

VSO SoM Vaccination Policy
September 9, 2021 – Subject to change

This Policy applies to all employees, faculty teaching in-person, and **service providers** of the VSO SoM.

DEFINITIONS

“Approved COVID-19 Vaccine” means vaccines that protect against COVID-19 currently authorized by the Government of Canada (i.e., AstraZeneca/COVISHIELD, Janssen (Johnson & Johnson), Moderna and Pfizer-BioNTech) and other vaccines that may be approved by the Government of Canada in future.

“Fully Vaccinated” means having received the required dosage of a vaccine (or a combination of vaccines) approved by the Government of Canada, or vaccines (or combinations of vaccines) that may be approved in future. You are considered fully immunized seven days after your second dose. In time, booster shots may be required to remain Fully Vaccinated.

“Partially Vaccinated” means an individual who has received one of a two-dose COVID-19 vaccine series.

POLICY

Unless an exemption under this Policy has been obtained, all current employees must be Fully Vaccinated by the deadline established by VSO SoM as a term and condition of continued employment.

Effective September 13, 2021, all employees, faculty teaching in-person, and service providers will be required to be at least Partially Vaccinated with an Approved COVID-19 Vaccine.

Effective October 24, 2021, all employees, faculty teaching in-person, and service providers will be required to be Fully Vaccinated with an Approved COVID-19 Vaccine.

Employees, Faculty, and Service Providers must provide acceptable proof that they are Fully Vaccinated with an Approved COVID-19 Vaccine. Such proof may constitute copies of government or health services records you received at the time of each vaccination or such other proof that is acceptable to the VSO SoM in its sole discretion.

The Policy will apply until further notice. VSO SoM reserves the right to conduct a re-assessment of risks periodically and to amend the Policy at its sole discretion.

ACCOMMODATION

VSO SoM recognizes its duties pursuant to applicable human rights legislation. In the event that employee, faculty teaching in-person are unable or unwilling to receive an Approved COVID-19 Vaccine due to characteristics that are protected pursuant to the British Columbia Human Rights Code, VSO SoM will consider other alternatives and accommodations. If you require accommodation under the Human Rights Code, please contact us and we will work with you one-on-one to determine if accommodation can be made, and, to set out the requirements. VSO SoM will determine how to accommodate valid exemption requests on a case-by-case basis in light of the prevailing risks of COVID-19 transmission.

PRIVACY

VSO SoM respects the privacy of its employees and contractors. VSO SoM is committed to protecting personal information and complying with all applicable laws relating to records and information

collected under this Policy. The privacy section of this Policy applies regardless of the format in which vaccination and/or exemption and accommodation information is provided to VSO SoM.

Any information that may appear on your proof of vaccination documents that is not relevant to proof of vaccination, such as your date of birth/age, gender, or other health conditions, should be redacted to ensure continued privacy of your health and personal information. This information will not be recorded.

VSO SoM will store information about vaccination status securely and use it solely for the purpose of administering and enforcing this Policy and its related health and safety purposes. VSO SoM will employ administrative and technological measures to protect personal information and in accordance with the sensitivity of the medical information being collected.

Any information provided to VSO SoM for purposes of proving vaccination, or seeking accommodation related to not receiving vaccinations, will be treated confidentially and shared only with those persons within VSO SoM who require it for relevant employment purposes, or to seek and arrange suitable accommodation where possible.

By providing proof to VSO SoM that you have received the required doses of an Approved COVID-19 Vaccine, or other documents relating to your refusal or inability to receive an Approved COVID-19 Vaccine, you consent to VSO SoM's collection, use and disclosure of such information for purposes of monitoring and enforcing this Policy.

Information collected under this Policy will be retained until the Policy is amended or discontinued in VSO SoM's sole discretion. Once the Policy has been discontinued, any and all information collected under this Policy will be destroyed except for any records that were used to make a decision regarding an employee or contractor's employment with VSO SoM. Such records will be kept for at least one year from the date any such decision was made, or as otherwise required by applicable law.

CONTACT INFORMATION

This policy will be administered by the school Director. All questions and requests for accommodations, or questions, concerns, complaints regarding this Policy generally, or related privacy practices, or our management of personal information collected under this Policy should be directed to:
Gillian Hunter-Gibbs gillian@vsoschoolofmusic.ca.

Vancouver Symphony Orchestra School of Music

Effective Date: September 9, 2021

*Policy may be subject to change