

Health and Safety

Policy – Proof of Vaccination COVID-19

Purpose

Propeller Dance is acutely aware that dancers and students who benefit from our in-person integrated dance programming include many who are immunocompromised, are at high risk for contracting COVID-19, and/or cannot comply with social distancing and infectious disease transmission prevention protocols. Reducing the risk of these individuals contracting COVID-19 is our primary consideration within this policy.

Providing increased opportunity to **create, perform and teach dance** is our goal.

In the face of evidence demonstrating that the COVID-19 vaccination is an effective measure in reducing the risk of transmitting the virus, and in order to **minimize risk** to employees, contractors, students, supports and volunteers in the workplace, Propeller Dance is requiring that employees confirm whether they have been fully vaccinated against COVID-19 (see footnote 1).

Our policy is aligned with the Government of Ontario's vaccination policy for high risk settings (see footnote 2).

Context

COVID-19 is an acute respiratory illness caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It may be characterized by fever, cough, shortness of breath, and several other symptoms. Asymptomatic infection is also possible.

Theatres and facilities we use for dance activities, such as the City of Ottawa, have implemented vaccination policies which we must adhere to dance in their spaces (see footnote 3).

Application

This policy applies to all employees, contractors, students, supports and volunteers. As guidance from public health officials evolves, so will this policy. Propeller Dance's Health and Safety Committee commits to reviewing this policy regularly and to communicate any changes in a timely manner.

Timelines

New employees, contractors, students, supports and volunteers will be asked to confirm they are vaccinated as a condition of hire for in-person activity.

Current employees, contractors, students, supports and volunteers are asked to provide proof of being fully vaccinated within 30 days of this policy coming into effect.

Definitions

Fully Immunized Individual: An individual is defined as fully immunized ≥ 14 days after receiving their second dose of a two-dose COVID-19 vaccine series or their first dose of a one-dose COVID-19 vaccine series that is listed for emergency use by the World Health Organization or approved by Health Canada.

Policy Requirement

Propeller Dance has determined that all employees, contractors, students, supports and volunteers who participate in in-person activity **must be fully vaccinated against COVID-19**.

Employees, contractors, students, supports and volunteers are requested to submit proof of vaccination to Development and Admin Manager Jaime Alink admin@propellerdance.com

Propeller Dance requires all support personnel required to support a student during in-person activities show proof of vaccination status, as well as the person they are supporting.

Exemptions:

1. Children 11 years of age and younger who cannot be vaccinated at this time
2. Individuals who cannot be vaccinated due to physical or mental medical reasons (see list of acceptable medical exemptions in **Appendix**).
 - Require a medical note provided by either a physician, nurse practitioner or mental health professional that sets out: a. that they cannot be vaccinated against COVID-19; and b. the effective time period for the medical reason (i.e., permanent or time limited). Information must be submitted to Development and Admin Manager Jaime Alink @ admin@propellerdance.com
3. Exemption based on established religious objection. Must provide a protected reason waiver.

Individuals who cannot be vaccinated due to the above exemptions must:

- Undergo daily COVID-19 antigen testing before and after in-person interactions at Propeller Dance and report results to admin@propellerdance.com.

Accommodation

Accommodations, such as online classes, will be provided where possible without undue hardship to health and safety and cost to Propeller Dance and if there is staff capacity. These accommodations will be made on a case by case basis.

Approval

This policy was approved by the Propeller Dance Board of Directors on October 4th, 2021 and comes into effect on this day.

Approved this 4th day of October, 2021.

Footnotes

Footnote 1: Excerpt from “Benefits of Getting a COVID-19 Vaccine,” Centres for Disease Control and Prevention, April 12, 2021, <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/vaccine-benefits.html>

Footnote 2: <https://news.ontario.ca/en/release/1000750/ontario-makes-covid-19-vaccination-policies-mandatory-for-high-risk-settings>

Footnote 3: <https://news.ontario.ca/en/release/1000779/ontario-to-require-proof-of-vaccination-in-select-settings> and <https://ottawa.ca/en/news/city-ottawa-implements-mandatory-vaccine-policy-employees>

APPENDIX

Vaccination Reporting and Record Keeping

Vaccination records will be kept in a secure manner and will only be collected, used or disclosed as may be necessary for legitimate operational purposes or as directed or requested by governmental authorities. Immunization status is considered personal health information and, as such, is held to the appropriate standard of use, security, confidentiality and disclosure by Propeller Dance.

Acceptable Medical Conditions for Vaccination Exemption

- 1) An allergist/immunologist-confirmed severe allergy or anaphylactic reaction to a previous dose of a COVID-19 vaccine or to any of its components that cannot be mitigated
- 2) a diagnosed episode of myocarditis/pericarditis after receipt of an mRNA
- 3) a severe panic disorder related to vaccines as diagnosed by a mental health professional.

Responsibilities Within The Organization

- Ensure all employees, contractors, students, supports and volunteers under supervision comply with the Vaccination Policy (Health and Safety Manager, Shara Weaver)
- Ensure ample PPE supplies for all employees, contractors, students, supports and volunteers) (Education Coordinator, Genevieve Beaulieu)
- Self-assessment, COVID-incident, contact tracing and attendance forms delivery and record keeping (Development and Admin Manager, Jaime Alink)
- Provide community with an annual reminder of this policy (Development and Admin Manager, Jaime Alink)
- Incorporate information about the Vaccination Policy in all future Letter of Agreements/Volunteer agreements (Development and Admin Manager, Jaime Alink)
- Collect and securely record applicable vaccination information, as outlined in this policy (Development and Admin Manager, Jaime Alink)
- Notify Co-Artistic Director, Shara Weaver, of those employees, contractors, students, supports and volunteers who are in non-compliance (Development and Admin Manager, Jaime Alink)
- Publish the Vaccination Policy on Propeller Dance's website (Marketing Coordinator, Sami Elkout)
- Determine risk levels and accommodation measures (Shara Weaver with consultation with Health and Safety Committee)

- Recommend revisions to this policy in accordance with Ottawa Public Health, the Ontario Ministry of Health, the Human Rights Code, and the Occupational Health and Safety Act (Health and Safety Committee)