



## COVID-19 Vaccination Policy

### Scope

This policy applies to individuals who are vaccine eligible currently under federal and/or provincial guidelines. This applies to all individuals who will be active with Ontario Sailing in any in-person activity, including but not limited to, athletes, staff, volunteers, and officials.

### Definitions

Accepted COVID-19 Vaccine - means a COVID-19 vaccine that has been approved for use by Health Canada or accepted under current Regulations and Ministry of Health guidance in Ontario.

Fully Vaccinated - means having received the completed series of an Accepted COVID-19 Vaccine. An individual is considered Fully Vaccinated 14 days after receiving their completed dose.

### Policy

The health and safety of all Ontario Sailing stakeholders is the top priority of the organization. The purpose of this policy is to protect the health and safety of everyone by reducing the risk of exposure to and transmission of COVID-19, an infectious communicable disease, among all persons involved in the organization, and to promote the health and safety of all members of the sailing community, through vaccinations against COVID-19.

This policy is necessary to prevent, respond to, and alleviate any outbreak of COVID-19 with Ontario Sailing because of the significant risk factors for COVID-19 infection that are present while participating in an organized sport setting as an athlete, and as a supporter, both on and off the water. These risk factors include close contact while engaged in physical activity.

To continue to do due diligence in protecting the health and safety of all Ontario Sailing stakeholders, Ontario Sailing will require that certain individuals be fully vaccinated as a condition of participating in in-person Ontario Sailing activities in accordance with defined timelines.

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. Public health guidance on measures for fully vaccinated, partially vaccinated, and unvaccinated individuals continue to evolve and could affect this policy.

This policy is effective immediately, with due regard for the availability of COVID-19 vaccines.

*Board approved last: Sept 21, 2021  
To be reviewed by: March 2022*

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## Operational Procedures

### Vaccination Requirement and Records

All individuals who are required to be Fully Vaccinated (i.e.: including the 14-day period after receiving their completed dose) must achieve this by **September 22, 2021**

Each individual must present to Ontario Sailing evidence demonstrating that they have received the completed series of an Accepted COVID-19 Vaccine by the date 14 days or earlier from date of the in-person activity they are participating in.

### Acceptable Documentation

Acceptable documents serving as evidence of COVID-19 vaccination include:

- A digital or physical Dose Administration Receipt.
- Medical records signed by a licensed health care provider on that provider's letterhead indicating vaccine name and date(s) of administration.
- Any applicable provincial or federal government approved documentation that comes available in the future.

### Accommodation

Ontario Sailing will comply with the *Ontario Human Rights Code (OHRC)* and provide accommodation up to the point of undue hardship to any individual who is unable to be vaccinated for substantiated medical reasons and/or on grounds protected under the *OHRC*.

If an individual cannot provide Ontario Sailing with satisfactory evidence of vaccination, the following will be taken into consideration:

- The individual's reason for not being vaccinated; and
- Documentation to substantiate a medical or protected ground reason for not being vaccinated.

Anyone requiring accommodation must provide Ontario Sailing with documentation to substantiate their reason for not being vaccinated. Where accommodation is not possible without undue hardship, they will not be permitted to be involved in any organization in person activity for the duration of the pandemic or until such time that COVID-19 no longer poses a significant public health risk.

Ontario Sailing reserves the right to have accommodation medical documentation reviewed by applicable medical specialists and to make appropriate inquiries to verify the authenticity of a creed/religion-based claim.

Anyone who is granted accommodation must undergo regular COVID-19 testing and must provide evidence to the Executive Director or their designate, of a negative test taken, at their own expense, not more than 24 hours prior to each organization in person activity they attend. Negative test results are only available as an alternative to vaccination or medical exemptions as permitted under current Ontario Regulations. Individuals will also be required to complete an educational session.

### Reporting and Record Keeping

All documentary records about COVID-19 vaccinations and accommodations will only be collected, used, retained, or disclosed by Ontario Sailing or any of its organizations as may be necessary for legitimate operational purposes or as directed or requested by governmental authorities or as may be required for legal purposes.

Until no longer required, records must be held in a secure location (e.g.: a locked file cabinet). Once an individual's vaccination status has been verified and it is determined that there is no further need for retention of such records, they must be immediately destroyed in a secure manner (e.g.: shredding).

### **Unvaccinated Affected Persons**

Anyone who has not received their completed series of an Accepted COVID-19 Vaccine, or who has not disclosed their vaccination status, will not be eligible to participate in any in person activities until such time as they present satisfactory evidence that they are Fully Vaccinated.

This section does not apply any individual who has been granted an accommodation in accordance with the policy.

### **Ambiguity**

In any situation where the scope of the policy may not be clear or an evaluation of how a partner or event's vaccination policies and procedures may integrate with Ontario Sailing's policy is left to the discretion of the Executive Director on a case-by-case basis considering current Regulations and public health guidance.

*Last reviewed: Sept 21<sup>st</sup>, 2021*