



COVID COMMUNITY SAFETY POLICY

Authorizer: President, Conestoga College

Version: V1

Effective Date: 7/9/2021

POLICY STATEMENT:

This policy sets requirements for all Conestoga employees, staff, students, volunteers, contractors, and visitors accessing campus, to continue to protect the health and safety of our college community from the spread of COVID-19. It aligns with the mandate from the Province of Ontario for COVID-19 vaccination in public post-secondary institutions.

SCOPE:

This policy applies to all Conestoga employees, staff, students, volunteers, contractors, consultants, and visitors accessing campus (hereafter “individuals”).

POLICY ELABORATION:

1. All individuals residing at, visiting, and/or attending campus must comply with Conestoga's infection prevention and control measures.
2. Effective September 7, 2021, all individuals who attend campus must provide the following:
 - Proof of full vaccination against COVID-19; or
 - Proof of a medical reason, provided by a physician, that sets out a documented legitimate medical reason for not being fully vaccinated against COVID-19, as well as the effective time period for the medical reason.
3. Where an individual does not provide proof of full vaccination against COVID-19, but instead provides proof of a legitimate medical reason, in a form acceptable to Conestoga (and as set out above), that individual shall be required to submit to regular antigen point of care testing for COVID-19 and demonstrate a negative test at regular intervals as required by the College. Please note that antigen testing will not be provided as an alternative to proof of vaccination absent proof of a medical reason.

ENFORCEMENT:

4. This entire policy will immediately be enforced for certain individuals, including:
 - Students residing at the Conestoga College Student Residence;
 - Students participating in varsity sports programs; and
 - Students in specific academic programs or specialized services that require vaccination.

Conestoga may add to this list at any time based on changing conditions and circumstances.

5. For individuals not referenced in paragraph 4, paragraphs 2-3 of this policy will be enforced effective January 1, 2022. However, Conestoga reserves the right to change this timeline as may be required. As such, individuals are strongly encouraged to obtain proof of full vaccination as soon as possible in order to avoid potential disruptions in the event that Conestoga shortens this time period.
6. All individuals are required to provide proof of any updates to the vaccination regimen that may be required by the Public Health Agency of Canada in accordance with Conestoga's COVID-19 Vaccine Certification Process and local public health requirements.
7. Any individual who does not provide the required information or who provides false information related to their vaccination status will not be permitted access to Conestoga properties and/or may face disciplinary measures such as those described in the Employee Code of Conduct Policy and Student Rights and Responsibilities Policy.
8. This policy will be administered and enforced in a manner that is consistent with the Ontario *Human Rights Code*. As such, in certain limited situations, an individual may be exempted from this policy. All exemptions will be managed according to Conestoga's COVID-19 Vaccination Exemption Procedure. For further details, contact covid19questions@conestogac.on.ca.
9. All Conestoga employees and students participating in college-related business or activities at other workplaces or locations must comply with all COVID-19 infection prevention and control measures enacted at that workplace or location.
10. Conestoga reserves the right to update and/or amend this policy at any time.

Data and Statistical Information

11. Conestoga is required to collect, maintain, and disclose statistical information to Ministry of College and Universities. This information includes:
 - The number of individuals that have provided proof of being fully vaccinated against COVID-19;
 - The number of individuals that have provided a documented legitimate medical reason for not being vaccinated against COVID-19;
 - Numbers related to how many individuals this policy applies to; and
 - Any other information that may be requested.

DEFINITIONS:

Accepted vaccine

Vaccine approved by Health Canada.

Campus

Conestoga owned, rented or leased indoor or outdoor space where individuals work, learn, reside or otherwise use.

Fully vaccinated

An individual who has received the full regimen of a vaccine or a combination of vaccines accepted by Health Canada or the World Health Organization and received their last dose at least 14 days prior to seeking access to Conestoga campuses or facilities.

Proof

A form of written evidence that is acceptable to Conestoga.

REFERENCES:

Freedom of Information and Protection of Privacy Act (FIPPA)

Ministry of Training, Colleges and Universities Act

Ontario Colleges of Applied Arts and Technology Act

Personal Health Information Protection Act

Reopening Ontario (A Flexible Response to COVID-19) Act

Government of Canada – Coronavirus resources < <https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>>

RELATED DOCUMENTS:

Employee Code of Conduct Policy

Student Rights and Responsibilities Policy

REVISION LOG:

September 7, 2021

Academic Coordinating Committee