

COMMUNITY LIVING DURHAM NORTH

COVID - 19 VACCINATION POLICY AND RAPID ANTIGEN
TESTING AS AN ACCOMMODATION

Policy No. C-29 (Human Resources)

Effective Date: September 7, 2021

Last Revision: May 5, 2023

Last Review:

Rationale:

To enable Community Living Durham North to provide a safe environment to supported people, its employees, volunteers and students, and also to contractors entering into CLDN workplaces.

Policy Statement:

Community Living Durham North is committed to ensuring the health and safety of all supported persons, as well as the employees, volunteers, students and contractors who provide services on its behalf.

All people are encouraged to be vaccinated, and to get the booster as well, and the second booster if eligible. The agency is able to request proof of vaccination and it will share aggregate information with our funding Ministry (MCCSS). Aggregate data is anonymous, numbers only information.

People who do not provide proof of full vaccination (meaning, minimally, just the first and second dose) must do one of two things:

- Provide a medical reason for not being vaccinated against COVID-19, signed by a qualified physician or nurse practitioner, which sets out the effective time period of the medical reason; or
- Complete of a COVID-19 vaccination educational session that will be provided by CLDN.

Approved by: Clare Suggitt
for the Board of Directors

Date: May 5, 2023

COMMUNITY LIVING DURHAM NORTH

COVID - 19 VACCINATION POLICY AND OUR RAPID ANTIGEN TESTING ACCOMMODATION

Procedure No: C-29-1

Background on the Pandemic

Effective Date: September 7, 2021

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- The COVID-19 pandemic has caused levels of disease and death not experienced world-wide in 100 years. COVID-19 is spread primarily through respiratory droplets. Individuals with certain pre-existing medical conditions are at a higher risk for more severe symptoms after contracting COVID-19.
- The original virus has evolved into multiple, increasingly deadly variants, and at the time of writing Ontario has entered into its 4th wave with new cases again topping 600 per day.
- There are currently four vaccines approved for use in Canada: the Pfizer-BioNTech vaccine, the Moderna COVID-19 vaccine, Johnson and Johnson COVID 19 Vaccine and Astra Zeneca COVID Vaccine. The vaccines currently approved in Canada have been shown to be safe and effective against symptomatic COVID-19. Information regarding these vaccines can be found at <https://covid-19.ontario.ca/covid-19-vaccines-ontario>.
- Some people supported by CLDN are medically fragile and/or unable to comply with social distancing and infectious disease transmission prevention protocols. Vaccination for COVID-19 has been found to be both safe and effective in preventing the disease.

Procedure No: C-29-2

The Range of Options for Existing Employees

Effective Date: September 7, 2021

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- The preferred option is to provide proof of full vaccination to the HR Department.
- Alternatively, an employee who has been advised, for health reasons, to not get the vaccine, may choose to provide proof of this fact via written communication signed by a physician or nurse practitioner. CLDN will not pay for such notes as it would place at least as much value in a completed training session... see next bullet.
- Any employee who cannot provide proof of vaccination, or of the medical contraindication, must undertake to complete a COVID – 19 vaccination training session.

- The educational module selected by CLDN is “COVID-19 Vaccine Education; Helping You Make an Informed Decision.” This resource is an adaption of a training module created by the Sunnybrook Health Sciences Centre, and it has been mounted on CLDN’s Surge training platform. The module will be integrated with a brief quiz designed to ensure that the employee has actually completed the course, and a notification of completion will be generated by the platform and sent directly to HR.
- All employees current as of September 7, 2021 will have until September 27, 2021 to provide proof of full vaccination; of a medical contraindication, or of having completed the aforementioned educational training module. Failure to do so will result in progressive discipline up to and including termination of employment.
- Note that the meaning of maintaining our vaccination status in good standing may evolve over time. Boosters and even annual vaccinations may become necessary, and if these or other measures become recognized best practices or are mandated by government this policy will be revised accordingly.

Procedure No: <u>C-29-3</u>	Effective Date: <u>September 7, 2021</u>
Vaccination is Mandatory for New Hires and for New Student Placements	Last Revision:
	Last Review: <u>May 5, 2023</u>

- As of September 7, 2021, all offers of employment will be conditional upon proof of full vaccination and a commitment to maintaining vaccination in good standing through the entire course of the pandemic - subject to accommodation for substantiated medical reasons.
- A prospective employee/student will be given time to obtain full vaccination but under no circumstance will employment (or the placement) commence without it.

Procedure No: <u>C-29-9</u>	Effective Date: <u>September 7, 2021</u>
Other COVID-19 Protective Measures	Last Revision:
	Last Review: <u>May 5, 2023</u>

- Our website includes series of protocols that are frequently updated and added to. At the time of writing, they include, but are not limited to:
 - CLDN’s Response to COVID-19;
 - Protocols for CLDN employees, visitors and contractors;
 - Covid-19 Resources;
 - COVID 19 Protocol for an outbreak in a location where a person(s) is/are not able to self-isolate;
 - COVID 19 Protocol for bedroom isolation;
 - Transportation Protocol;

- Guidelines for visitors;
 - Guidelines for Community Support Services;
 - Guidelines for Respite Services;
 - Our Protocols for Group Homes; and our plans for Respite and Day Programs as they move toward a partial re-opening during COVID-19;
 - Handwashing;
 - Physical Distancing;
 - PPE
- At this time, and until further notice, none of these protocols are being relaxed regardless of vaccination status.

Approved by: Glenn Taylor
CEO

Date: May 5, 2023