



COVID-19 MANDATORY VACCINATION POLICY

DATE APPROVED: NOVEMBER 23, 2021

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COVID-19 Mandatory Vaccination Policy

1.0 Definitions

“Fully Vaccinated” means:

- i. An individual has received the recommended number of doses of a COVID-19 vaccine, or combination of COVID-19 vaccines, approved by Health Canada; and
- ii. 14 or more days have passed since an individual Person received the last of the recommended number of doses.

“Proof of Vaccination” means:

- i. An Acceptable document that provides evidence of COVID-19 vaccination, whether electronic or in writing, issued by the Government of Canada or a provincial or territorial government, that complies with the applicable legislation and regulations of the issuing jurisdiction.

“COVID-19 vaccine” means:

- i. a COVID-19 vaccine which has been approved for use by Health Canada.

2.0 PURPOSE

Rugby Canada has a responsibility to provide and maintain a safe environment for its athletes, employees, coaches, contractors, directors, and committee members. We have an obligation to eliminate or minimize known hazards and dangers in our offices, training facilities, and events.

COVID-19 represents a significant health risk to our personnel and the community at large.

Vaccination is the best defence to reduce the spread of COVID-19 in our communities and reduce the risk of life-threatening complications, including hospitalization from COVID-19 infections. Having a fully vaccinated team, with robust hygiene and physical distancing protocols, where possible, is the best way to keep our athletes, staff, and the communities we live, train, and compete in safe.

According, Rugby Canada is implementing a COVID-19 Mandatory Vaccination Policy (the “Policy”). This Policy is necessary to ensure that Rugby Canada meets its obligations to provide a safe environment by reducing the potential spread of COVID-19.

3.0 SCOPE

All employees of Rugby Canada are required to receive a COVID-19 vaccination unless an accommodation request is approved according to the terms of this Policy. This includes all full-time, part-time and contract staff as well as contractors and volunteers.

This Policy also applies to all National Team Athletes in Rugby Canada's Senior and National Age Grade programs, Rugby Canada's Board of Directors as well as all Academy players.

All individuals subject to the requirements of this Policy are identified in this Policy as Rugby Canada Personnel.

Rugby Canada Personnel who do not receive a first dose vaccination by December 17, 2021, in accordance with this Policy may be placed on unpaid leave until they are capable of safely returning to Rugby Canada activities, granted an accommodation as set out below or have their involvement with Rugby Canada terminated.

4.0 DOCUMENTATION

All Rugby Canada Personnel are required to provide proof of vaccination by emailing this documentation to phunter@rugby.ca (Senior Director of Community Rugby and Development).

Acceptable documents serving as evidence of COVID-19 vaccination must be approved by a provincial health authority.

Once verified, all documentation regarding an individual's proof of vaccination will be deleted. Everyone who submits proof of vaccination will receive a notification when their proof of vaccination has been verified and deleted.

Rugby Canada will comply with all requirements under applicable provincial legislation and Public Health Orders regarding the storage of personal health information to ensure that this information is maintained in a secure and appropriate manner.

If Rugby Canada Personnel does not want to email their proof of vaccination, please contact to phunter@rugby.ca to make alternate arrangements.

5.0 PROCEDURE

Rugby Canada expects that all Rugby Canada Personnel capable of receiving COVID-19 vaccines are fully vaccinated by January 21, 2022.

It is the responsibility of Rugby Canada Personnel to ensure that they receive the required doses of an approved COVID-19 vaccine.

Rugby Canada Personnel must provide proof of vaccination or have an approved accommodation in place to continue participating in Rugby Canada activities by January 21, 2022.

6.0 Notification

If Rugby Canada Personnel are exposed to COVID-19 or develops any symptoms related to COVID-19, they must disclose their exposure risk to Rugby Canada immediately.

Rugby Canada Personnel are required to follow the applicable rules set out by provincial health authorities.

7.0 ACCOMODATION

Rugby Canada recognizes that some Rugby Canada Personnel will be unable to receive a COVID-19 vaccination for a limited range of reasons, including medical grounds, religion or creed. Please note that with respect to the COVID-19 pandemic that a belief or personal preference against vaccinations is not grounds for accommodation.

If any Rugby Canada Personnel seek an accommodation to be exempted from this policy, a request for accommodation must be submitted to covidexemptions@rugby.ca.

This request must include any supporting documentation. For example, in the case of a request for a medical accommodation, detailed documentation from a treating physician must be provided, including whether a medical reason is permanent or time limited.

Exemption requests must also follow the requirements of any applicable provincial health orders and guidelines.

Rugby Canada reserves the right to have accommodation medical documentation reviewed by applicable medical specialists and to make appropriate inquiries to regarding the accommodation request.

Once this request is received, Rugby Canada will review the request and if necessary, meet with the individual seeking the accommodation to determine whether accommodation is possible in the circumstances.

The accommodation process is a shared responsibility. Rugby Canada Personnel must cooperatively engage in the process, share information, and consider potential accommodations.

Rugby Canada Personnel who are requesting an accommodation are required to:

- Make an accommodation request, preferably in writing, in a timely manner;

- Answer reasonable questions or provide information about relevant restrictions or limitations, including information from health care professionals;
- Take part in discussions about possible accommodation solutions;
- Co-operate with any experts whose assistance is required to manage the accommodation process;
- Meet agreed-upon performance standards and requirements, once accommodation is provided; and
- Work with Rugby Canada on an ongoing basis to manage the accommodation process.

If an accommodation is not possible, Rugby Canada will determine the individual seeking the accommodation will be placed on unpaid leave until they are capable of safely returning to Rugby Canada activities or their involvement with Rugby Canada is terminated.

Possible accommodations may include significant modifications to the workplace or training environment, such as a masking requirement, remote work (where possible) and restrictions on the ability to participate in team training and competitions as well as travelling.

8.0 Compliance

Rugby Canada Personnel who make false statements about, or provide false documents related to, being vaccinated may be subject to disciplinary actions. For employees, this discipline may include termination of employment for cause.

9.0 Modification

Rugby Canada reserves the right to amend this policy from time to time as circumstances change and to align with updated health and safety recommendations as necessary.

Rugby Canada's Return to Competition Protocols remain in effect and must be followed by all Affected Persons.

10.0 Expiry

This Policy will continue to be in force until further notice.

Policy History	
Approved	23-Nov-21
Next Review Date	Nov-22