

SECTION 4: HUMAN RESOURCES MANAGEMENT

Policy 4.08: Mandatory COVID-19 Vaccination Disclosure and Rapid Antigen Testing

(Revised January 25, 2022)

Supporting Policies

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Supporting Procedures

[Mandatory COVID-19 Vaccination Disclosure and Rapid Antigen Testing Procedure](#)

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[Instructions issued by the Office of the Chief Medical Officer of Health](#)
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MANDATORY COVID-19 VACCINATION DISCLOSURE AND RAPID ANTIGEN TESTING POLICY

1. PURPOSE

The Algoma District School Board is required under the *Occupational Health and Safety Act* to provide a safe working environment for our employees, our students and members of the public. The Board notes and emphasizes the following key information items, identified by the Chief Medical Officer of Health:

- some staff, volunteers, student practitioners and other professionals who provide in-person services at the Algoma District School Board remain unvaccinated, posing risks to staff and students;
- vaccines and boosters provide the best protection against COVID-19;
- understanding vaccine status is key to helping keep Algoma District School Board settings safe;
- responses to outbreaks can vary based on vaccination and booster status;

- keeping children and youth in school to the fullest extent possible is critical to learning, development, and well-being; and
- the protection of children and staff in schools from COVID-19 disease also enhances the protection of other community members by reducing the risk of disease transmission during an outbreak.

As per the Ontario Chief Medical Officer of Health's recommendations, the Board strongly encourages all staff to become vaccinated and receive boosters against COVID-19, to ensure all reasonable precautions are taken to protect against the spread of COVID-19 and associated variants. Vaccinations and boosters have been approved for emergency use and are considered an effective intervention in reducing the impact and spread of COVID-19 in the workplace.

In addition, the Algoma District School Board has been directed by the Chief Medical Officer of Health to establish, implement and ensure compliance with a COVID-19 vaccination and booster disclosure and rapid antigen testing policy and procedure.

The purpose of this Mandatory Vaccination Disclosure and Rapid Antigen Testing Policy (the "Policy") is to provide guidelines pertaining to the expectations and requirements of staff with respect to COVID-19 and vaccination.

2. SCOPE

This Policy applies to all employees, volunteers and student practitioners and any other individuals employed by the Board, collectively called the "Staff".

3. POLICY

A. Mandatory Vaccination Disclosure

Staff of the Board must provide, through a prescribed means only, confirmation of their vaccination status (vaccinated with booster / vaccinated / not vaccinated / partially vaccinated).

B. Mandatory Rapid Antigen Testing

Individuals who are not fully vaccinated against COVID-19 are required to undergo rapid antigen testing three times per week and provide the Board with proof of testing and results. The dates in which testing will occur shall be determined by the Board.

C. Mandatory Educational Session

Individuals who are not fully vaccinated against COVID-19 are required to participate in a mandatory educational session about the benefits of the COVID-19 vaccination as specified by

the Ministry of Education. Only individuals who provide medical documentation indicating exemption from the COVID-19 vaccination, acceptable to the Board, are not required to participate in the Mandatory Educational Session.

D. Non-Compliance

Staff failing to follow this policy may be subject to disciplinary action up to and including termination of employment.

4. CONFIDENTIALITY

Information relating to an individual's proof of vaccination will remain confidential and filed accordingly within the Human Resources Department.