

COVID-19 Vaccination Policy			800.1200
Section	HUMAN RESOURCES - Working Environment		
Authorized by	CEO	Date	September 22, 2021
Applies to	All employees, volunteers, students, and contractors	Archive version	September 7, 2021
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BACKGROUND:

Nothing is more important to SPRINT Senior Care than the health and safety of our staff, students, volunteers, and clients. We take seriously our obligation to do everything reasonable in the circumstances to protect workers from being hurt or getting a work-related illness and to make sure workers know about hazards and dangers by providing information, instruction, and supervision on how to work safely.

SPRINT Senior Care is committed to providing a safe workplace and fostering a safe and healthy workplace environment where staff, students and volunteers feel well supported and equipped with the right tools and training. The COVID-19 pandemic has required new workplace strategies to help keep our staff, students, volunteers, clients, and visitors safe.

On August 17, 2021, the Chief Medical Officer of Health announced, via [Directive #6](#), that COVID-19 vaccination policies are now mandatory for high-risk settings, which includes public hospitals and services provided by the home and community sector. By September 7, 2021 every applicable organization must establish, implement, and ensure compliance with a COVID-19 vaccination policy that applies to employees, volunteers, students, and contractors.

Accordingly, we are adopting this policy to safeguard the health of our staff and their families, our students and volunteers, our clients and visitors, and the community at large, from COVID-19.

This policy is subject to change at any time, to ensure SPRINT Senior Care's compliance with the Chief Medical Officer of Health's directives regarding COVID-19 vaccination.

ABOUT COVID-19:

COVID-19 is a novel (new) coronavirus that was classified as a pandemic on March 11, 2020. Coronaviruses are a large family of viruses that are known to cause respiratory infections in humans. In addition to COVID-19, novel coronaviruses include Severe Acute Respiratory Syndrome (SARS), and Middle East Respiratory Syndrome (MERS-CoV). The World Health Organization (WHO) reports that as of mid-June 2021, there have been 177,483,286 cases and 3,843,421 deaths of COVID-19 world-wide.

Public Health Ontario advises that COVID-19 spreads through direct contact with respiratory droplets from someone who is infected with the virus (e.g., when they cough or sneeze). These droplets can spread up to 2 metres or 6 feet. A person could also get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or eyes. Asymptomatic infection, where people do not have symptoms but may transmit the virus, is also possible. Symptoms of COVID-19 include fever, cough, shortness of breath and a number of other symptoms.

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SPRINT Senior Care has implemented infection prevention practices to prevent and reduce the spread of COVID-19 infection including required Personal Protective Equipment, hand hygiene, screening, and other safety measures such as physical distancing and increased cleaning and disinfecting protocols. In addition, SPRINT Senior Care has worked collaboratively as part of the North Toronto Ontario Health Team to support vaccination of their staff, volunteers, and clients in line with the recommendations of the National Advisory Committee on Immunization (NACI).

COVID-19 VACCINATION:

COVID-19 vaccines help protect us against the COVID-19 virus. They enhance the body's natural ability to fight infections. Vaccines prevent serious illness requiring hospitalization and serious illness resulting in death. Toronto Public Health notes that Canada has one of the best vaccine safety programs. Vaccines must pass many safety tests before they are considered to be safe for people. Health Canada authorizes vaccines only when there is sufficient scientific and clinical evidence that they are safe, effective, and are manufactured to the highest quality standard.

The Province of Ontario has rolled out a vaccination plan in which vaccines are available widely across Ontario for anyone who wants to be immunized. SPRINT Senior Care has facilitated first and second dose COVID-19 vaccinations through Sunnybrook Health Sciences Centre for all staff and active volunteers.

POLICY:

It is strongly recommended that **all** staff, students, volunteers, and contractors who work at SPRINT Senior Care receive the COVID-19 vaccine, unless it is medically contraindicated.

SPRINT Senior Care will help to schedule vaccinations for staff, students, and volunteers who want to be vaccinated.

Implementing a vaccine verification program is integral to providing a safe workplace. Vaccine documentation showing proof of two vaccinations should be given to SPRINT Senior Care's Human Resources Department. Without written documentation, individuals are considered to be not immunized.

It is important that all staff, students, volunteers, and contractors make an informed decision about whether or not to receive the COVID-19 vaccine. In order to ensure that all staff, students, volunteers, and contractors are adequately educated about the COVID-19 virus and the COVID-19 vaccine, the following will apply:

As per Ontario's Chief Medical Officer of Health's Directive #6, all staff, students, volunteers, and contractors must complete either option 1, 2 or 3 as outlined below:

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- 1. Provide proof of having received two doses of the COVID-19 vaccine (proof is the two receipts provided by the Ministry of Health); or**
- 2. Submit written proof of a medical reason, provided by a physician or registered nurse in the extended class that sets out: (i) a documented medical reason for not being fully vaccinated against COVID-19, and (ii) the effective time-period for the medical reason; or**
- 3. Complete a mandatory educational session about the benefits of COVID-19 vaccination prior to declining vaccination for any reason other than a medical reason.**

For staff who have not provided proof of being fully vaccinated, they will be required to comply with regular testing and reporting.

SPRINT Senior Care has developed an e-learning to provide staff, students, volunteers and contractors with the most accurate and up-to-date information they need to make an informed decision regarding the COVID-19 vaccine. The module is based on a course developed by Sunnybrook Health Sciences Centre and we have modified the content to make it relevant for SPRINT Senior Care.

Failure of staff to comply with the COVID-19 vaccination policy requirements may result in discipline up to and including termination of employment. Failure of volunteers or students to comply with the COVID-19 vaccination policy requirements may result in termination of the volunteer/student placement opportunity with SPRINT Senior Care. Failure of contractors to comply with the COVID-19 vaccination policy requirements may result in termination of the contractual services.

This policy is subject to change at any time at the discretion of SPRINT Senior Care.

CONFIDENTIALITY:

The collection of personal health information under this policy will be protected and limited only to those involved in the direct administration, follow-up, and surveillance of this policy's activities. Documentation confirming proof of vaccinations and/or medical exemptions will be kept strictly confidential in a secure file by Human Resources and will only be used for the purposes of implementing this policy, staffing and meeting Public Health requirements.

Pursuant to Directive # 6 issued by Ontario's Chief Medical Officer of Health, SPRINT Senior care is required to report statistical information regarding COVID-19 vaccination of SPRINT Senior Care personnel to the Ontario Ministry of Health. No identifying information of SPRINT Senior Care personnel will be provided to the Ministry in relation to this policy; all statistical information will be provided in aggregate form – meaning that only numbers and no individual's choice or any individual information (for example, someone's name) will be included in the data required to be sent to the Ministry.

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SOURCES:

Ontario Ministry of Health: [Directive #6](#)

City of Toronto: [COVID-19: Benefits of Getting Vaccinated – City of Toronto](#)

Public Health Ontario: [About Coronavirus \(COVID-19\) | Public Health Ontario](#)

Province of Ontario: [How to book a COVID-19 vaccine appointment \(ontario.ca\)](#)

Province of Ontario: [Minister’s Directive: Long-term care home COVID-19 immunization policy | Ontario.ca](#)

Province of Ontario: [Vaccines and immunization | Ontario.ca](#)

Sunnybrook Health Sciences Centre: [Sunnybrook Hospital](#)

See Also: 800.1000 COVID-19: Eating While at Work
 800.1100 COVID-19 Pandemic Workplace Health & Safety

