

Policy #	GA 116
Approved by:	Chris Whitaker
Approval Date:	September 7, 2021
Policy Holder Signature:	
Policy Holder:	President and CEO
Administrative Contact:	Chief Legal, Risk and Privacy Officer
Replaces Policy Dated:	n/a
Review Date:	5 Years from Approval Date

COVID-19 Vaccination Policy

Purpose/Rationale:

The purpose of this policy is to establish a formalized approach for The Humber College Institute of Technology and the University of Guelph-Humber (hereinafter referred to as “Humber” or the “College”) for managing the health and safety of our Humber community during the COVID-19 pandemic.

This policy shall be in effect as of September 7, 2021 and will remain in place until further notice.

This document is available in alternate format upon request.

Scope:

This policy and any procedures made hereunder apply to all staff, faculty, students, learners and other clients of Humber as well as contractors, partners, volunteers, affiliates and the broader Humber community including all visitors, to the extent that such groups and individuals may require access to Humber’s campuses and other facilities.

Definitions:

Campus(es): Means all Humber campuses including The University of Guelph-Humber facilities and additional facilities that make up Humber’s operations including all employment centres, training facilities and satellite teaching facilities, if any.

Fully vaccinated: Means having received two (2) doses of a double-dose vaccine or one (1) does of a single-dose vaccine approved by Health Canada or the World Health Organization and having had the final dose at least fourteen (14) days prior.

Policy:

1. Policy

- 1.1. This policy is made in accordance with *Ontario Regulation 364/20* requiring vaccination policies be instituted for certain high-risk settings, which includes post-secondary institutions.
- 1.2. It is Humber's top priority to protect the health and safety of our community, and we will continuously monitor relevant provincial and public health directives, as they are the basis of this policy.

2. Return to Campus Acknowledgment

- 2.1. Humber will require all staff, faculty and students to declare one's individual vaccination status with respect to COVID-19 and subsequently to provide proof of being fully vaccinated for verification purposes.
- 2.2. Humber will put in place additional processes to ensure that third party contractors, guests and visitors comply with the requirements set out in this policy.

3. Proof of COVID-19 Vaccination

- 3.1. Individuals coming on campus as of September 7, 2021 will be required to be fully vaccinated. Individuals who are granted an exemption in accordance with Section 4 below or who are in the process of being fully vaccinated will be required to undertake additional safety measures including providing proof of a negative test in order to access campus.
- 3.2. Individuals will be required to provide proof of having been fully vaccinated by October 18, 2021 or to have obtained a formal exemption from Humber in order to continue to attend campus in-person.
- 3.3. Any personal information or personal health information collected as a result of this policy will be stored in accordance with applicable privacy legislation.

4. Exemptions and Non-Compliance

- 4.1. Humber will consider, on an individual basis, requests from students and employees for exemption from the vaccination requirement based on medical reasons, Human Rights Code considerations or any other exemption created by law or regulation.
- 4.2. Individuals who require an exemption other than an approved medical exemption will be required to attend an educational session on COVID-19 vaccinations.
- 4.3. Humber will work with exempted individuals on a case-by-case basis to find a reasonable and appropriate approach to accommodation. This may include alternative health and safety requirements for on-campus activity, remote working or learning or other alternatives.
- 4.4. Humber will work with students and employees who do not comply with this policy to determine if suitable alternative arrangements can be made on a case-by-case basis.

References:

[O. Reg. 364/20: Rules for Areas at Step 3 and at the Roadmap Exit Step](#)