



## COVID-19 VACCINATION POLICY

Nipissing University is committed to providing all members of the Nipissing University community with a healthy and safe working, learning and living environment and to fulfilling its responsibility to reduce the spread of COVID-19 in the surrounding community.

As Nipissing University returns to expanded on campus in-person activities in accordance with the Return to Campus Framework, the health and safety of the Nipissing University community is a top priority. During the COVID-19 pandemic, Nipissing University has implemented public health protocols pursuant to provincial requirements and the guidance and recommendations of the North Bay Parry Sound District Health Unit (Health Unit) and other public health officials. These public health protocols have included campus closures and limitations on access to campus, pre-entry self-assessments and screening requirements, physical distancing, the use of masks or other face coverings in common areas, hand hygiene and sanitation protocols, and limitations on indoor and outdoor gatherings.

While these public health protocols play an important role in reducing the spread of COVID-19, the Chief Medical Officer of Health has stated that:

- some employees, staff, contractors, volunteers and students at post-secondary educational institutions remain unvaccinated, posing risks to staff and students;
- keeping students in school to the fullest extent possible is critical to learning, development and well-being;
- vaccines provide the best protection against COVID-19; and
- the protection of staff and students in post-secondary institutions from COVID-19 also enhances the protection of other community members by reducing the risk of disease transmission during an outbreak.

On August 30, 2021, the Office of the Chief Medical Officer of Health (OCMOH) issued Instructions to all post-secondary institutions which require every post-secondary institution to establish, implement and ensure compliance with a mandatory vaccination policy no later than September 7, 2021, in addition to continuing other public health measures such as those described above. On August 31, 2021, the Ministry of Colleges and Universities issued the Post-Secondary Education Health Measures Framework for

Fall 2021, which includes further information about mandatory COVID-19 vaccination policies and related requirements.

Pursuant to the OCMOH Instructions, the Post-Secondary Education Health Measures Framework for Fall 2021 and the guidance and recommendations of public health officials, and following consultation with stakeholder groups, Nipissing University is implementing the following COVID-19 Vaccination Policy effective September 7, 2021.

### **Application**

This Policy applies to all faculty, staff, students, contractors, volunteers, and visitors (“Individual(s)”) attending the North Bay Campus of Nipissing University.

### **Vaccination Requirement**

All Individuals attending the North Bay Campus of Nipissing University who are eligible to receive a COVID-19 vaccine are required to be fully vaccinated against COVID-19, and to provide proof of vaccination satisfactory to the University, subject to the provisions set out below.

For the purpose of this Policy, “fully vaccinated” means that the Individual has received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by the World Health Organization (two doses of a two-dose vaccine series or one dose of a single-dose vaccine series), and at least 14 days have passed since the final dose of the COVID-19 vaccine was administered.

Individuals must have received their first dose of a COVID-19 vaccine no later than September 7, 2021, and their second dose of a COVID-19 vaccine no later than October 18, 2021, and provide proof of vaccination satisfactory to Nipissing University.

Nipissing University will allow Individuals to attest to their vaccination status using the Nipissing Safe App during the period of September 7 to October 29, 2021. However, Nipissing University reserves the right to require Individuals who have attested to their vaccination status to provide vaccination receipts from the jurisdiction(s) where the vaccines were administered demonstrating that they have received their vaccine(s) and the dates on which those vaccinations were administered.

After October 29, 2021, all Individuals will be required to provide proof that they are fully vaccinated by providing vaccination receipts from the jurisdiction(s) where the vaccines were administered, demonstrating that they have received their vaccine(s) and the dates on which those vaccinations were administered. This proof shall be provided by

uploading vaccination receipts using the Nipissing Safe App. In the event the Province's planned vaccine certificate program and verification app introduce alternative methods for providing proof of full vaccination prior to October 29, 2021, these requirements may be amended accordingly.

Any Individuals who attend the North Bay campus without first providing the required proof of vaccination status using the Nipissing Safe App will be required to disclose their vaccination status during the pre-entry screening process.

Individuals who have received their first dose of a COVID-19 vaccine but are awaiting their second dose of a COVID-19 vaccine and/or the expiry of the 14 day period before they are considered fully vaccinated will be required to comply with the testing requirements set out below as a condition of being permitted to attend the North Bay campus.

In addition to these vaccination requirements, COVID-19 public health protocols will remain in effect, which may include but are not limited to limitations on access to campus, pre-entry self-assessments and screening requirements, physical distancing, the use of masks or other face coverings in common areas, hand hygiene and sanitation protocols, and limitations on indoor and outdoor gatherings as appropriate. Nipissing University will periodically review and update these protocols based on evolving provincial requirements and public health guidance, but reserves the right to implement public health protocols that exceed those mandated by the Province or public health officials. This Policy and any other public health protocols will remain in effect until Nipissing University, in consultation with public health officials, determines that it is appropriate to make changes to or discontinue them.

