: In addition to complying with this Policy, students living in residence are required to comply with the vaccination requirements of the residence contract. Failure to comply with those requirements may result in a termination of the residence contract.

4.0 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.

5.0 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
The records will be destroyed when the Policy is terminated.

6.0 Duration, Review and Modification of the Policy

(i) This Policy is effective September 7, 2021 and will apply for the duration of the 2021-2022 academic year. It will be reviewed by King’s on a regular basis, and in any event by no later than September 1, 2022, in order 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 and public health officials.

(ii) King’s has the right to change, modify or revoke 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.