

Dear Learners:

Driven by public health recommendations and the growing impact of COVID-19 variants of concern, Anderson College of Health, Business & Technology, in accordance with the Ontario Chief Medical Officer of Health (OCMOH), is required to implement a mandatory vaccination policy, effective September 7, 2021.

From the onset of the pandemic, Anderson College has made the health and safety of students, staff, and community our top priority. From active screening and strict safety protocols to limiting our campus populations, we have done our best to keep students and college community safe while delivering on our mission to provide a great education.

COVID-19 is a deadly and persistent virus. Its variants continue to wreak havoc. Thousands of people in Canada, and millions around the world, have died after being infected. With varying degrees of success, the world is racing to bring the virus under control through vaccinations.

With the steady supply of vaccines in Canada, and increased on-campus activity this fall, today, we are announcing that the College will make vaccinations a condition for students, contractors, to come on campus, starting Tuesday, September 7, 2021. All other existing health and safety protocols we currently have in place will remain.

To be clear, we are not mandating that anyone receive a vaccine. We will continue to respect medical exemptions upon presentation of appropriate documentation. Those students, faculty, or staff members who have been granted an accommodation, who are waiting for accommodation approval, or who are waiting to be considered fully vaccinated*, will be required to undergo rapid antigen testing as determined by the college.

COVID-19 vaccines are free and widely available to everyone over the age of 12 in Ontario, and they are the most effective tool we have to protect one another and end this pandemic. This vaccine requirement is an additional measure we are taking as a college to protect the health and safety of our community.

We are proud of the work that has been done and the commitment from this community to continue to go above and beyond to protect one another, and we are confident that this is one more thing we can all do reduce the risks of COVID-19 and to get back to the things we love. If you have any questions about this announcement, or for details of where you can go for more information, please contact info@andersoncollege.com.

Thank you for continuing to do your part to keep each other safe.

Anderson College COVID 19 Vaccine Policy

To continue to protect the health and safety of the Anderson College of Health, Business & Technology community from the spread of COVID-19, this policy provides direction on the conditions under which individuals will be permitted on Anderson College campuses as of September 7, 2021.

Scope

This policy applies to all Anderson College students, including students on practicums, clients, contractors, visitors and/or any other attendees on campuses.

KEY DEFINITIONS

Accepted vaccine

A COVID-19 vaccine that has been approved for use by Health Canada.

Attestations

A sworn statement indicating that an individual has been fully vaccinated against COVID-19.

Campus(es)

Anderson College of Health, Business & Technology-owned or -leased grounds, buildings, offices, and instructional spaces

Client

An individual or company that comes on campus to access educational services provided by Anderson College.

Contractor(s)

An individual or company that provides services, materials and/or labour on campus.

Educational Sessions

Information sessions provided to those individuals who refuse to receive COVID -19 vaccination.

Fully Vaccinated

Means having received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by Health Canada and recommended by the applicable local public health unit, including any booster shots recommended, approved, and/or required from time to time (e.g., two doses of a two-dose vaccine series, or one dose of a single-dose vaccine series); and having received the final dose of the COVID-19 vaccine at least fourteen days ago.

Grace Period

The period of time, as determined by Anderson College, that a student can attend an Anderson College campus/es after receiving their first dose of an accepted two-dose vaccine before receiving their second dose, provided that vaccines are reasonably available.

Medical Exemption

Grounds to be exempted from getting a COVID-19 vaccine based on the risk of substantive injury and/or disability. The medical reason for not being fully vaccinated against COVID -19 must be documented, along with the effective time-period for the medical reason.

Proof of Vaccination

Proof of vaccination, in the form of an official dose administration receipt, is required by all students coming on campus. The only proof of vaccination which will be accepted is the official receipt from the Ministry of Health, including a QR Code, the individual's name, date of vaccination, and product name. All individuals visiting the campus will be required to present secondary identification matching the information on the dose administration receipt.

Student

A person who has contracted with Anderson College of Health, Business & Technology for a diploma or certificate program.

Rapid Antigen Test

A rapid antigen test is a rapid diagnostic test which directly detects the presence or absence of the COVID-19 virus. It is an enhanced form of screening that many people complete daily before attending work or school.

Undue Hardship

Special or specified circumstances that partially or fully exempt a person or organization from performance of a legal obligation so as to avoid an unreasonable or disproportionate burden or obstacle.

Visitors and/or any other attendees

Individuals seeking to enter Anderson College campuses who are not Anderson College students, clients, or contractors working in the College's facilities.

Policy

Policy Statement

1. To protect the health and safety of our community, Anderson College is requiring that individuals be vaccinated as a condition to come on campus.
2. Anderson College's on-campus activities, as well as this policy, will continue to be subject to federal, provincial, and local public health regulations related to the COVID-19 pandemic.
3. Public health guidance on measures for fully vaccinated, partially vaccinated, and unvaccinated individuals may continue to evolve and could affect this policy.
4. According to Public Health, Personal Protective Equipment (PPE) is the last line of defense. Current masking, social distancing and other measures in effect will continue.

Accepted vaccines

1. Anderson College will accept the COVID-19 vaccines approved by Health Canada.
2. Individuals who have been vaccinated with a vaccine other than those approved by Health Canada will not be allowed on campus until 14 days after either having received their approved single-dose vaccine or the first dose of an approved double-dose vaccine.