#### **Vaccination Requirement – Students/Staff Living and Working in Residence**

All students and staff living and working in Nipissing University residences must provide vaccination receipts demonstrating that they have received their first dose of a COVID-19 vaccination by September 7, 2021 and their second dose of a COVID-19 vaccine by October 18, 2021. Self-attestation of vaccination status will not be considered satisfactory proof of vaccination status for these Individuals during the period of September 7 to October 29, 2021.

Individuals in this group will be required to comply with the testing requirements set out below until they are fully vaccinated as a condition of being permitted to remain in residence.

### **Vaccination Requirement – High Risk Activities**

All Individuals who are engaged in High Risk Activities must provide vaccination receipts demonstrating that they have received their first dose of a COVID-19 vaccine by September 7, 2021 and their second dose of a COVID-19 vaccine by October 18, 2021. Self-attestation of vaccination status will not be considered satisfactory proof of vaccination status for these Individuals during the period of September 7 to October 29, 2021.

Individuals engaged in High Risk Activities include but are not limited to:

- (a) varsity and club student athletes, coaches and team staff
- (b) students engaging in clinical or practical placements
- (c) faculty and students conducting research with human participants
- (d) individuals engaged in any other activities designated by Nipissing University or public health officials as High Risk Activities

Individuals engaged in High Risk Activities are required to comply with the testing requirements set out below until they are fully vaccinated as a condition of being permitted to participate in those activities. In addition to compliance with the general testing requirements, varsity athletes are also required to comply with the testing requirements set out below before travelling to participate in any team events.

Individuals who do not provide satisfactory vaccination receipts to Nipissing University to demonstrate that they have received the first and second doses of a COVID-19 vaccine within the required timeframes will not be permitted to engage in High Risk Activities until they have done so.

In addition to complying with this Policy, all Individuals participating in High Risk Activities are required to comply with any additional COVID-19 vaccination requirements put in place by third parties that must be satisfied as a condition of participation in those activities.

### **Offers of Employment/Assignment of Contractors**

During the period this Policy is in effect, all offers of employment for prospective employees will include a clause making the offer conditional on disclosure by the prospective employee of their vaccination status and/or whether they require an

exemption from the vaccination requirement based on medical or other grounds protected under the Ontario *Human Rights Code*.

Contractors' employees who are assigned to work on Nipissing University premises will likewise be required to disclose their vaccination status and/or whether they require an exemption from the vaccination requirement based on medical or other grounds protected under the Ontario *Human Rights Code* before they will be permitted to commence work.

Nipissing University will require prospective employees or contractors seeking an exemption from the vaccination requirement to follow the process set out below and comply with the requirements set out below in order to demonstrate that they are entitled to an exemption from the vaccination requirement.

Upon receipt of this information or documentation, Nipissing University will take steps consistent with this Policy to ensure compliance with the vaccination and/or testing requirements.

## Exemptions

Nipissing University will consider, on an individual case-by-case basis, requests for exemption from the vaccination requirement set out above based on medical or other grounds protected under the Ontario *Human Rights Code*.

Individuals requesting an exemption are required to complete an exemption request form and provide the information and supporting documentation specified in the form. Nipissing University reserves the right to request additional information and/or supporting documentation with respect to any exemption request. Supporting documentation satisfactory to Nipissing University must be provided in order for an exemption request to be considered.

Faculty, staff, contractors, volunteers and visitors who wish to request an exemption should contact Human Resources at [humanresources@nipissingu.ca](mailto:humanresources@nipissingu.ca).

Students who wish to request an exemption should contact Student Accessibility Services at [shannonl@nipissingu.ca](mailto:shannonl@nipissingu.ca). Students with questions regarding exemptions for practicum/placements should contact the applicable Dean's office.

Where a request for a vaccination exemption is approved, the Individual will be notified by email, and will be subject to the testing requirements set out below as a condition of being permitted to attend the North Bay campus.

## **Testing Requirements**

The following Individuals are subject to testing requirements pursuant to this Policy:

- (a) Individuals who have received their first dose of a COVID-19 vaccination by September 7, 2021 but are awaiting their second dose of a COVID-19 vaccination and/or the expiry of the 14 day period before they are considered fully vaccinated
- (b) Individuals who are approved for an exemption from the vaccination requirement

Individuals subject to the testing requirements must submit to regular antigen point of care testing in every week in which the Individual is present on campus. This testing shall be completed twice per week during the period of Monday to Friday each week, with an interval of at least 48 hours between tests. Testing frequency may be increased upon the advice of public health officials. Testing locations, hours of operation and testing procedures will be determined and communicated by Nipissing University.

