



COVID-19 VACCINATION POLICY

Responsible Authority:	JANE ROSS-DIRECTOR + Public Safety President, Student Success
Approval Authority:	Director
Date of original approval:	September 2, 2021
Effective date:	September 7, 2021
Review date:	March 30, 2022 and every six months thereafter

PURPOSE

At Allanti Beauty Institute, we are committed to maintaining safe learning, working environments for all members of our community. We are therefore implementing this Policy, which establishes COVID-19 vaccination-related requirements for individuals who will be attending in-person at any facility owned or contracted for use by the College, until further notice. This Policy is consistent with public health guidelines. The College is committed to doing its utmost to safeguard the health and safety of its community members, and to partnering with health experts, the scientific community, and other public sector partners in addressing the COVID-19 pandemic.

BACKGROUND

Allanti Beauty Institute has a duty to provide a safe learning and working environment for its students and employees. This duty is legislated under the *Occupational Health and Safety Act* R.S.O. 1990, c.O.1, and is underpinned by the college's unique role as a partner in the greater public good. At the same time, the college exercises its duty within the context of the *Ontario Human Rights Code* R.S.O. 1990, c. H19, and other applicable policies. The college also respects the knowledge and expertise of the scientific communities, both in academia and public health, who have signalled the critical importance of COVID-19 vaccinations in eliminating the COVID-19 pandemic and promoting the health of our city, province, and country.

The Government of Canada has currently authorized four COVID-19 vaccines for use in Canada: AstraZeneca, Johnson & Johnson, Moderna, and Pfizer-BioNTech. In a report dated March 16, 2021, the National Advisory Committee on Immunization (NACI) stated that in clinical trials, all approved COVID-19 vaccines are efficacious in the short term against symptomatic, confirmed COVID-19 disease.

SCOPE

This Policy applies to all Allanti Beauty Institute Students, Employees, Contractors and Volunteers.

This Policy applies to all facilities and premises owned by, or contracted for use by, Allanti Beauty Institute, hereinafter referred to as “college premises”.

This Policy sets out a requirement of full-vaccination for students to work-integrated learning and/or placements.

This Policy will apply until further notice, though the College will conduct a re-assessment of risks within six months of implementation, and at least every six months thereafter.

POLICY

- The College is imposing these requirements in addition to other requirements meant to address the risk of COVID-19 transmission. The College may change them as the risks continue to evolve, and hopefully lessen.
- This Policy encourages “full vaccination” – which means receiving the dosage of one or more vaccines that provides full protection in accordance with Ontario public health and/or World Health Organization approvals. This may, in time, require booster shots.
- The only vaccines that qualify for the purposes of this Policy are those approved for use in Canada and endorsed by the World Health Organization. These are subject to review as updates are provided by the federal government and/or the World Health Organization.
- Effective October 2, 2021, individuals who provide verification of being fully vaccinated will be permitted to access college premises without COVID-19 testing. Effective September 7, 2021, individuals who have received at least their first dose of an approved COVID-19 vaccination may access college premises provided they present proof of a negative COVID-19 test result. Negative COVID-19 test results must be provided every 7 days without exception.
- Effective October 2, 2021, students participating in special activities as defined by this policy must provide verification of full vaccination.
- The College will accommodate individuals based on medical or religious/creed grounds in accordance with the Ontario Human Rights Code.
- The College will consider requests for an accommodation on a case-by-case basis. Where accommodations have been granted, the College may impose alternative conditions on access to premises until such a time as the vaccination requirement has been met.

PROCEDURES

1) Employees and Students – Entry to college premises based on proof of vaccination

- a) Employees and students may email proof their 2nd vaccination to allantibeauty.ca

2) Employees and Students – Entry to college premises based on proof of 1st vaccination only or No vaccination*. Rapid Antigen Tests available FREE of charge through Allanti Beauty Institute

- a) As per the direction of Ontario's Chief Medical Officer of Health, all postsecondary education institutions, must implement a COVID19 vaccination policy effective September 7, 2021. These policies must include rapid antigen testing for all employees, staff, contractors, volunteers, and students who attend campus and who do not provide proof of being fully vaccinated against COVID-19. *Medical Documentation of Medical, Disability, Religion, Creed must be provided.

3) Special activities – Participation based on proof of vaccination

- a) Students may email proof of vaccination to allantischools@gmail.com

NOTICE OF COLLECTION

The collection of personal information pursuant to the above procedures is authorized by Sectio2.4 of the Postsecondary Education Health Measures Framework for Fall 2021. The College will use the information it collects to control entry to college premises and for related health and safety purposes and will store it securely and in accordance with the *Freedom of Information and Protection of Privacy Act*.

ACCOMMODATIONS

Exemptions from the requirement to be vaccinated for special activities within the scope of the Policy (e.g. work integrated learning/placements, residence, varsity athletics) will be granted under the College's duties under the Ontario *Human Rights Code* (the Code). If an individual is unable to be vaccinated due to a protected ground we have a duty to provide reasonable accommodation short of undue hardship. The college will therefore consider requests for disability/medical accommodation and religious/creed accommodation. The college will determine how to accommodate on a case-by-case basis in light of the prevailing risks of COVID-19 transmission.

Disability / Medical conditions

An individual who is requesting an accommodation on the basis of a medical condition must provide documentation from a qualified medical professional (i.e. medical doctor, psychiatrist, nurse practitioner), clearly stating the reasons for which the accommodation is being requested. Sharing an individual's diagnosis is not expected.

Religion/creed

An individual who is requesting an accommodation on the basis of religion or creed must provide a written explanation of the basis for the request.

Neither aforementioned ground gives individuals a right to refuse vaccination based on political grounds or based on a mere position against vaccination. We encourage all individuals to seek guidance in making a request for an accommodation based on religion or creed.

Accommodations will be provided by the College, in consultation with the individual and appropriate college employees.

EDUCATIONAL SESSION

We are pleased to share with you a video for use in the COVID-19 vaccination educational programs. The video was produced by the Ministry of Education in collaboration with 19 to Zero, an independent, non-profit organization representing a coalition of academics, public health experts, behavioural economists and creative professionals. The video was originally developed to target the K-12 education sector, but the content is relevant to all individuals, including students and staff in postsecondary education institutions. While we continue to refer you to the educational resources that were previously provided and support institutions to seek out other credible sources of information about COVID-19 and COVID-19 vaccines, this video will meet expectations associated with the educational program requirement of the COVID19 immunization disclosure policy. The video is available in French and English as well as American Sign Language (ASL) and Langue des signes québécoise (LSQ).

Here are links to the videos:

- COVID-19 Vaccination Information for Educators

<https://www.youtube.com/watch?v=lylv8yFnjcM>

- COVID-19 Vaccination Information for Educators (with ASL interpretation)

<https://www.youtube.com/watch?v=FWJlgD68LZs>

CONTACT INFORMATION

Employees, Students, Contractors and Volunteers with questions may contact

allantischools@gmail.com

VISITORS TO SALON/SPA/CLINIC

For Clinic/Salon/Spa Visitors COVID-19 policies please phone 519 537-8800

OTHER RELATED POLICIES