



POLICY NAME: COVID-19 VACCINATION POLICY

Introduced: October 2021

Introduction

The COVID-19 pandemic is unprecedented and has had a devastating impact in Canada and across the world. At the Cypress Ski Club, we are committed to maintaining a healthy and safe workplace and environment for all of our club members.

The COVID-19 vaccines approved by Health Canada have proven to be highly effective at protecting individuals from COVID-19 infection, serious illness and a growing body of research shows it is effective at reducing transmission. As set out in the applicable Occupational Health and Safety laws and regulations, employers and employees have a collective duty to maintain a safe workplace. The club also has an obligation to ensure a safe operating space for our participants.

The large majority of our participants are children under the age of 12 who are ineligible to receive a COVID-19 vaccine. It is the club's duty as much as possible to ensure that these vulnerable members are as safe as reasonably possible.

In order to maintain a safe environment that protects the health and well-being of all our team members, participants, vendors and our wider community we will be adopting a vaccination policy for the club. This policy applies to all active CSC members.

Implementation

By November 1st, the Club will require that all CSC Participants to have received one dose of a COVID vaccine and be Fully Vaccinated by December 9th. All CSC Participants must continue to maintain the Provincial Health Office's recommendations on vaccines with respect to COVID-19 including receiving recommended booster shots. CSC Participants must be Fully Vaccinated to attend any events prior to the above dates including camps and dryland.

In addition, all guests, volunteers and service providers must be Fully Vaccinated before attending club premises or its events. Proof of vaccination is required for all people covered by this policy.

The implementation of this policy does not change the club's position on the wearing of PPE in public areas, the importance of hand hygiene or the requirement to not attend any club event when experiencing COVID-19 symptoms.

New Employees:

Prospective employees will be advised about this policy during the recruitment process and the requirement for vaccination will be incorporated into the offer letter including proof of vaccination as a term of their employment.

Contractors and Vendors:

All contractors and vendors will also be required to provide proof of vaccination status in order to access any CSC activity.

Definitions for this policy:

"Fully Vaccinated" means receipt of the full series of a Vaccine or a combination of Vaccines accepted by Health Canada and as further modified by the British Columbia Provincial Health Officer.

"Proof of Vaccination" means a written or electronic vaccination record including COVID-19 immunization date(s) issued by the government of the province or territory where immunization was received.

"Vaccination" means inoculated with a Vaccine, and "Vaccine" means a COVID-19 vaccine accepted by Health Canada.

"CSC Participant" means all coaches, employees, volunteers, children enrolled in a CSC program over the age of 11, and any parent who will personally interact with any CSC club member.

Accommodation

Team members who cannot be fully vaccinated as a result of a medical condition or other grounds protected by the British Columbia *Human Rights Code*, may request an accommodation from this policy. Accommodation requests must be made in writing, fully describing the basis for any requested accommodation and submitted to the Program Director. The Program Director will connect with the Board of Directors on any accommodation matters, which will be addressed in accordance with the principles applicable to the *Human Rights Code*. Any CSC Participant requesting an accommodation will be required to provide any necessary documents related to their request.

Privacy

During the course of this process, the Club will collect personal information and may need to collect further details to administer this policy including items such as proof of vaccination and any information provided for the purpose of requesting an accommodation. Access to personal information will be limited to only those individuals that require access for the purposes applicable to this Policy.

Updates

Given the evolving nature of the COVID-19 pandemic, CSC reserves the right to amend this policy at any time to be in alignment with changing public health guidelines. We will conduct periodic reviews to consider the ongoing necessity of the Policy.

October 18, 2021