

<b>SECTION TITLE</b>	<b>Activities and Events</b>
<b>POLICY TITLE</b>	<b>COVID-19 VACCINATION POLICY</b>

**POLICY STATEMENT:**

The GWSA recognizes the importance of balancing civil liberties with public health and safety. Because we serve a population of vulnerable seniors, this policy has been developed to facilitate the operation of programs and activities while addressing the health and safety concerns of our members arising from COVID-19.

**PURPOSE:**

To provide an implementation plan for the Board’s decision to require *Proof of COVID-19 Vaccination* for in-person GWSA activities and events, along with any related considerations.

**OVERVIEW:**

1. To provide for the safe operation of programs and services, the GWSA will require Ontario Proof of Vaccination or medical exemption alongside [government-issued identification](#), and any required screening and contact tracing, and all other measures required by legislation, for all members and guests participating in in-person activities and events.
2. For this policy, acceptable Ontario Proof of Vaccination is the Ontario Vaccination Receipt (two doses of COVID-19 vaccination plus the two-week waiting period) or the enhanced paper or digital Ontario Vaccination Certificate, or otherwise as determined by the province from time to time.
3. The GWSA acknowledges that receiving a vaccination is optional. There are legitimate, provincially-approved reasons for some individuals not being vaccinated.
4. The reasons for this policy include: the age group of GWSA participants and this group’s inherent vulnerability to COVID-19; the strong recommendations from the government that individuals in the age group receive the vaccine; and that activity group members have stated their preference for such a policy so they feel safe participating in activities.
5. We will provide notice of these requirements by communication through the GWSA website, *The Sentinel* newsletter, and the GWSA Email Updates.
6. Collection of information will be done discreetly, without retaining a record about or communicating information about proof of vaccination or medical exemption.
7. Reasonable efforts will be made to accommodate individual needs. Accommodations may include access to virtual programming or alternate forms of delivery. Requests for specific accommodations will be considered on a case-to-case basis.
8. Accommodation may not be possible in every circumstance if there are serious health and safety concerns at play. Specific requests for accommodation will be received in good faith to seek solutions where the organization, its members, and the participants seeking accommodation can all benefit.
9. No one should experience harassment or other discriminatory treatment based on a Human Rights Code ground because they are unable to receive a vaccine.

**PROCEDURES:**

<i>Responsibility</i>	<i>Action</i>
M&M Committee: through GWSA Email Update editor, webmaster, The Sentinel team	<ol style="list-style-type: none"> <li>1. Communicate requirements of this policy to members.</li> <li>2. Make recommendations for revisions to this policy as required.</li> </ol>
Program Committee: through Activity Group Leaders	<ol style="list-style-type: none"> <li>1. Communicate requirements of this policy to members of their groups.</li> <li>2. Make reasonable efforts to accommodate individuals by continuing to provide access to virtual programming, or alternate forms which may be considered on a case-to-case basis.</li> <li>3. Consider specific requests for accommodation in good faith to seek solutions where the organization, its members, and the participants seeking accommodation can all benefit.</li> <li>4. Address any issues which may arise in accordance with GWSA policies.</li> <li>5. Ensure confidentiality of all information related to proof of vaccination and medical exemption.</li> <li>6. Retain no record of Ontario Proof of Vaccination or medical exemption.</li> <li>7. Ensure that all regulatory requirements are met where City of Guelph representatives are unavailable for entry to their activity, as in off-site activities and trips.</li> </ol>
Governance Committee	<ol style="list-style-type: none"> <li>1. Review this document in accordance with the Policy Development and Review Policy as required and recommend any approved changes to the Board of Directors.</li> <li>2. Make other changes to this policy as required by the Board.</li> </ol>
Board of Directors	<ol style="list-style-type: none"> <li>1. Request any changes to this policy as required.</li> <li>2. Manage any concerns about this policy on a case-by-case basis.</li> </ol>

**Original Board Approval:**  
**Governance Committee Approval:**  
**Board Approval:**

**June 19, 2021**  
**June 17, 2021**  
**October 6, 2021**