

# **COVID-19: MANDATORY VACCINATION POLICY**

## **POLICY STATEMENT**

The health and safety of all members, board members, participants and volunteers of Aurora Seniors Association is a priority. The Aurora Seniors Association is committed to taking every precaution reasonable in the circumstances for the protection of the health and safety of all members, board members, participants and volunteers from the hazards of COVID-19.

This Policy is designed to ensure the safety of all individuals attending activities or events offered by Aurora Seniors Association. Vaccination is a key element in the protection against the hazards of COVID-19.

To this end, all individuals attending or participating in-person activities or events offered by Aurora Seniors Association (or planning to do so) are required to be vaccinated against COVID-19.

## **BACKGROUND AND CURRENT SITUATION**

The COVID-19 virus and its variants, such as Delta and other evolving variants, are highly transmissible and continue to pose significant risk to seniors, people with health issues and those who have not yet been fully vaccinated.

Full vaccination has been shown to be effective in reducing COVID-19 virus transmission and protecting vaccinated individuals from severe consequences of COVID-19 and COVID-19 variants.

Given the continuing spread of COVID-19, including the Delta variant, within Ontario, the compelling data demonstrating a higher incidence of COVID-19 among the unvaccinated population, the increasing levels of contact between individuals as businesses, services, and activities have reopened, and the particular vulnerability of the population served by the Aurora Seniors Association, it is imperative that all attendees and participants of in-person activities or events to be fully vaccinated in order to protect themselves against serious illness from COVID-19 and its variants as well as to provide indirect protection to others.

## **APPLICATION**

This policy applies to all Aurora Seniors Association members, board members, employees, and volunteers participating or planning to participate in-person at Aurora Seniors Association activities or events (collectively “Participants”).

## **CONTINUED COMPLIANCE WITH HEALTH AND SAFETY PRECAUTIONS**

Unless a legislated or regulatory exemption applies, all Aurora Seniors Association Participants are expected and required to continue to comply with applicable health and safety measures to reduce the hazard of COVID-19, including but not limited to compliance with established screening practices, wearing a mask, using provided Personal Protective Equipment (PPE), maintaining appropriate physical distancing and self-monitoring of potential COVID-19 symptoms while participating in-person at Aurora Seniors Association activities or events.

Participants who remain unvaccinated due to a substantiated Human Rights Code related accommodation request will be limited to participating in activities or events offered remotely.

## **RESPONSIBILITIES**

All board members, members, employees and volunteers of the Aurora Seniors Association are responsible for the administration of this Policy.

Board Members and Employees are expected to:

- lead by example, and;
- ensure members and volunteers complete any required education or training about COVID-19, including regarding vaccinations and safety protocols.

Members and Volunteers are expected to:

- follow all health and safety policies and protocols, and;
- complete any required education or training about COVID-19, including regarding vaccinations and safety protocols.

## **VACCINATION REQUIREMENT**

In order to participate in-person in any activities or events offered by Aurora Seniors Association, Participants are required to be fully vaccinated with a COVID-19 vaccine series effective immediately.

## **PROOF OF VACCINATION**

The Aurora Seniors Association requires proof of vaccination from all Participants participating or planning to participate in-person at Aurora Seniors Association activities or events. Proof means documentation verifying receipt of a vaccination series approved by Health Canada or the World Health Organization.

Participants must disclose their vaccination status to the Aurora Seniors Association in order to participate in any event or activity the Participant attends, or plans to attend in-person.

Participants who disclose that they have not received two doses of COVID-19 vaccine or who have not disclosed their vaccination status as required will not be permitted to attend any activities or events in-person.

The Aurora Seniors Association will maintain a confidential record of each Participant's vaccination status for the purpose of verifying that the individual is authorized to participate in-person at activities or events. The Aurora Seniors Association will only use vaccination disclosure information, including documentation verifying receipt of a vaccination series approved by Health Canada or the World Health Organization, to the extent necessary for implementation of this policy. The Aurora Seniors Association will not make or maintain copies of any vaccination disclosure documentation.

Participants may also be required to disclose their vaccination status by law or to otherwise give effect to this policy, including, but not limited to, situations where Participants are directed to stay home as a result of screening tools implemented by the Town of Aurora in order to comply with the clearance criteria to enter its facilities (e.g. after experiencing symptoms, a COVID-19 exposure, or a travel quarantine exemption).

### **ACCOMMODATIONS IN ACCORDANCE WITH THE HUMAN RIGHTS CODE**

Participants who are not able to obtain a COVID-19 vaccine for a reason related to a protected ground set out in the Ontario *Human Rights Code*, can request accommodation by reaching out to the President of the Board of Directors. The Aurora Seniors Association will make reasonable attempts to accommodate Participants who are not able to be vaccinated, for instance by providing remote access to activities or events where possible.

### **ONGOING MONITORING AND ASSESSMENT OF COVID-19 WORKPLACE SAFETY MEASURES**

The Aurora Seniors Association will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health information and context, to ensure that it continues to optimally protect Participants. If it is determined that additional precautions are necessary, the Aurora Seniors Association may decide to deploy new measures (including at an individual level) to protect Participants and the public from COVID-19, and may amend this policy accordingly and/or communicate the required precautions to those impacted.

## **CONSEQUENCES OF NON-COMPLIANCE WITH POLICY**

Participants who do not comply with this policy will no longer be permitted to participate in Aurora Seniors Association activities or events. The Board of Directors reserves the right to review and suspend or revoke individual memberships due to non-compliance with this policy.

## **EFFECTIVE DATE**

October 4, 2021.