

713 COVID-19 Vaccination Policy

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A. PURPOSE AND SCOPE

- i. Consistent with its commitment to a safe and healthy work and learning environment for its community, in accordance with its legislative obligations, the University has adopted the following policy related to access to University Locations, as defined. Throughout the COVID-19 pandemic, the University has sought to implement health and safety protocols and policies based on the advice and recommendations from the provincial government, Ontario's Chief Medical Officer of Health, and the Wellington Dufferin Guelph Public Health.
- ii. COVID-19 vaccines play an important role in helping protect our community and bringing the pandemic to an end. Requiring faculty, staff, students, contractors, volunteers, and visitors to submit proof of vaccination helps the University work towards the safest possible working and learning environment for everyone. Consistent with its obligations pursuant to the *Occupational Health and Safety Act* (the "OHSA") and the University's Environmental Health and Safety Policy the University has taken the necessary step of adopting this policy to outline the expectations of those attending University Locations.
- iii. The Council of Ontario Medical Officers of Health has indicated that vaccination against COVID-19 is the single most effective public health measure to reduce the spread of COVID-19. The University is committed to providing a safe and healthy environment for its employees, students, and visitors and to the prevention and elimination of workplace injuries and illness.

- iv. In accordance with the University's Environmental Health and Safety Policy:
 - a. The standards prescribed in the *OHSA* and prescribed regulations may be exceeded by specific University Safety Policies and departmental procedures for risk management and due diligence.
 - b. The University requires that all employees shall regard safety as a priority in all employment related activities and they shall not endanger the health and safety of themselves in the workplace
- v. This Policy applies to all faculty, staff, students, contractors, volunteers, and visitors who access University Locations.
- vi. In addition to its obligations pursuant to the *Occupational Health and Safety Act*, universities are required to comply with government regulations and any advice, recommendations and instructions issued by the relevant public health officer. Given the evolving nature of COVID-19 and its variants, details regarding mandatory vaccination and additional health and safety measures may change from time to time. Details regarding these requirements will be made available at <https://news.uoguelph.ca/covid-19/> [1]

B. DEFINITIONS

For the purposes of this Policy, the following definitions shall apply:

- i. **COVID-19 Vaccine** – a Health Canada or World Health Organization approved vaccine.
- ii. **Employees** – faculty and staff employed by the University of Guelph.
- iii. **Fully Vaccinated** – means meeting current Public Health requirements for COVID-19 vaccination including any and all available and recommended associated booster doses for those eligible.
- iv. **Individual** – faculty, staff, students, volunteers, contractors, and visitors who want to access University Locations.
- v. **Individuals with Exemptions** – Individuals who have received an approved exemption in accordance with section C.2.
- vi. **Mandatory Vaccination Requirements** – has the meaning found in section C. 1.
- vii. **Non-Compliant Individuals** – Employees or students who are not compliant with the current Mandatory Vaccination requirements.
- viii. **Proof of Vaccination** – a written or digital vaccination record of an Individual's COVID-19 current vaccination status.
- ix. **University Locations** – all University of Guelph buildings and University managed facilities, outside and inside, including but not limited to those on its main campus in Guelph, Ridgetown campus and research stations. University of Guelph- Humber will be subject to Humber College requirements and procedures.

C. POLICY

1. Mandatory Vaccination Requirements

- i. Since September 7, 2021, the University has required that all Individuals who want to access University Locations be required to abide by the University's Mandatory Vaccination requirements.

- ii. Individuals will be required to provide current/updated Proof of Vaccination as directed by the University, prior to coming to University Locations.
- iii. [Individuals with approved Exemptions](#) may access University Locations if they follow all COVID-19 safety protocols as defined by the University.
- iv. Individuals who have not otherwise received an approved exemption are required to be Fully Vaccinated to be eligible to access University Locations.

2. Exemptions

Exemptions from the COVID-19 vaccination requirement may be requested on the basis of medical reasons or other grounds in accordance with the *Ontario Human Rights Code*. The University will provide information on the exemption request process, as appropriate.

3. Employees

- i. Employees who **are required to perform their job duties on-site at University Locations based on operational plans or the nature of the work** are required to comply with the Mandatory Vaccination Requirements.
- ii. Employees who **are performing their work both on-site and remotely based on operational plans** must abide by the Mandatory Vaccination Requirements and may work remotely if their manager or supervisor provides work that can be performed on the dates the Employee is expected to be on-site.
- iii. Non-Compliant Individuals who are **continuing to perform their job duties remotely based on operational plans** may continue to do so. However, Employees must abide by the University's Mandatory Vaccination Requirements when they return to work on-site at University Locations.
- iv. Non-Compliant Individuals who **are required by the University to perform their job duties on-site at University Locations** will be placed on an unpaid leave until they comply with the Mandatory Vaccination Requirements.

4. Students

- i. Students who are registered for in-person courses are required to comply with the Mandatory Vaccination Requirements.
- ii. Non-Compliant Individuals will not be eligible for in-person courses nor be able to attend any University Location. Non-complaint Individuals are eligible for courses offered remotely only.

D. Consequences for Contravention of this Policy

- i. Information submitted by Individuals regarding Proof of Vaccination or Exemptions may be randomly audited to confirm that appropriate documentation has been provided.
- ii. The University reserves the right to take action with respect to any Individual who contravenes this Policy or who submits fraudulent documentation including but not limited to Proof of Vaccination or documentation supporting an exemption, to the University. Consequences may include but are not limited to:
 - a. For Employees - removal of access to University Locations and/or disciplinary action, up to and including termination of employment.
 - b. For students – removal of access to University Locations and/or disciplinary action.
 - c. For volunteers, contractors, visitors – removal of access to University Locations

E. Privacy

Personal information collected in accordance with the University's Mandatory Vaccination requirements and this Policy will be collected by the University pursuant to Section 11 of the *University of Guelph Act 1964* and consistent with Ontario's *Freedom of Information and Protection of Privacy Act*. This Personal information will be used to determine compliance with the University of Guelph's mandatory vaccination requirements. Personal information will be retained for at least one (1) year and otherwise for a reasonable period of time given the purposes for which it was collected. If an outbreak of COVID-19 takes place which may affect an Individual, their personal information may be disclosed to the Wellington-Dufferin-Guelph Public Health or other applicable Public Health Unit to assist with contact tracing efforts.

Personal information may be aggregated on a fully anonymized basis such that it is no longer personal information, and such aggregated anonymized information may be shared by the University with the Ministry of Colleges and Universities, the community, and stakeholders in relation to the University's response to the COVID-19 pandemic including the University's reinforcement of existing public health measures and the University's own efforts to keep our community safe.

F. Duration

This Policy may be reviewed and amended from time to time.

The University has the right to change, modify or revoke this Policy, including by enhancing protections in place and implementing supplementary policies which may be applicable to specific buildings, facilities, or activities, at any time.

Page category: [Policy](#) [2]

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Links

[1] <https://news.uoguelph.ca/covid-19/> [2] <https://www.uoguelph.ca/hr/page-category/policy>