

Mandatory Vaccination

Our Commitment

Vancouver Opera is committed to providing a safe working environment for our employees, contractors, tenants and members of our community with whom we interact regularly. In our day-to-day operations, we have a responsibility to take every reasonable precaution for the protection for the health and safety of all. The purpose of this Policy is to provide guidelines pertaining to the expectations and requirements of employee's with respect to COVID-19 and vaccination.

Scope

This Policy applies to all employees, contractors, tenants and any other individuals employed or contracted to provide service in any capacity at Vancouver Opera. The provisions will comply with all applicable laws and are based on guidance from the Ministry of Health and Provincial Health Officer.

Vaccination Requirement

All VO employees are required to be fully vaccinated with a COVID-19 vaccine series by October, 24, 2021. For a two dose vaccine series, employees must receive one dose of COVID-19 vaccine by September 13, 2021 and two doses of COVID-19 vaccine by October 24, 2021. For a single dose vaccine series (e.g., Johnson and Johnson), employees must receive the dose by September 13, 2021.

Proof of Vaccination

VO requires proof of vaccination from all employees, which consists of documentation verifying receipt of a vaccination series approved by Health Canada or the World Health Organization. Employees must disclose their vaccination status (vaccinated/not vaccinated) to Director of Finance & Administration, no later than September 13, 2021. Employees will be required to update their vaccination status with the established process and by the dates set out in this policy, as they obtain each dose of COVID-19 vaccine.

In the case that an employee is eligible for the vaccine and has chosen not to be vaccinated, the employee will be required to disclose in writing to Director of Finance & Administration the reason for not being vaccinated (i.e., religious, medical grounds, etc.). VO will review the information and may implement necessary actions up to and including restricting access to the workplace, placing the individual on an unpaid leave of absence, and/or modifying or terminating their contract of employment.

Accommodations

In the case that an employee is unable to obtain a COVID-19 vaccine for a reason related to a protected ground pursuant to human rights legislation, VO will work with the individual to develop and implement an appropriate accommodation. Accommodations will be granted where they do not cause VO undue hardship or pose a direct threat to the health and safety of others. Requests for accommodation may require written proof of the need for exemption (i.e., in the case of a request for a medical accommodation, medical documentation from a physician or nurse practitioner), subject to the discretion of VO.

Non-Compliance

Employees who do not comply with this policy may be subject to disciplinary action up to and including termination of employment.

Privacy

VO will maintain information relating to an individual's proof of vaccination and/or the reason(s) for not receiving a COVID-19 vaccination, in accordance with privacy legislation. This information will only be used to the extent necessary for implementation of this policy, for administering health and safety protocols, and infection and prevention control measures in the workplace.

On-going Monitoring

VO will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health information to ensure that we continue to protect the health and safety of employees in the workplace and the community that we serve. If it is determined that additional precautions are necessary, VO may decide to deploy new measures to protect employees and community members from COVID-19, and may amend this policy accordingly.