

Policy Title:	COVID-19 Vaccination (Interim)		
Category:	<input type="checkbox"/> Institutional - Board	<input type="checkbox"/> Academic - Administrative	
	<input checked="" type="checkbox"/> Institutional - Administrative	<input type="checkbox"/> Employment - Administrative	
Approved by:	<input type="checkbox"/> Board	<input checked="" type="checkbox"/> President	
Date approved:	March 31, 2022	Effective date:	March 31, 2022
Policy Sponsor:	President	Date last reviewed:	March 31, 2022
Date of Mandatory Review (expiry date)	August 31, 2022	Date of last revision of Procedures	n/a

1 POLICY

1. Effective September 7, 2021, all CMCC students, employees, board members and visitors (herein referred to as “persons”) who wish to enter the campus building or one of the CMCC-operated clinics are required to be fully vaccinated against COVID-19 infection or have negative results from weekly COVID-19 testing.
 - a. Fully vaccinated persons must submit proof of vaccination, by provision of official receipts: employees to the division of Human Resources, students to Student Services and all other persons to the CMCC host representative. A person’s fully-vaccinated status will be substantiated only by official receipts from the Ministry of Health or other government approved method.
 - b. Any person regardless of vaccination status who is experiencing symptoms or exposed to COVID-19, must self-isolate if required to do so by CMCC or health authorities or if they cannot successfully pass health screening.
 - c. Fully-vaccinated persons will *not* be required to undergo weekly COVID-19 testing and can voluntarily undergo approved COVID-19 testing. A positive result from an accepted COVID-19 test prohibits them from accessing the premises.
 - d. Partially vaccinated, unvaccinated, including persons with medical or religious exemptions from COVID-19 vaccination, will be allowed entry to CMCC premises only after providing at minimum a weekly negative result from an accepted COVID-19 test.
 - e. New hires will be required to present proof of full vaccination, or an approved exemption, prior to commencing employment if their position will require entering any of CMCC’s facilities.
 - f. Persons who are not fully vaccinated will be required to provide a negative COVID-19 test result on a weekly basis (at minimum) if their job duties necessitate their presence at CMCC’s facilities or before entering CMCC.
 - g. Persons who are not fully vaccinated including those who are exempt, are not permitted to participate in sport or recreational activities on campus and are not permitted to use CMCC recreational facilities for this purpose. Persons who are fully vaccinated will be required to show proof of vaccination prior to accessing CMCC sport and recreational facilities.

2. Rapid antigen COVID-19 tests will be available at CMCC at no charge however other approved tests may be used at the person's expense. Negative test results will be required at a frequency of no less than once per week for any person on campus. Frequency of rapid testing for access to campus or clinics is subject to change at the discretion of CMCC at any given time and in accordance with health authority guidance. If and when this occurs, persons subject to rapid testing will be informed in advance.
 - a. Persons who have a positive rapid COVID-19 test result shall **not** enter CMCC facilities and will follow current guidelines on self-isolation and if applicable confirmatory testing approved by the Ontario government.
 - b. Rapid COVID-19 test kits provided to employees or students are for use by the person to whom the kit was issued and may not be sold, transferred or given to any other person, nor used for any purpose other than described in this policy.
3. Persons who provide false documents related to being vaccinated or exempted, or who provide false attestations to their COVID-19 screening may be subject to disciplinary action, up to and including expulsion (students), termination (employees and residents), voiding of contracts (contractors and service providers), removal or restriction from campus or clinic sites and reporting to the appropriate authorities.
4. In addition to this vaccination requirement, all persons must comply with the requirements and provisions in the most recent version of the *CMCC RETURN TO CAMPUS - Infection Control and Prevention in Response to COVID-19 (2021-22)* posted on the CMCC website. No individual who is symptomatic of COVID-19 according to the current direction from Public Health, nor any individual who declines to be screened at building entrances, shall be allowed on campus.
5. CMCC shall make available an education session which shall address how COVID-19 vaccines work, vaccine safety related to the development of the COVID-19 vaccines, the benefits of vaccination against COVID-19, risks of not being vaccinated against COVID-19, and possible side effects of COVID-19 vaccination. Students and employees who are not fully vaccinated and do not have a medical exemption are required to complete this educational session.
6. This policy may be modified or superseded by directives and regulations issued by federal, provincial, City of Toronto and other regional municipalities, and other regulatory or local public health agencies. CMCC reserves the right to amend this policy as necessary. Requirements may also be adjusted by CMCC subject to emerging provincial, city or campus conditions or due to the availability of rapid antigen COVID-19 testing. The option for testing of unvaccinated or partially vaccinated persons may be adjusted at CMCC's discretion.
7. Vaccination status information, screening information and results of rapid COVID-19 tests are used to restrict access to the campus, as necessary, and to ensure compliance with any applicable legislation, regulations and guidelines by the federal, provincial, and municipal governments, and public health agencies.
 - a. CMCC will also use this information for the purpose of ensuring compliance with the policy, protecting the health and safety of persons on campus and making operational decisions.

