



## LBNS Health Program

### Procedure Area/Subject: COVID-19 Vaccination disclosure policy

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SOP Owner	Supervisor	Board Approval Date:	Sept 2021
SOP#		Ministry Review Date:	

#### **1. Purpose**

*Little Blessings Nursery School* is committed to safeguarding the health, wellbeing, and safety of our employees, children, their families, and the community at large. Under the *Occupational Health and Safety Act (OHSA)*, the organization is obligated to take all reasonable precautions to protect the health and safety of workers in the workplace including hazards posed by infectious disease such as COVID-19 and associated variants.

Due to the close proximity of staff to children, parents and other staff members, staff are at increased risk of contracting COVID-19 and for this reason, we strongly recommend that all staff to obtain their first and second doses of the COVID-19 vaccine at their earliest opportunity.

During the pandemic Little Blessings Nursery School is taking additional steps to protect our employees by implementing a mandated vaccination policy based on the guidance and recommendations from the Federal Ministry of Health Public Health, Health Canada, and the Public Health Agency of Canada. The COVID-19 vaccines have been approved for temporary emergency use and are considered an effective intervention in reducing the impact and spread of COVID-19 in the workplace.

The Immunization Disclosure Policy will apply to the following groups of individuals, except where the individual works remotely and the individual's work does not involve in-person interactions:

- Employees of the nursery school
- Volunteers
- Students on an educational placement



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### **2. Procedures**

*Little Blessings Nursery School* will assist employees by providing time off to get vaccinated.

Little Blessings Nursery School will provide required paperwork to assist employees to book vaccinations.

Employees will be required to provide proof of vaccination. In order to ensure confidentiality this document will be stored in a secure file that is separate from the employee's personnel file.

Employees who are vaccinated will still be required to wear full PPE until such time as Little Blessings Nursery School is directed by Public Health, the Ministry of Education, and the Government of Ontario

### **3. Policy**

The Chief Medical Officer of Health has directed all licensed child care programs to develop, implement and ensure compliance with a COVID-19 immunization disclosure policy. All individuals covered by this policy must provide one of the following:

1. Proof of all required doses of a COVID-19 vaccine approved by the World Health Organization.
2. Written proof of a medical reason, provided by either a physician or nurse practitioner that sets out:
  - a. that the person cannot be vaccinated against COVID-19; and
  - b. the effective time period for the medical reason (i.e., permanent or time-limited).
3. Proof that the individual has completed an educational session approved by Little Blessings Nursery School Educational session.



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The educational session has been approved by and/or provided by Little Blessings Nursery School and addresses all of the following learning components:

- how COVID-19 vaccines work
- vaccine safety related to the development of the COVID-19 vaccines
- benefits of vaccination against COVID-19
- risks of not being vaccinated against COVID-19; and
- possible side effects of COVID-19 vaccination

#### **4. Accommodation**

Employees in need of an exemption from this policy due to a medical reason, or because of a sincerely held religious belief must submit a completed Request for Accommodation Form as per Little Blessings Health Assessment and Immunizations required for staff. The Child Care Centre may require documentation to support this request.

Accommodations will be assessed based on the following:

- the ability to maintain the health and safety of others in the workplace as well as
- the operational needs of the organization.

If a staff is not vaccinated, they will be required to undertake regular antigen testing. These settings will be required to track and report on the implementation of their policies to the provincial government.

If a staff members test positive on the antigen test they will go an isolate right away, and go for a PCR test to confirm their test result within 48 hours.

Please note that the accommodation offered may result in changes to your duties and/or hours of work.



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Little Blessings Nursery School is not required under the Ontario *Human Rights Code* to accommodate the personal preference for those employees who choose not to obtain a vaccine. In the event that fully vaccinated individuals no longer need PPE, those employees refusing to be vaccinated will be required to continue to wear full PPE at the discretion of the Child Care Centre or due to a change in public health policy eliminates this requirement.

#### ***5. Confidentiality***

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*Little Blessings Nursery School* will ensure the information regarding those employees who are unable to be vaccinated will be kept confidential.

Employees will be reminded not to question other employees regarding their vaccination status as this information is considered confidential medical information.