For each test completed, Individuals must provide proof of a negative test result to Nipissing University. Nipissing University will allow Individuals to attest to these test results during the period of September 7 to October 29, 2021. However, Nipissing University reserves the right to require Individuals to produce documentation demonstrating completion of testing and confirmation of negative test results. After October 29, 2021, all Individuals will be required to provide documentation demonstrating completion of testing and confirmation of negative test results.

Individuals who receive a positive test result are required to comply with Nipissing University protocols and any other public health protocols applicable when a positive antigen test result is received.

## **Support for Vaccination**

COVID-19 vaccination clinics will be scheduled as appropriate to facilitate compliance with the vaccination requirement. These clinics will be available for use by all faculty, staff and students. However, faculty, staff and students may also attend the vaccine clinic of their choice.

Faculty, staff and students who are not fully vaccinated may attend on campus subject to compliance with all applicable public health protocols for the sole purpose of attending a vaccine clinic.

Nipissing University will also make available to faculty, staff, students, contractors and volunteers a COVID-19 vaccine awareness program covering the following subject matter:

- (a) how COVID-19 vaccines work
- (b) vaccine safety related to the development of the COVID-19 vaccines
- (c) benefits of vaccination against COVID-19
- (d) risks of not being vaccinated against COVID-19
- (e) possible side effects of COVID-19 vaccination

### **Consequences of Non-Compliance**

Any employee who fails or refuses to comply with the requirements of this Policy may be subject to employment consequences in accordance with the terms of any applicable policies, collective agreements, employment agreements and/or other applicable legal requirements.

Any student, contractor or visitor who fails or refuses to comply with the requirements of this Policy may be subject to sanctions appropriate to the circumstances, in accordance with any applicable policies, contractual requirements or other applicable legal requirements.

These consequences will include, but may not be limited to, revocation of permission to attend the North Bay campus.

Residence students and staff who do not provide satisfactory vaccination receipts to Nipissing University demonstrating that they have received the first and second doses of a COVID-19 vaccine within the required timeframes will not be permitted to continue to live or work in residence.

### **Consequences of Providing False Information**

Faculty and staff who are found to have provided false proof of vaccination or negative COVID-19 test results will be subject to discipline, up to and including termination of employment, in accordance with the terms of any applicable collective agreements, employment agreements and/or other applicable legal requirements.



Students who are found to have submitted false proof of vaccination or negative COVID-19 test results will be subject to discipline in accordance with the Code of Student Rights and Responsibilities.

Contractors, volunteers, visitors and others who are found to have submitted false proof of vaccination or negative COVID-19 test results will be subject to sanctions appropriate in the circumstances.

### **Collection, Use and Storage of Information**

All proof of vaccination and negative COVID-19 test results collected for the purpose of this Policy will be used, disclosed and stored in accordance with Nipissing University's obligations pursuant to the *Freedom of Information and Protection of Privacy Act*, R.S.O. 1990, c. F.31.

Information regarding an Individual's vaccination status and/or whether they have an approved exemption from the vaccine requirement may be disclosed to authorized Nipissing University personnel for the purpose of administering and ensuring compliance with this Policy.

Nipissing University will collect, maintain and report as required aggregate statistical information that includes:

- (a) the number of faculty, staff, students, contractors, volunteers and visitors who provide proof of being fully vaccinated against COVID-19
- (b) the number of faculty, staff, students, contractors, volunteers and visitors who provided satisfactory medical or other documentation establishing that they require an exemption from the vaccination requirement based on medical or other grounds protected under the Ontario *Human Rights Code*
- (c) the number of faculty, staff, students, contractors and volunteers who attended a COVID-19 vaccination awareness program
- (d) the total number of faculty, staff, students, contractors and volunteers to whom the requirements set out in this Policy apply

### **Duration and Review of Policy**

This COVID-19 Vaccination Policy may be reviewed at any time, and in any event will be reviewed no later than June 30, 2022, in order to ensure that the measures outlined



remain appropriate in the circumstances and are consistent with provincial requirements and the guidance and recommendations of public health officials.

Nipissing University reserves the right to change, modify or revoke this COVID-19 Vaccination Policy, including by enhancing the protective measures in place, and to implement supplementary policies which may be applicable to specific buildings, facilities or activities at any time.