

Policy Title:	COVID-19 Vaccination		
Category:	<input type="checkbox"/> Institutional - Board	<input type="checkbox"/> Academic - Administrative	
	<input checked="" type="checkbox"/> Institutional - Administrative	<input type="checkbox"/> Employment - Administrative	
Approved by:	<input type="checkbox"/> Board	<input checked="" type="checkbox"/> President	
Date approved:	September 29, 2022	Effective date:	September 29, 2022
Policy Sponsor:	Vice President, Administration & Finance	Date last reviewed:	September 29, 2022
Date of Mandatory Review (expiry date)	September 2023	Date of last revision of Procedures	N/A

1 POLICY

1. CMCC recognizes that vaccination is an important measure to prevent illness transmission and protect health, in conjunction with other health and safety measures on campus. CMCC reserves the right, in accordance with legislation, to mandate full vaccination against COVID-19 for students, employees, and visitors with the exception of patients, delivery personnel and Bookstore customers, if necessary to safeguard their health and that of CMCC's operations. A notification will be provided to the CMCC community prior to commencement of any full vaccination mandate.
2. If requested, those required to submit their vaccination status for COVID-19 to CMCC are students, employees, and visitors with the exception of patients, delivery personnel and Bookstore customers.
 - a. Vaccination status will be substantiated only by official receipts from the Ministry of Health or other government approved method. Vaccination status includes partial vaccination, vaccination outside of province and exemptions recognized by government.
3. Collection of vaccination status will assist in assessing the implications of infection transmission on campus. This data will also help inform implementation and modifications of supportive infection prevention and control measures for COVID-19.
4. New students and new hires will be required to be fully vaccinated for COVID-19 or provide an approved exemption.
5. In addition to vaccination, measures to reduce COVID-19 transmission are effective. Regardless of vaccination status, the CMCC community is required to follow CMCC COVID-19 protocols to reduce the transmission of COVID-19.
 - b. Protocols are outlined in the Infection Prevention and Control Guide and the COVID webpage provided by the Pandemic Incident Command Team.
 - c. Resources for additional precautionary measures are found in the Communicable Diseases policy as well as through instructions provided by CMCC Divisions.
6. Everyone arriving at CMCC is required to conduct health screening daily and must avoid campus/self-isolate if exposed to COVID-19, ill, test positive, or otherwise are directed by CMCC guidelines or health authority. CMCC health screening questions are available publicly online; through the CMCC app and printed at entrances. In addition, everyone on campus must adhere to COVID-19 protocols as outlined on the COVID-19 webpage and Infection Prevention and Control Guidelines.

7. Individuals in clinical or educational placements external to CMCC are required to comply with vaccination policies of the external organization in addition to CMCC's policies.
8. Rapid antigen tests (RATs) for COVID-19 are useful as an additional screening measure, however are not as sensitive as a PCR (molecular test). RATs are available through the Bookstore to employees, students and visitors who provide proof of approval from their CMCC host, while supplies last.
 - a. RATs are to be used voluntarily or upon recommendation from CMCC for the purpose of safeguarding community health and safety as well as operations.
 - b. Self-testing must be conducted offsite and prior to entry.
 - c. Individuals who have tested positive for COVID-19 shall **not** enter CMCC facilities and must at minimum follow current public health guidelines on self-isolation and, if applicable, confirmatory testing approved by the Ontario government.
 - d. RAT kits obtained from CMCC must not be sold, nor used for any purpose other than described in this policy.
 - e. CMCC may mandate testing strategies if recommended by government. Should this occur, notification will be provided.
9. This policy may be modified or superseded by directives, orders, and regulations issued by federal, provincial, City of Toronto and other regional municipalities, and other regulatory or local public health agencies. CMCC reserves the right to amend this policy as necessary. Requirements may also be adjusted by CMCC subject to emerging provincial, city or campus conditions or due to the availability of RATs.
10. Information related to the CMCC community, with the exception of patients, delivery personnel and Bookstore customers, regarding vaccination status, health screening results or COVID-19 test results may be collected, anonymized and/or aggregated for purposes such as workforce management, planning operations or for external reporting to government or public if required and in accordance with legislation.
 - a. Only assigned personnel in the divisions of Human Resources, Student Services, Clinic, Information Technology, and administrative personnel managing infection protocols, will have access to some or all of the information collected and stored under this Policy and must abide by CMCC's privacy, confidentiality policies and government regulations.
 - b. Where applicable law requires disclosure of personal information to health or other authorities, CMCC will comply with the law.
 - c. The information collected will be retained only until the COVID-19 pandemic is over, at which time CMCC will securely destroy any personal information collected unless it has a legal obligation to retain it for a longer period.
11. Individuals who do not comply with this policy and related procedures can be subject to disciplinary action up to and including: expulsion (students), termination (employees and residents), voiding of contracts (contractors and service providers), removal or restriction from campus or clinic sites and reporting to the appropriate authorities.

