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## **Immunization Policy and Procedures**

In step with other postsecondary institutions in Ontario, Peel College of Professional Studies will be launching on September 7, 2021, an Immunization Policy and Procedures that will require proof of vaccination for students, employees, visitors, and contractors in order to have access to the College's campus. In preparation, we strongly urge all students, staff, instructors and visitors to schedule their first or second dose as soon as possible (in keeping with the required minimum period between doses) – and to receive the first dose before September 7, 2021.

### **Purpose**

To continue to protect the health and safety of the Peel College of Professional Studies community from the spread of COVID-19, this policy provides direction on the conditions under which individuals will be permitted on College's campuses commencing on September 7, 2021.

### **Scope**

This policy applies to all College students, including students on work placements, employees, clients, contractors, visitors and/or any other attendees on the College campus, and at affiliated facilities.

### **Definitions**

#### **College**

Peel College of Professional Studies

#### **Accepted vaccine**

A COVID-19 vaccine that has been approved for use by Health Canada and/or the World Health Organization.

#### **Campus(es)**

College grounds, buildings, instructional spaces and student residences.

#### **Client**

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

#### **Contractor(s)**

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

#### **Creed/religion exemption**

Grounds to be exempted from getting a COVID-19 vaccine based on an established, personally held creed or religion.



### **Fully vaccinated**

Having received the completed series of an accepted COVID-19 vaccine. Individuals are considered fully vaccinated 14 days after receiving their completed dose.

### **Grace period**

The period of time, as determined by the College, that a student or employee can attend a College campus 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.

### **Proof of vaccination**

Proof of vaccination, in the form of an official dose administration receipt, is required by all individuals coming on campus.

### **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 the College campus who are not College students, employees, clients or contractors.

## **Policy**

### **1. Policy Statement**

- a) To protect the health and safety of our community, College is requiring that individuals be vaccinated as a condition to come on campus.
- b) 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.
- c) Public health guidance on measures for fully-vaccinated, partially-vaccinated and unvaccinated individuals may continue to evolve and could affect this policy.

### **2. Planning**

- a) The following are key principles that will govern all activities, planning, and decisions relevant to the College's campus community:
- b) The College is required to implement mandatory COVID-19 vaccination policies pursuant to instructions issued by the OCMOH. Mandatory COVID-19 vaccination policies are to be in place by September 7, 2021.
- c) The mental health and wellness of students, faculty and staff are of critical importance and will be prioritized.
- d) The College will reinforce and promote daily symptoms screening and will not allow individuals coming onto campus when feeling sick.



- e) The College will continue to follow requirements for physical distancing and capacity limits as per regulatory requirements and/or based on public health advice.
- f) Hand hygiene (with soap and water or using an alcohol-based hand rub) is an important aspect of infection prevention and control and will be promoted throughout the campus.

## **2.1 Cleaning and Disinfection Protocols**

Regular cleaning and disinfection protocols are important and will continue to be encouraged and emphasized at the campus.

Non-medical masks and face coverings are required in all indoor settings and advised whenever physical distancing is challenging or not possible on campus.

Heating, Ventilation and Air Conditioning (HVAC) systems and filters will be maintained and inspected according to the manufacturer's instructions to ensure maximum air quality across campus, especially where windows are not available or cannot be opened.

The College will maintain a regular cleaning schedule throughout the campus. Common areas and high-touch surfaces, such as washrooms and shared equipment, will be cleaned and disinfected as frequently as is necessary to maintain a sanitary condition. This includes establishing cleaning and disinfection protocols for the safe use of tools, equipment, and other shared items used for all purposes across all campuses.

The College will utilize only cleaning and disinfecting products that have a Drug Identification Number (DIN), are not expired and are appropriate for use on the item that is to be cleaned and disinfected. Commonly used cleaners and disinfectants are effective against COVID-19. The College will always follow the manufacturer's instructions. Refer to Public Health Ontario's Cleaning and Disinfection for Public Settings fact sheet: at <https://www.publichealthontario.ca/-/media/documents/ncov/factsheet-covid-19-environmental-cleaning.pdf?la=en>

While virtual or hybrid modes of learning have an important place in the College's landscape, especially considering impacts from emergency situations like the COVID-19 pandemic, everyone benefits from the opportunity to participate in the on-campus experience. However, as part of the College's continuity of education planning, virtual or hybrid modes of learning will be available, until further notice, as alternative modes of delivery in situations where they are required, or as needed by the College.

## **3. Accepted vaccines**

1. The College will accept the COVID-19 vaccines approved by Health Canada and/or the World Health Organization (WHO).
2. Individuals who have been vaccinated with a vaccine other than those approved by Health Canada and/or the WHO 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.



