



# Cultch Employee Vaccine Policy

September 9, 2021

**As of Sept 13, all Cultch employees working in person at Cultch facilities including but not limited to The Cultch, York Theatre, and Greenhouse must provide proof of vaccination. (1 shot by Sept 13, 2021, 2 shots by October 24, 2021).**

**Information about eligibility to work in person will be collected by a member of Senior Management or the Manager of the employee's Department:**

- Executive Director, Heather Redfern
- Director of Patron Development, Nicole McLuckie
- Production Manager, Andrew McCaw
- Audience Services and Ticketing Operations Manager, Kathy Vito
- Business Development and Hospitality Manager, Paul Phalen

**At the beginning of an employee's first shift or workday after the 13th, they will be asked for proof of their vaccine status.** We will be using the same requirements and documentation as the Province has outlined for the Vaccine Passport. Please see:

<https://www2.gov.bc.ca/vaccinecard.html>

The information we retain will not include personal information, only whether eligibility to work in person has been verified by one of the above. This information will be securely stored and will only be accessible to one of the above persons. It will be securely disposed of once this policy has been rescinded.

Accommodations for unvaccinated staff, staff unwilling to disclose their vaccine status, or staff unable to be vaccinated due to documented medical or religious reasons will be considered on a case by case basis.

Thank so much,  
Heather Redfern, Executive Director