- b. CMCC will also anonymize and/or aggregate this information for internal use by CMCC for purposes such as workforce management and planning and for external reporting to the government or to the public.
- c. Only assigned personnel in the divisions of Human Resources, Student Services, Clinic, Information Technology and those on the Rapid Test Team, will have access to the information collected and stored under this Policy. Personnel involved in the collection and analysis of rapid COVID-19 tests and reporting thereof shall have access to test data. Where CMCC needs to inform other personnel of individual's circumstances in order to enforce this policy or to protect the health and safety of other persons on campus, CMCC will do so without revealing their identities unless there is a legal, medical or epidemiological reason that requires it. All persons involved in processing of vaccine and test data must abide by CMCC's privacy and confidentiality policies and governmental regulations.
- d. Where applicable law requires disclosure of personal information to health or other authorities, CMCC will comply with the law.
- e. The information collected will be retained only until the COVID-19 pandemic is over, at which time CMCC will securely destroy any personal information collected unless it has a legal obligation to retain it for a longer period.

2 PURPOSE

To establish vaccination requirements for CMCC students, employees, board members and visitors which, in conjunction with the CMCC RETURN TO CAMPUS PLAYBOOK - Infection control and prevention in response to COVID-19 (2021-22), provide an additional level of protection for the CMCC community during the COVID-19 pandemic.

3 SCOPE

CMCC students, employees, board members and visitors (see definitions) at the Leslie Street campus and all CMCC-operated clinic facilities.

4 INFORMATION AND COMPLIANCE PLANS (not a comprehensive list)

This policy is consistent with public health guidelines and with requirements of the Ontario government, including the Ministry of Colleges and Universities.

The COVID-19 pandemic has caused significant morbidity and mortality as it continues to evolve with new variants and increased transmissibility. It remains a concern and risk to Ontarians.

CMCC remains committed to providing a safe workplace and learning environment and will take all reasonable precautions to protect employees and students from illness and injury, including COVID-19. CMCC recognizes the importance of immunization of individuals to reduce the risk of serious infection of COVID-19. Vaccinated individuals are significantly less likely to experience severe symptoms requiring hospitalization and to transmit illness to other persons. CMCC desires to optimize the COVID-19 vaccination rate at CMCC.

CMCC is required by various external organizations and legislation to implement and maintain policies and protections for the campus community. These include (but are not limited to):

- The Reopening Ontario (A Flexible Response to COVID-19) Act
- Chief Medical Officer of Ontario directives
- Ministry of Colleges and Universities directives
- College of Chiropractors of Ontario (CCO) COVID-19 guidance and directives
- The Ontario Health and Safety Act
- Human Rights Code

5 RELATED POLICIES (not a comprehensive list)

- CMCC RETURN TO CAMPUS PLAYBOOK - Infection control and prevention in response to COVID-19

6 DEFINITIONS

Attestation is the written or electronic (CMCC app, web portal submission or email) message confirming the person's vaccination status or compliance with policy.