#### **4. Proof of COVID-19 vaccination**

1. Individuals 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 attestations and other proofs of vaccination, collected by the College will be stored in accordance with the College's [Privacy Policy and Use of Personal Information](#).
3. Individuals' private health information will not be disclosed alongside any other identifying data.
4. Individuals who make false attestations about, or provide false documents related to, being vaccinated may be subject to disciplinary actions, up to and including expulsion for students, termination for employees, voiding of contracts for clients and contractors and removal/restriction from campus for visitors and/or any other attendees; such individuals could also be at risk of criminal liability.

#### **5. Attestation**

Individuals who are fully vaccinated, may sign an Attestation to confirm their status of being fully vaccinated. These individuals will have until October 29, 2021 to show proof of vaccination.

#### **6. Partial COVID-19 vaccination grace period**

1. Individuals who have received the first dose of an accepted two-dose vaccine will, after a minimum of 14 days from receiving the first dose, be able to participate in on-campus activities, for a grace period that allows them to receive a second dose, provided that vaccines are reasonably available for those individuals.
2. Individuals who are not fully vaccinated may be required to follow additional health and safety precautions not applicable to fully-vaccinated individuals.
3. At the end of the grace period, individuals will not be permitted on campus until they have received their second dose of an accepted vaccine.
4. Restrictions applied during the grace period will continue for 14 days after the second dose is administered.
5. Vaccination grace periods will not be extended to clients, contractors, visitors and/or any other attendees.

#### **7. Exemptions**

1. The College will consider on an individual basis requests from students and employees for exemptions on medical grounds and/or because of their creed/religion.
2. To continue to protect the health and safety of the campus community, at the sole discretion of the College, students or employees with an approved exemption to being vaccinated may be accommodated through measures other than being granted access to campus.
3. Requests for medical exemptions will be considered upon receipt of a signed doctor's letter that states that medical exemption is requested. The College reserves the right to have the form reviewed by applicable medical specialists.
4. Requests for creed/religion exemptions will be considered upon receipt of a signed letter from the head of the person's religious organization stating that creed/religion exemption is requested. The College reserves the right to make the appropriate inquiries to verify the authenticity of a creed/religion-based claim.



5. Exemptions will not be extended to clients, contractors, visitors and/or any other attendees.

## **8. Testing**

Individuals who are not fully vaccinated, and who are exempted under medical or religious reasons, and wish to have access to the campus, will be required to show proof of an Antigen Covid-19 test at minimum every 7 days, or as many times per week as directed by the College.

Antigen Covid-19 test can be obtained free of charge from a Chamber of Commerce in the vicinity of the College.

To find the Chamber of Commerce closest to you, visit the Ontario Chamber of Commerce web site:

<https://occ.ca/chamber-network-directory/>

Individuals who are partly vaccinated (have received one dose of a two-dose vaccine series, or a final dose of a two-dose vaccine series within the last 14 days), should undertake antigen testing until they are fully vaccinated.

COVID-19 rapid antigen testing should be a rare exception and only for individuals who cannot be vaccinated due to medical reasons or based on religion/creed. There are no other exemptions.

## **9. Accommodations for students and employees**

1. Only those students and employees with a medical and/or creed/religion 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 the College, students or employees with an approved exemption to being vaccinated may be accommodated through measures other than being granted access to campus.
3. Individuals who receive a medical and/or creed/religion-based exemption and are legally required to be accommodated will be accommodated to the point of undue hardship.
4. Accommodations will not be extended to clients, contractors, visitors and/or any other attendees.

## **10. Clients, contractors, visitors and/or any other attendees**

1. Clients who choose not to be fully vaccinated will not be allowed on College's campus.
2. Contractors must ensure that all of their employees on College's campus are fully vaccinated. Individuals not fully vaccinated will not be allowed on the campus.
3. Sending an employee who is not fully vaccinated to a campus will be deemed cause for the College to terminate the contract with that contractor.
4. All approved visitors and/or any other attendees must comply with this policy.

## **11. Face Coverings, Masks, and Personal Protective Equipment**

In accordance with O. Reg. 364/20: Rules for Areas at Step 3 and at the Roadmap Exit Step, students, faculty, and staff and any other persons are required to wear face coverings or masks (e.g., non-medical or cloth masks) to reduce the risk of COVID-19 transmission when in an indoor area of the premises of the College.

The College has posted signs conspicuously throughout all campus areas with instructions on the proper use of masks including how to safely put on and take off a mask. The College will make accommodations



where required for individuals who cannot wear a mask or face covering as per the exemptions included in O. Reg. 364/20: Rules for Areas at Step 3 and at the Roadmap Exit Step. Please visit the [COVID-19](#) webpage and click on the “Masks Mandate” button for more information. A person does not need to present evidence to support any of the exceptions for the use of masks or face coverings.