2 PURPOSE

To use best practices to safeguard the CMCC community and its operations against COVID-19.

3 SCOPE

Students, board members, employees, patients, contract workers, volunteers and visitors at the Leslie Street campus and all CMCC-operated clinic facilities.

4 INFORMATION AND COMPLIANCE PLANS (not a comprehensive list)

- CMCC's COVID-19 Webpage
- CMCC's Infection Prevention and Control Guide
- Ministry of Colleges and Universities directives
- Ontario Human Rights Code
- The Ontario Health and Safety Act
- Toronto Public Health Post-Secondary Guidance

5 RELATED POLICIES (not a comprehensive list)

- Communicable Diseases

6 DEFINITIONS

Approved/Accepted COVID-19 tests are those administered by a public health department, governmental agency, or under the supervision of a physician, nurse practitioner, or trained persons at CMCC.

Campus refers to any facility, premises or location owned, leased or used by CMCC for its operation.

CMCC App is the mobile device application providing general information about CMCC, a COVID-19 screening process for authorized entry and submission of RAT results.

CMCC Community consists of policy stakeholders, including the Board of Governors, administrators, faculty members, staff members, students, clinic patients, volunteers, visitors, contract workers and others engaged in activities of the institution.

COVID-19 is the highly contagious infection caused by the SARS-CoV-2 coronavirus.

COVID-19 Health Screening is the process of answering questions established by the Ontario Ministry of Health and/or CMCC that inquire about symptoms and exposure related to COVID-19.

Fully vaccinated individuals are those who have had: the full primary series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines (two doses of Moderna, Pfizer-BioNTech, Novavax, Medicago, AstraZeneca, including COVISHIELD) in any combination or one dose of Janssen (Johnson & Johnson); or a full or partial primary series of a non-Health Canada authorized vaccine plus any additional recommended doses of a Health Canada authorized COVID-19 vaccine to complete the primary series; and their final dose of the COVID-19 vaccine at least 14 days before providing the proof of being fully vaccinated.

Pandemic Incident Command Team consists of at least one representative from the Executive Leadership Team, Physical Facilities, Clinic, Human Resources, Student Services and Joint Health and Safety.

Partially Vaccinated individuals are those who have not completed a full series of a Health Canada authorized vaccine, individuals who have only had one or two doses of non-Health Canada authorized vaccine, or who are less than 14 days after vaccination with their final dose.

Proof of Vaccination is an official dose administration receipt in English or French or in the form of another government approved format in accordance with government regulations for post-secondary education.

Rapid Antigen Tests (RATs) for COVID-19 are tests used for rapid, qualitative detection of SARS-CoV-2 virus on persons without symptoms of infection. A nasal and if recommended an oral swab is used for collection of specimens from individuals. Test results are possible in as early as 15 minutes with no instrumentation required.

Vaccine Exemption (issued to Exempted Persons) is a documented exemption for the COVID-19 vaccine based on substantive medical risk or an established, personally held belief based on religion/creed as defined in the Ontario Human Rights Code. Employees and student are to use CMCC's approved forms to submit their exemption.

Visitors include contract workers, guests and volunteers. Patients, Bookstore customers and delivery personnel are not included in the definition of visitors for this policy.

<p>New Policy Approved (date): September 3, 2021</p> <p>Policy Revision History (dates): March 31, 2022 September 29, 2022</p>
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-----**END OF POLICY**-----

7 PROCEDURES

N/A

<p>New Procedure Approved (date):</p> <p>Procedure Revision History (dates):</p>
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8 ATTACHMENTS

None.