

## Covid-19 Immunization Disclosure Policy

### Purpose

Phoenix Montessori School is committed to safeguarding the health, well being, and safety of our employees, children, their families, and the community at large. Under the *Occupational Health and Safety Act* (OHSA), the school 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 and for this reason, we strongly recommend as per TPH that all staff obtain their first and second doses of the COVID vaccine at their earliest opportunity.

During the pandemic Phoenix Montessori School is taking additional steps to protect our employees by implementing a temporary 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 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.

Phoenix Montessori School will keep documentation of Covid-19 vaccination status on file and will share said information with various government agencies as required in current direction.

### Procedures

Phoenix Montessori School will assist employees by providing time off to get vaccinated.

Phoenix Montessori School will provide required paperwork to assist employees to book vaccinations.

Employees will be required to provide proof of vaccination for their personnel files. An attestation of the validity of the proof will also be required and will be kept in the employees personnel file.

Employees who are vaccinated will still be required to wear PPE until such time as Phoenix Montessori School is directed by Public Health, the Ministry of Education, and the Government of Ontario that the school no longer requires these safeguards.

As per government mandate, any employee who is not fully vaccinated will need to be prepared to undergo Rapid Antigen Testing (RAT) on site at the school or at home at least three times a week or more before entering their classroom. Results of said testing will be reported weekly to the Thrive Health app offered through the [Creative Destruction Lab Rapid Screening Consortium \(CDL RSC\)](#). Reporting of results of RAT and all employees with submitted proof of vaccinations will also be sent monthly to the Ministry of Education.

If a positive result is returned, said employee will be asked to return home and get a PCR test at a local testing centre. The employee will need to remain in isolation until a negative test result is obtained from the test centre. If the result is positive, then reporting to TPH will commence and staff and families will be advised that there has been a positive case reported in their cohort. Any staff who are unvaccinated will also have to attend a virtual information session on the efficacy, safety and necessity for Covid vaccinations. An attestation of completion of this session will be required for the employee file.

### **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 email as per Phoenix Montessori School's Work-Place Accommodation Policy. The Centre may require documentation to support this request.

If the accommodation is requested due to a medical reason, the employee must submit proof of this reason signed by a physician or a nurse practitioner.

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.

All employees will be required to provide proof of full vaccination against Covid-19 or

1. provide a document, completed and supplied by a physician or registered nurse in the extended class 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;
2. provide a statement of Conscience or Religious Belief notarized
3. prior to declining vaccination for any reason other than a medical reason, proof of completing an educational session about the benefits of COVID-19 vaccination must be provided. 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
  - v. possible side effects of Covid-19 vaccination

Please note that the accommodation offered may result in changes to your duties (including location) and/or hours of work or the requirement to continue to wear PPE when vaccinated staff may no longer need to wear PPE.

## **Outside Transportation**

Any outside school transportation (school bus to trip) must provide proof of vaccination status of the driver and Phoenix Montessori School will record this when usage of an outside transportation company is required and have this information available for reporting.

## **Confidentiality**

Phoenix Montessori School will ensure the information regarding those employees who are unable to be vaccinated will be kept confidential.

Employees and parents will be reminded not to question other employees regarding their vaccination status as this information is considered confidential medical information. The school will not provide this confidential information to parents or staff.

## **Important Note**

Currently, COVID vaccinations are mandatory in licensed childcare organizations with accommodations as per the ministry direction. Covid vaccinations for workers in childcare will require proof of vaccination be kept in the employee's file and the centre will comply with all mandated requirements for reporting regarding boosters.

This policy may be modified at anytime based on legislative changes or at the discretion of the centre.