Proof of COVID-19 vaccination

1. Students coming on campus will be required to provide proof of having been fully vaccinated with an accepted vaccine or of having received the first dose of a two-dose vaccine.
2. Personal health information, including proof of vaccination, collected by Anderson College of Health, Business & Technology will be stored in accordance with Anderson College's Freedom of Information and Protection of Privacy Policy and Personal Health Information Protection Act Statement.
3. Students' private health information will not be disclosed alongside any other identifying data.
4. Students who provide false documents related to, being vaccinated may be subject to disciplinary actions, up to and including expulsion for students, voiding of contracts for clients and contractors, and removal/restriction from campus for visitors and/or any other attendees; they could also be at risk of criminal liability.

Partial COVID-19 Vaccination

1. Students who have received the first dose of an accepted two-dose vaccine will be required to complete rapid antigen testing (for a minimum of 14 days after receiving the first dose) in order to participate in on-campus activities, for a grace period that allows them to receive a second dose, provided that vaccines are reasonably available.
2. Students who are not fully vaccinated will be required to follow additional health and safety precautions not applicable to those who are fully vaccinated.
3. Restrictions applied during the grace period will continue for 14 days after the second dose is administered. Rapid antigen testing for COVID-19 will be performed at an interval determined by the college and must provide a negative test result for students to be allowed on campus.
4. Vaccination grace periods will not be extended to clients, contractors, visitors and/or any other attendees.

Exemptions

1. Anderson College of Health, Business & Technology will consider requests from students or exemptions on medical grounds on an individual basis.
2. To continue to protect the health and safety of the campus community, at the sole discretion of Anderson College of Health, Business & Technology, students, with an approved exemption to being vaccinated may be accommodated through measures which will continue to keep the Anderson College of Health, Business & Technology community safe.
3. Students who are not vaccinated will be required to follow additional health and safety precautions not applicable to fully vaccinated student, such as regular rapid antigen testing for COVID-19 at an interval determined by the college, which must provide a negative test result for the unvaccinated individual to be allowed on campus, as well as complete an educational session as determined by the college.
4. Requests for medical exemptions will be considered upon completion and presentation of Anderson College of Health, Business & Technology's "Request for Medical Exemption Form". The college reserves the right to have the form reviewed by applicable medical specialists.
5. Exemptions will not be extended to clients, contractors, visitors and/or any other attendees.

Accommodations For Students For Medical Reasons

1. Only those students with a medical exemption will be considered for an accommodation.
2. To continue to protect the health and safety of the campus community, at the sole discretion of Anderson College of Health, Business & Technology, students, with an approved exemption to being vaccinated may be accommodated through measures which will continue to keep the Anderson College of Health, Business & Technology community safe.
3. Students who are not vaccinated for medical reasons will be required to follow additional health and safety precautions not applicable to fully vaccinated, such as regular rapid antigen testing for COVID-19 at an interval determined by the college, must provide a negative test result and complete an educational session to be allowed on campus.
4. Accommodations will not be extended to clients, contractors, visitors and/or any other attendees.

Clients, Contractors, Visitors and/or Any Other Attendees

1. Clients who choose not to be fully vaccinated will not be allowed on Anderson College of Health, Business & Technology campuses.
2. Contractors must ensure that all of their employees on Anderson College of Health, Business & Technology campuses are fully vaccinated. Individuals not fully vaccinated will not be allowed on Anderson College of Health, Business & Technology campuses.
3. Sending an employee who is not fully vaccinated to an Anderson College of Health, Business & Technology campus will be deemed cause for the college to terminate the contract with that contractor.
4. As of September 7, 2021, Anderson College of Health, Business & Technology campuses will not be open to visitors and/or any other attendees with the exception of individuals on approved, official college business.
5. Approved visitors and/or any other attendees must comply with this policy.

Collection, Documentation and Reporting

The college will collect, maintain, and disclose statistical (non-identifiable) information and summarize the information to submit to the Ministry of Colleges and Universities for statistical studies.

The documentation includes:

- The number of students that provided proof of being fully vaccinated against COVID-19;
- The number of students that provided a documented medical reason for not being fully vaccinated against COVID-19;
- The number students that completed educational sessions about the benefits of COVID-19 vaccination, where applicable;

- Students who provided attestations (only accepted to October 12, 2021. Note: this date may change in accordance with public health guidelines);
- The total number of students to whom the Ontario Chief Medical Officer of Health (OCMOH) instructions apply;
- Number of COVID-19 rapid tests performed per month.

Protective Measures

- A.** Students must at all times continue to adhere to the infection prevention and control measures put in place in response to the COVID-19 pandemic, which include, but are not limited to, the following:
1. Enhanced hand hygiene, including washing one's hands with soap and water for at least 20 seconds (or using alcohol-based hand sanitizer if soap and water are not available) often throughout the day while at work;
 2. Avoiding touching one's eyes, nose, or mouth while at work, unless one has just washed one's hands;
 3. Maintaining a distance of at least two meters from others while at work, even when a face mask is worn;
 4. Wearing a face mask in any area where one might encounter another individual while at work (unless they are unable to do so for a medical reason or other reason protected by the *OHRC*, in which case accommodation must be requested in accordance with this Policy);
 5. Completing a COVID-19 self-screening daily prior to commencing work;
 6. Self-monitoring, and reporting exposures to, symptoms of, or a positive test result for COVID-19 to one's supervisor;
 7. Separating themselves from others and immediately going home should they develop symptoms while at work; and
 8. Following all relevant public health guidance relating to quarantining/self-isolation and staying home when sick.

ADDITIONAL MEASURES

- B.** Students who fail to comply with the requirements of this Policy may be subject to additional disciplinary measures, as determined by the College.

REVIEW AND MODIFICATION OF POLICY

- C.** The College will review this Policy on a regular basis and reserves the right to modify its contents at any time, including but not limited to for reasons based on current available public health information and recommendations, any further provincial legislation or legislative amendments, guidelines and any further government directives and operational requirements.