Campus refers to any facility, premises or location owned, leased or used by CMCC for its operation

CMCC App is the mobile device application providing general information about CMCC, a COVID-19 screening process for authorized entry and submission of rapid test results.

CMCC Community consists of policy stakeholders, including the Board of Governors, administrators, faculty members, staff members, students, clinic patients, volunteers, visitors, and others engaged in activities of the institution.

COVID-19 is the highly contagious infection caused by the SARS-CoV-2 coronavirus.

COVID-19 Screening is the process of answering questions established by the Ontario Ministry of Health and/or CMCC that inquire about symptoms of COVID-19, related risk factors (e.g., exposure to potentially infected persons, recent travel, vaccination status). Screening at CMCC is done using the CMCC app for mobile devices or in-person using a form or oral questionnaire administered by a CMCC screener.

COVID-19 Tests

Approved/Accepted COVID-19 tests are those administered by a public health department, governmental agency, or under the direct supervision of a physician, nurse practitioner, or trained persons at CMCC.

Rapid COVID-19 Antigen Tests are tests used for rapid, qualitative detection of SARS-CoV-2 virus on persons without symptoms of infection. A nasal and if recommended an oral swab is used for collection of specimens from individuals. Test results are possible in as early as 15 minutes with no instrumentation required.

Proof of Vaccination is an official dose administration receipt in English or French or in the form of another government approved format in accordance with government regulations for post-secondary education.

Sport and Recreational Facilities includes spaces on campus for the purpose of physical fitness and sport activities.

Vaccinations

COVID-19 Vaccines Authorized by Health Canada:

- AstraZeneca Vaxzevria
- Janssen (Johnson and Johnson)
- Moderna Spikevax
- Pfizer-BioNTech Comirnaty
- Novavax Nuvaxovid
- Medicago Covifenz

Individuals who have received one or more doses of the COVID-19 vaccine outside of Ontario, may contact their local public health unit to verify and register their information in order to book any additional doses if needed and to download a vaccine certificate. Once recorded, they will be able to book a second or booster dose if needed and obtain a vaccine certificate through the provincial portal at [COVID-19](#) or by calling the Provincial Vaccine Contact Centre (PVCC) at [1-833-943-3900](tel:1-833-943-3900).

Individuals are considered fully vaccinated in Ontario if they have received:

- the full series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines (two doses of Moderna, Pfizer-BioNTech, AstraZeneca, including COVISHIELD) in any combination or one dose of Janssen (Johnson & Johnson)
- one or two doses of a COVID-19 vaccine not authorized by Health followed by one dose of a COVID-19 mRNA vaccine authorized by Health Canada
- three doses of a COVID-19 vaccine not authorized by Health Canada
- their final dose of the COVID-19 vaccine at least 14 days before providing the proof of being fully vaccinated.

Partially Vaccinated individuals are those who have not completed a full series of a Health Canada authorized vaccine, individuals who have only had one or two doses of non-Health Canada authorized vaccine, or who are less than 14 days after vaccination with their final dose.

Vaccine Exemption (issued to Exempted Persons) is a documented exemption for the COVID-19 vaccine based on substantive medical risk or an established, personally held belief based on religion/creed as defined in the Ontario Human Rights Code. Employees and student are to use CMCC's approved forms to submit their exemption.

Visitors includes contractors and event volunteers who will be present on campus for more than 15 minutes. Clinic patients and CMCC Supply Centre/Bookstore customers are excluded from this policy only for purposes of visits to CMCC clinics or the Supply Centre/Bookstore. All visitors must complete COVID-19 screening upon entry to the building.

New Policy Approved (date):

September 3, 2021

Policy Revision History (dates):

March 31, 2022

-----END OF POLICY-----

7 PROCEDURES

N/A

New Procedure Approved (date):

Procedure Revision History (dates):

8 ATTACHMENTS

None.