



Guidelines concerning vaccination status during the Covid-19 Pandemic

July 30, 2021

Background:

The Couchiching Conservancy (CC) has managed pandemic-related issues using a consultative process with staff and developing consensus on numerous decisions required throughout the Covid-19 emergency. As the Province of Ontario moves through the various stages of re-opening, Variants of Concern continue to pose a public health threat. While most staff and many volunteers are now fully-vaccinated, there are still many people who are waiting for first and second shots. Others are choosing not to be vaccinated. As a result, staff consensus, supported by the Executive Director, is that the Conservancy is in need of guidelines to manage the risk of illness.

The Conservancy's Health and Safety Policy states: "From time to time CC and staff will establish and update guidelines related to safety in the workplace. Employees will be made aware of these guidelines and will follow them while working alone or with colleagues and volunteers."

General Standards:

1. These guidelines will comply with all applicable legislation related to safety in the workplace and reporting workplace injury or illness, e.g. Ontario Occupational Health and Safety Act, Ontario Workplace Safety and Insurance Act.
2. CC is vitally interested in the health and safety of its employees and will make every effort to provide and support a safe, healthy work environment and protect employees from occupational injury or disease.
3. Employees must be dedicated to the continuing objective of reducing risk of injury to self and others and enhancing safety in all work practices.
4. CC cannot disclose personal medical information of staff, interns or volunteers without their consent. Vaccination status is considered personal medical information.
5. CC can refuse to work with someone if they are not vaccinated, or require them to work isolated from other staff/interns/volunteers. The employer has a responsibility to protect the health and safety of staff, interns and volunteers.

6. These guidelines will be reviewed regularly during staff meetings to determine whether they are appropriate based on the status of the Pandemic.

Guidelines:

1. Only staff members who are fully vaccinated will be allowed to enter and work inside the Grant's Woods office. The doors will remain locked during business hours.
2. Once fully vaccinated, up to five staff members can be in the office at the same time, using separate offices with doors closed. Masks are required in shared spaces (toilet, breezeway, common area, halls, kitchen), but may be removed once you are isolated in an office with the door closed. It is recommended to keep your window open.
3. Staff, interns and volunteers who are fully vaccinated can carpool together with the windows cracked and masks on, but people who are not fully vaccinated cannot carpool.
4. Volunteers and Interns may be asked privately if they are willing to disclose their vaccination status to a potential volunteer teammate. If they are not fully-vaccinated, or are not willing to disclose their vaccination status, they will be asked to wear a mask in the field where a safe distance of two meters cannot be maintained. They may also be asked not to participate in the activity.