### **11.1 Personal Protective Equipment**

Personal Protective Equipment (PPE) such as medical (surgical/procedure) masks, eye protection (e.g., goggles; face shields), and gloves should be reserved for work where they are required for occupational health and safety or as required by applicable law. If N95s are required, the College will ensure that proper fit testing has occurred prior to the use of such PPE.

The College has encouraged to train staff and faculty on the use, care, and limitations of the PPE.

Information on using PPE is available at: <https://www.publichealthontario.ca/-/media/documents/ncov/ipac/ppe-recommended-steps> and at:

[https://www.publichealthontario.ca/en/diseases-and-conditions/infectious-diseases/respiratory-](https://www.publichealthontario.ca/en/diseases-and-conditions/infectious-diseases/respiratory-diseases/novel-coronavirus/ppe)

[diseases/novel-coronavirus/ppe](https://www.publichealthontario.ca/en/diseases-and-conditions/infectious-diseases/respiratory-diseases/novel-coronavirus/ppe)

As per provincial requirements set out in O. Reg. 364/20: Rules for Areas at Step 3 and at the Roadmap Exit Step and through the following Ministry of Labour, Training, and Skills Development webpage, all workers are required to wear appropriate PPE that provides protection of the person’s eyes, nose and mouth if in the course of providing services they are required to come within two metres of an unmasked individual in an indoor area and they are not separated by a plexiglass barrier or some other impermeable barrier.

## **12. Mental Health, Well-Being, and Academic Success**

It is important that the College takes appropriate actions so students, faculty, and staff can easily access mental health and addiction supports, services and resources. This may include augmenting existing mental health and addiction services and the provision of onsite or virtual services, with special consideration for diverse groups (e.g., considerations based on factors such as gender, race, Indigeneity, language, culture, geographic location, rurality, ability, age, socioeconomic status, and other intersecting identities).

One ministry-funded resource that students may find beneficial is [Good2Talk / Allo j’écoute](#), a health helpline that has been supporting students since 2013. The helpline offers immediate professional counselling to all students through several platforms that are accessible 24/7 year-round, toll-free, in both French and English. Good2Talk can be reached by telephone (1-866-925-5454), text (GOOD2TALKON to 686868), or Facebook Messenger through live chat.

The College will be pleased to directly provide or be able to link students, faculty, and staff to on- and off-campus services that include resources on local or community-based health care services that are accessible by students, faculty, and staff. This may include supplemental or adjunct health services, including mental health and addiction, dentistry, physiotherapy, and resources on organizations that deliver specialized services for diverse groups as previously noted. Please speak to the Campus Manager for additional information.

The following links may be very useful:



Community & Health Information Databases and Directories

<http://www.healthgateway.ca/en/CommunityHealthInformationDatabases>

Health Services in Your Community - MOHLTC

<https://www.health.gov.on.ca/en/common/system/services/default.aspx>

### **13. Virtual Learning**

The government's continued investment in Ontario's virtual learning offerings and support is intended to support Ontario colleges such as ours in providing flexible learning options and the ability to respond to future emergencies and situations with elevated risks while protecting the quality of education for students. The College has the flexibility to deliver academic instruction in the mode that best suits the needs of students, including virtual and hybrid delivery models, and in full alignment with public health advice.

### **14. International Students and Education**

The College is reminded that commitments as per 2020-21 approved COVID-19 Readiness Plans remain in place and we will continue to implement and update those plans as necessary based on federal, provincial, and local requirements.

The College has staff specially trained to guide and support international students in navigating Ontario's health system and accessing health care and well-being resources, as required. This includes directly providing students who are not covered by the Ontario Health Insurance Plan (OHIP) with information and support on how to obtain health insurance to minimize barriers to accessing health care.

### **15. Outbreak Management Protocols**

The College will have one or more individuals responsible for liaising with their local public health unit in a mutually feasible manner and ensure outbreak management protocols reflect the directions provided by provincial and local public health authorities.

If the College is informed of any positive cases of COVID-19 among students, faculty, or staff regardless of the person's vaccination status, the College will immediately notify their local public health unit. The College and concerned individual(s) are required to follow the direction of local public health authorities during their outbreak investigation and management.

### **16. Contact Tracing**

Contact tracing, notification, and follow up is a process used by public health to identify, counsel, and monitor individuals who have had close contact with someone who is infected with COVID-19. Contact tracing can help the College identify individuals who have been in contact with a case of COVID-19 understand their risk to the campus community and limit the spread of the virus.

