



COVID-19 Vaccination Policy

PURPOSE

Interior Systems Contractors Association of Ontario (“ISCA”), is required to operate the Interior Finishing Systems Training Centre (“the School”) in compliance with any advice, recommendations and instructions issued by the Office of the Chief Medical Officer of Health (OCMOH).¹

The OCMOH has issued instructions to establish and implement by no later than September 7, 2021, mandatory COVID-19 vaccination policies in post-secondary institutions, including the School, based on the following considerations:

- a) The prevalence of the Delta variant of concern globally and within Ontario, which has greater transmissibility and disease severity than previous COVID-19 virus strains, in addition to the declaration by the World Health Organization (WHO) on March 11, 2020 that COVID-19 is a pandemic virus and the spread of COVID-19 in Ontario;
- b) Some employees, staff, contractors, volunteers and students at post-secondary education institutions remain unvaccinated, posing risks to staff and students;
- c) Keeping students in school to the fullest extent possible is critical to learning, development and well-being;
- d) Vaccines provide the best protection against COVID-19;
- e) Protection of staff and students in post-secondary education institutions from COVID-19 disease also enhances the protection of other community members by reducing the risk of disease transmission during an outbreak.

In accordance with the instructions issued by the OCMOH, IFSTC has therefore developed the COVID-19 Vaccination Policy set out hereinafter (the Policy”).

¹ Subsection 2(2.1) of Schedule 1 and Schedule 4 of O. Reg. 364/20: Rules for Areas at Step 3 and at the Roadmap Exit Step under the Reopening Ontario (A Flexible Response to COVID-19) Act, 2020 (ROA)

POLICY ELEMENTS

1. Every person who attends the School premises, including but not limited to all administrators, staff, students, contractors, volunteers and visitors (“Required Individuals”), must provide one of the following:
 - a) Proof of full vaccination against COVID-19; or
 - b) Written proof of a medical reason, provided by a physician or registered nurse that sets out:
 - i) a documented medical reason for not being fully vaccinated against COVID-19, and
 - ii) the effective time-period for the medical reason.
 - c) Proof of completing an educational session approved by IFSTC (“the Session”) about the benefits of COVID-19 vaccination prior to declining vaccination for any reason other than a medical reason. The approved Session must, at minimum address:
 - i) how COVID-19 vaccines work;
 - ii) vaccine safety related to the development of the COVID-19 vaccines;
 - iii) the benefits of vaccination against COVID-19;
 - iv) risks of not being vaccinated against COVID-19; and
 - v) possible side effects of COVID-19 vaccination.

IFSTC shall make available to all Required Individuals the video entitled [COVID19 Vaccination: Making an Informed Decision MLTC](#), which meets the requirements of the Session in accordance with this Policy. Required Individuals who watch the video and provide IFSTC with a signed and witnessed attestation that they have done so will have complied with the requirement under this Policy of proof of completion of the Session.

For the purposes of this Policy, “fully vaccinated” means having received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by WHO (e.g., two doses of a two-dose vaccine series, or one dose of a single-dose vaccine series); and having received the final dose of the COVID-19 vaccine at least 14 days ago.

2. Where a Required Individual does not provide proof of being fully vaccinated against COVID-19 in accordance with paragraph 1(a), but instead relies upon the medical reason described at paragraph 1(b) or the educational session at paragraph 1 (c), the Required Individual shall:
 - a) submit to regular antigen point of care testing for COVID-19 and demonstrate a negative result once every seven days; and
 - b) provide verification of the negative test result in the form of a written record.

3. As instructed by the OCMOH, IFSTC must collect, maintain, and disclose statistical (non-identifiable) information as follows:
 - a) documentation that includes (collectively, “the Statistical Information”):
 - i) the number of Required Individuals that provided proof of being fully vaccinated against COVID-19;
 - ii) the number of Required Individuals that provided a documented medical reason for not being fully vaccinated against COVID-19;
 - iii) the number of Required Individuals that completed an educational session about the benefits of COVID-19 vaccination; and
 - iv) the total number of the Required Individuals.
 - b) disclose the Statistical Information to the Ministry of Labour, Training and Skills Development (MLTSD) in the manner and within the timelines specified by MLTSD. MLTSD may seek additional detail within the requested Statistical Information outlined above which will also be specified in the request. MLTSD may further disclose this Statistical Information and may make it publicly available.