

# The Toronto Dance Foundation

## COVID-19 Vaccination Policy

### 1. Policy Statement

#### ***Effective September 13, 2021***

To protect the health and safety of our community, The Toronto Dance Foundation (The Foundation) is requiring that individuals, with the exception of building contractors, be vaccinated as a condition to work, visit or rent facilities from The Foundation at 80 Winchester Street, Toronto, Ontario.

The Foundation's onsite activities, as well as this policy, will continue to be subject to federal, provincial and local public health regulations related to the COVID-19 pandemic. Public health guidance may continue to evolve and could affect this policy.

### 2. General Guidelines

The Foundation will accept the COVID-19 vaccines approved by Health Canada and/ or the World Health Organization (WHO).

Employees will not be allowed on the premises until 14 days after either having received their approved single-dose vaccine or the first dose of an approved double-dose vaccine. Those who have not yet received their second dose and completed a 14-day waiting period will be required to follow the protocols for those not fully vaccinated.

Individuals will not be allowed onsite until 14 days after either having received their approved single-dose vaccine or their second dose of an approved double-dose vaccine.

Building contractors and tradespeople will be allowed onsite, subject to regular pre-screening, wearing of masks and social distancing while on the premises.

### 3. Proof of COVID-19 vaccination

- Employees and individuals at 80 Winchester Street will be required to provide proof of full vaccination with an accepted vaccine along with government issued photo identification. *(For those not fully vaccinated, please see Sections 4 and 5.)*
- Personal health information, including attestations and other proofs of vaccination, collected by The Foundation will be securely stored.
- Individuals' private health information will not be disclosed alongside any other identifying data.
- Individuals who make false attestations about, or provide false documents related to, being vaccinated may be subject to disciplinary actions including termination for employees; voiding of rental contracts for clients and contractors; and removal/restriction from the premises for visitors and/or any other attendees. Such individuals could also be at risk of criminal liability.

#### 4. Partial COVID-19 vaccination grace period

- Employees who have received the first dose of an accepted two-dose vaccine will be able to enter the premises after a minimum of 14 days from receiving the first dose.
- A 45-day grace period will begin 14 days after the employee's receipt of their first dose. This will allow these individuals to receive a second dose, provided that vaccines are reasonably available to them.
- At the end of the grace period, employees will not be permitted onsite until they have received their second dose of an accepted vaccine.
- Employees who are not fully vaccinated will be required to follow additional health and safety precautions not applicable to fully-vaccinated individuals. This includes Rapid Antigen Testing during the grace period and up to 14 days after the second dose is administered.

#### 5. Employee Exemptions

- The Foundation may consider on an individual basis requests from employees, renters and contractors for exemptions on medical grounds and/or because of their creed/religion.
- Requests for medical exemptions may be considered upon completion and presentation of a doctor's note.
- Requests for creed/religion exemptions may be considered on a case by case basis. The Foundation reserves the right to make the appropriate inquiries to verify the authenticity of creed/religion-based claim.

#### 6. Rapid Antigen Testing

- Partially vaccinated employees of The Foundation will be required to take a COVID-19 Rapid Antigen Test at the beginning of each work
- The employees will be required to self-administer their own COVID-19 Rapid Antigen Test on-site, supervised by a trained staff member.
- Results will be recorded and reported to the Ministry of Health as per the rules and regulations for the Provincial Antigen Screening Program.
  - Negative Results: If the test result is negative, the employee may proceed to their area of work.
  - Positive Results: If the test result is positive, the individual must exit the building immediately. Positive test results from the rapid tests are considered "preliminary positive results" and the individual must seek a lab-based PCR test immediately.