Local public health units are responsible for COVID-19 case and contact management, including contact tracing. For more information, please visit this Public Health Ontario webpage at

<https://www.publichealthontario.ca/>



## 17. Benefits of Getting Vaccinated

The College will offer sessions on the benefits of getting vaccinated. In the interim, please visit the following web site for full information:

<https://www.toronto.ca/home/covid-19/covid-19-protect-yourself-others/covid-19-vaccines/covid-19-benefits-of-getting-vaccinated/>

## 18. Communications

The College will maintain ongoing, consistent, and clear communication with students, faculty, and staff throughout the academic year, and will maintain consistent communication with the MCU, with respect to pertinent COVID-19 related updates.

Communication links:

Peel College

Chitra Potnis

Email: [president@peelcollege.ca](mailto:president@peelcollege.ca)

Phone: [647-222-8940](tel:647-222-8940)

Ministry of College and Universities

Private Career College Branch

Email: [pcc@onatrio.ca](mailto:pcc@onatrio.ca)

## 19. Related Links

- [Freedom of Information and Protection of Privacy](https://www.ontario.ca/laws/statute/90f31) <https://www.ontario.ca/laws/statute/90f31>
- [Occupational Health and Safety](https://www.ontario.ca/laws/statute/90o01) <https://www.ontario.ca/laws/statute/90o01>
- [Personal Health Information Protection Act](https://www.ontario.ca/laws/statute/04p03) <https://www.ontario.ca/laws/statute/04p03>
- Mental health, Wellness and Addictions Support: Good2Talk <https://good2talk.ca/>
- Roadmap to reopening Ontario <https://www.ontario.ca/page/reopening-ontario>
- Rules For Areas At Step 3 And At The Roadmap Exit Step <https://www.ontario.ca/laws/regulation/200364>
- Health Canada <https://www.canada.ca/en/health-canada/services/drugs-health-products/covid19-industry/drugs-vaccines-treatments/vaccines.html>
- Chambers of Commerce in Ontario <https://occ.ca/chamber-network-directory/>
- Student Handbook

## 20. Other Resources

### General

- COVID Alert Mobile App
- COVID-19: Stop the spread
- COVID-19 Self-Assessment
- COVID-19 Assessment Centres



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- Public Health Ontario COVID-19 resources
  - Resources to Prevent COVID-19 in the Workplace
  - COVID-19 (coronavirus) and Workplace Health and Safety
  - Public Services Health & Safety Association
  - Public Health Unit Locator
  - Ministry of Health COVID-19 Guidance Documents
  - [COVID-19 resources on the Peel College website](#)

### **International Education**

- Coronavirus disease (COVID-19): International Students in Canada
- Government of Canada – Travel, Quarantine and Borders: Find Out if You Can Enter Canada

### **Personal Protective Equipment**

- Personal Protective Equipment (PPE) for COVID-19 Prevention
- Putting on Personal Protective Equipment (PPE) (PDF)
- Using masks in the workplace
- Organizations buying and selling personal protective equipment during COVID-19

### **Workplace Safety, Screening, Testing, and Vaccines**

- Workplace PPE Supplier Directory
- Screening for COVID-19: guidance for employers
- COVID-19 vaccines and workplace health and safety
- Centers for Disease Control and Prevention: Hierarchy of Controls
- COVID-19 Reference Document for Symptoms
- COVID-19: Physical Distancing Factsheet by Public Health Ontario (PDF)
- Cleaning and Disinfection for Public Settings (PDF)
- Congregate Living Setting Resources Toolkit (PDF)
- Reducing COVID-19 risk in community settings: A tool for operators
- COVID-19 Signage Questions for Businesses and Organizations (PDF)
- Cleaning and disinfecting public spaces during COVID-19
- Free rapid tests for organizations
- COVID-19 Guidance: Considerations for Antigen Point-of-Care Testing (PDF)
- COVID-19 Provincial Testing Guidance Update (PDF)
- COVID-19 vaccination Data

### **Data**

- COVID-19 vaccinations data
- Ontario COVID-19 Data Tool
- COVID-19 daily epidemiology update

This policy may be subject to change.



## 21. Reporting Requirements

Required to report aggregate and non-identifying data to the ministry on a monthly basis with respect to vaccination policies: Reporting format To Be Announced!

In the interim, starting on September 7, 2021, use the following table as an example:

<b>Date</b>	<b>Number of Students Fully Vaccinated</b>	<b>Number of Students with Medical Exemption</b>	<b>Number of Students with Religious Exemption</b>	<b>TOTAL STUDENTS</b>
Sept 7, 2021				
Sept 8, 2021				
Sept 9, 2021				
Sept 10, 2021				
Etc....				

Continue with provisional template until a forma template is received from the MCU.