

Policy Number:	8013
Policy Title:	Mandatory COVID-19 Vaccination Policy for Employees
Approved by:	President
Approval date:	October 1, 2021
Effective date:	October 6, 2021
Review date:	-
Next review date:	January 31, 2022

## Policy Statement

The health and safety of the University Canada West (the “**University**”) community is our top priority. Consistent with its duty to provide and maintain a safe workplace, the University has adopted a mandatory COVID-19 Vaccination Policy (the “**Policy**”) for employees who will be accessing its facilities.

## Purpose

The policy is intended to safeguard the health and well-being of all employees and their families, our students, visitors, and others who spend time on our campuses and in our facilities from COVID-19’s infectious conditions that can be reduced through an effective vaccination program.

## Scope

This policy applies to all University employees. This includes:

1. Faculty (including regular full-time and part-time faculty, administrative faculty, and adjunct faculty);
2. Regular full-time and part-time non-faculty staff;
3. Temporary employees, and;
4. Individuals receiving offers of employment in any of these categories.

This policy does not apply to students, vendors, or visitors.

This policy applies only to the requirement for completion of an approved Government of Canada COVID-19 vaccine regimen and does not supersede or otherwise limit any current or future requirements by the University for proof of an employee’s receipt of other vaccines or compliance with health and safety requirements. Compliance under this policy may require recurrent vaccinations or boosters on an annual or recurrent basis consistent with public health guidance.

### Duration

This policy has been implemented due to the provincial state of emergency declared in response to the COVID-19 pandemic, public health recommendations, and current COVID-19 transmission rates and vaccination levels. The policy is in place until January 31, 2022, subject to extension. It is important to note that public health requirements may change, and the University will update this policy on a regular basis to reflect the current risk levels and public health guidance.

### Related policies

Policy Number	Policy Title
Pending	Health & Safety Policy

### Associated procedure

Procedure Number	Procedure Title
8013p	Mandatory COVID-19 Vaccination Procedure (Employees)

### Responsibility

The UCW HR and Health & Safety members are responsible for the overall administration of the policy and associated procedure.