

COVID-19 Vaccination Policy			
Policy Sponsor	Chief Human Resources Officer, and Vice President, Finance and Performance Services and Chief Financial Officer	Category	Administrative
Policy Contact	Deputy Chief Human Resources Officer, and Director, Strategic Initiatives and Performance Services	Effective Date	December 01, 2021
Approved By	Executive Team	Review Date	November 24, 2022
Approved Date	November 24, 2021		

1. Purpose

Athabasca University is committed to protecting the health and safety of its employees, learners, visitors, and others in our communities who access University Property or participate in a University Event in-person.

Immunization against COVID-19 is seen by health experts as the most effective means to prevent the spread of COVID-19, prevent outbreaks at University facilities and events, preserve workforce capacity, support the health care system and protect our employees, learners, visitors and others accessing University Property.

The purpose of this Policy is to prescribe the requirement for individuals accessing University Property or participating in a University Event in-person to be fully vaccinated against COVID-19 in accordance with the Guiding Principles.

2. Scope

The Policy applies to all Members of the University Community age 12 and older who are physically on University Property for any reason or who participate in a University Event in-person, including but not limited to:

- University work or learning locations (including clinicals);
- Conferences;
- Client locations;
- Social functions or situations related to University work or academia

3. Definitions

COVID-19 Vaccination	One or more doses of a COVID-19 vaccine considered valid by Alberta Health and/or Health Canada.
Member	Member of the University Community.
Negative Test Result	A negative test result from a privately-paid COVID-19 PCR or rapid test completed within 72 hours prior to the individual accessing University premises or other location related to an in-person function.
Proof of Vaccination Status	An official vaccine record issued by Alberta Health Services or other immunization provider.
University Community	All faculty and staff, students, Board Members, contractors, postdoctoral fellows, volunteers, visitors or other individuals who work, study, conduct research, patronize or otherwise carry on business of or at the University.
University Event	Gatherings that require formal planning and organization (for example: booking a venue, advertising or promoting on social media or otherwise, selling tickets or charging for entry, arranging entertainment, hiring servers) that are organized by faculty, staff acting on behalf of the University. This does not include small personal gatherings that are not University related events.
University Property	Any land, or building part thereof owned, leased, or occupied by the University. Including any motor vehicle, piece of equipment, container or other means of transportation, owned, leased, rented or used by the University and any private vehicle used in the course of University Business.

4. Guiding Principles

- 4.1. The University and its Members share in the responsibility of creating and fostering a safe and healthy working and learning environment.
- 4.2. The University has legislated obligations to provide a safe and healthy workplace. The University manages the risks related to COVID-19 through the hierarchy of hazard controls (engineering controls, administrative controls and personal protective equipment). When a hazard cannot be managed by a single method, such as an engineering control, a combination of controls are used.

- 4.3. Having a maximally vaccinated workforce is an effective engineering control to further protected against the hazards of COVID-19. Vaccinations help reduce the risk of spread at the workplace and lower the risks of severe outcomes.
- 4.4. The University's responsibilities include:
- a) Administering this Policy and the COVID-19 Vaccination Procedure;
 - b) Reasonably accommodating, to the point of undue hardship, a Member of the University Committee who is unable to be vaccinated due to a medical reason or other protected ground under the *Alberta Human Rights Act*;
- 4.5. Members' responsibilities include:
- a) Following all health and safety policies and protocols;
 - b) Completing any required education or training about COVID-19, including vaccinations and safety protocols;
 - c) Providing accurate proof of vaccination or negative test result status in accordance with the COVID-19 Vaccination Procedure;
 - d) Promptly informing the University, through the channels identified in the Procedure, if they cannot be vaccinated due to a medical reason or other protected ground under the *Alberta Human Rights Act*.

5. Applicable Legislation and Regulations

[Alberta Freedom of Information and Protection of Privacy Act \(FOIP Act\)](#)
[Alberta Human Rights Act](#)
[Alberta Occupational Health and Safety Act](#)

6. Related Procedures/Documents

[COVID-19 Vaccination Procedure](#)
[Code of Conduct for Members of the University Community](#)
[Non-Academic Misconduct Policy](#)
[Protection of Privacy Policy](#)

History

<i>Date</i>	<i>Action</i>
November 24, 2021	Policy Approved (Executive Team)