COVID-19 VACCINATION POLICY

1 INTRODUCTION

1.1 The Trust is committed to providing and maintaining a safe and healthy work environment for all Board members. This policy was developed to align with federal and provincial governments’ response to the COVID-19 pandemic and is consistent with the direction of the Provincial Health Officer and the recommended use of approved COVID-19 Vaccines. The Trust is requiring all Board members to be Fully Vaccinated to enter the Workplace.

2 OBJECTIVES

2.1 The objective of the COVID-19 Vaccination Policy is to describe the Trust’s expectations and requirements with respect to COVID-19 Vaccinations for Board members.

POLICY

3 APPLICATION AND SCOPE

3.1 This policy applies to all Trust Board members and will be in effect for the duration of time that COVID-19 presents health and safety hazards and risks to the Workplace, taking into account public health guidance and recommendations.

3.2 The Trust recognizes that we remain in a rapidly changing environment due to COVID-19 and will continue to monitor developments, including government and public health recommendations, orders, or other applicable law. As such, the Trust will regularly review this policy and it may amend, replace, or rescind this policy at any time as deemed necessary or appropriate.

4 DEFINITIONS

"Fully Vaccinated" means at least 7 days post receipt of the full series of a Vaccine or a combination of Vaccines approved by Health Canada.

"Vaccine" means a COVID-19 vaccine approved by Health Canada.

"Vaccination" or “Vaccinated” means inoculated with a Vaccine.

“Workplace” includes any buildings, facilities, sites, offices and property that are wholly or partially owned, leased, licensed, operated, or otherwise occupied by the Trust, and third party owned or operated venues / events at which Board members conduct Trust-related business or perform work for the Trust.
5 PROOF OF COVID-19 VACCINATION

5.1 All Board members are required to be Fully Vaccinated as a condition of entry to the Workplace.

5.2 Accordingly, the Trust requires all Board members to provide proof of Vaccination status to either the Board Chair or the President and CEO by showing the electronic or paper record of the British Columbia (BC) Vaccine Card. It is only necessary to show the BC Vaccine Card to confirm Vaccination status; the card will not be scanned. Any email or paper copies sent as proof will either be returned, or securely and permanently destroyed after verification. Duplicates will not be made or retained.

6 CONSEQUENCES OF NON-COMPLIANCE

6.1 Any Board member who feels they cannot be vaccinated for reasons related to a medical condition, sincerely held religious belief, rights protected by the BC Human Rights Code, or for personal preference, will not be permitted to access the Workplace.

   a. Any Board member who is precluded from accessing the Workplace as defined in section 6.1 will be enabled to participate in Board, Committee, and other required meetings by way of virtual attendance, when possible.

6.2 It is a violation of this policy:

   a. To access the Workplace without fully complying with this policy; and,
   b. To provide any false, misleading or otherwise dishonest information or documents in relation to this policy.

7 COLLECTION, USE AND DISCLOSURE OF CONFIDENTIAL INFORMATION

7.1 Information concerning Vaccination status and any related personal information will be collected and stored in accordance with the Trust’s Privacy Policy, under authority of section 26(c) of the Freedom of Information and Protection of Privacy Act (FOIPPA).

7.2 Access and use of the information will be restricted to implementing and managing this policy, administering health and safety protocols to protect health and safety in the Workplace and reasonably managing the employment relationship. The collection, use and disclosure of personal information is subject to the provisions of the FOIPPA.