

GRANVILLE ISLAND THEATRE DISTRICT'S PROOF OF VACCINATION/TESTING POLICY

The Granville Island Theatre District Society (“GITD”) is an organization whose mission is to steward the Granville Island performance venues the Waterfront Theatre, Performance Works, and Festival House/The NEST (collectively, “the venues”).

The GITD has continually adapted its operations throughout the COVID-19 pandemic to provide a safe environment for employees, contractors, renters, and members of the community with whom we interact regularly. The extenuating circumstances of the COVID-19 pandemic have significantly affected the GITD’s operations. The purpose of this Policy is to provide guidance pertaining to the expectations and requirements of employees (including contractors) with respect to COVID-19 vaccination. With the support of the GITD’s Board of Directors, the GITD is implementing this policy to support reopening in a manner that is sustainable and aligned with the following objectives:

1. Support BC’s Restart Plan

BC’s Restart is a four-step plan focused on protecting people and safely getting life back to normal; This includes:

- a. keeping businesses open;
- b. increasing the confidence of attendees at events;
- c. allowing events to take place; and
- d. supporting the transition to Step 4 of the Restart Plan.

2. Responding to the Requirements of the Industry

In response to the COVID-19 pandemic, many performers, artists, and entertainment presenters and promoters are expecting venue operators like the GITD to take additional steps to minimize the risks of COVID-19 in its venues. Examples of such steps are to require venue staff to be fully vaccinated, or to undergo regular testing. These are increasing requirements within the entertainment industry in BC. The GITD seeks to respond to these requirements so it may reopen and operate in a sustainable manner.

3. Consistent with Health and Safety Objectives

This policy is consistent with supporting the health and safety objectives of the GITD. The factors indicated below provide the basis for adding additional layers of protection against the spread of COVID-19:

- a. The emergence of more highly transmissible variants and the subsequent effect on the frequency of cases of COVID-19 in BC;
- b. The Province of British Columbia’s announced requirement of proof of vaccination for these individuals attending events demonstrates a shift in the new normal for event related safety standards.



Therefore, in accordance with the GITD's duty to provide and maintain a workplace that is free of known hazards, effective immediately the GITD is implementing a new vaccination policy which addresses the above concerns and takes guidance from the Order(s) prescribed by the Provincial Health Officers ("PHO") under the Public Health Act. This policy will continue to evolve over time in alignment with the protocols established by the PHO as well as industry best practices.

Policy Application

This policy applies to all GITD employees, including the GITD's contractors, (collectively, "**Covered Employees**"), who are deemed as working in elevated-risk work environments and will be required to provide proof of vaccination. Examples of such environments include:

- Covered Employees who may be required to enter GITD stewarded **event venues** during **event** set up or tear down, as well as during an event, including:
 - Covered Employees who work in-person with third-party personnel, on or near the stage including those who support stage sets, lighting, sound, performers, etc.; and
 - Covered Employees who work elsewhere in the venues and who interact in-person with members of the public or third-party personnel when carrying out their roles including taking tickets and showing attendees to their seats.
- **Event Venues** – Includes Performance Works, Festival House/The NEST, and the Waterfront Theatre or any other areas of the site that are specifically designated, indoor and outdoor.
- **Event** – A gathering of persons for a purpose; including (but not limited to) performances, screenings, festivals, concerts, receptions, workshops or classes, lectures, presentations, conference, convention, any life-cycle events, and any other ticketed or non-ticketed events, regardless of if the event is public or private.
- Other work areas may also be considered elevated risk, including:
 - Departments or work areas that have experienced a COVID-19 outbreak despite having safety protocols in place to prevent such occurrence.
 - Those employees who are required to travel or attend off site activities that are deemed elevated risk.
 - Those employees (or contractors) who are required to enter areas of the venue(s) booked by third parties who also have proof of vaccination requirements.

This policy does not apply to:

- Covered Employees who will not be required to enter GITD stewarded **event venues**; or
- Any third parties, or any of their employees. However, while Clients/Renters of the event venues are considered third parties, proof of vaccination protocols may still be required for third party persons in accordance with the PHO's vaccination policies and/or the GITD's Communicable Disease Prevention plans.



Covered Employees who are not deemed as being at elevated risk are encouraged to provide proof of vaccination on a voluntary basis. There may be occasions (i.e. employee meetings, break room policies, venue maintenance) where there is a vaccination requirement. Additionally, it is possible for employees to be later informed that their level of risk has been upgraded, thereby requiring proof of vaccination.

This policy is in addition to the GITD's COVID-19 policies and related public health requirements or guidelines in BC. All GITD employees, including the Covered Employees, are required to follow the GITD's COVID-19 policies and related public health requirements or guidelines in BC.

Effective Date of Policy

This policy takes effect on **Thursday, November 18, 2021**. By this date, all Covered Employees will be required to be able to **show proof** of their second vaccination upon request. To be eligible to work as of November 18th, the second vaccine must have been received at least seven (7) calendar days prior.

Each Covered Employee who chooses to be vaccinated must be fully vaccinated with an acceptable vaccine and **submit (email) acceptable proof** of full vaccination, no later than **November 29th, 2021**, as set out below.

As of the Policy Date, each Covered Employee must comply with the vaccination requirements and provide acceptable proof of vaccination as set out below or meet the rapid testing requirements as set out below.

Timelines may be adjusted for individual cases based on extenuating circumstances, approved by the GITD.

This policy is expected to be in place until January 31, 2022, however this is subject to possible extension without notice at the discretion of the GITD.

Due to the evolving nature of the COVID-19 pandemic, this policy may be reviewed, amended, or revoked as circumstances warrant

GITD Clients, Contractors, and Other External Relationships

The GITD has many external stakeholders who contribute to events and public gatherings that take place on Granville Island and in the venues. These include clients, partners, contractors, and other types of third-party groups. The GITD will inform those external third parties regarding any requirements for proof of vaccination, as well as the administrative process involved for the subsequent workers, guests and public, prior to entering the venues.

Procedures – Proof of Vaccination

Covered Employees will be notified by the GITD as to whether they will be required to provide proof of vaccination and provide proof of vaccination in a manner and form that is acceptable to the GITD.

Employees will be required to follow the instructions of how to access their BC Vaccination Cards by going to the Government of BC website: <https://www2.gov.bc.ca/gov/content/covid-19/vaccine/proof> . Employees must then email





a copy of their BC Vaccine Card to the GITD's General Manager at culturalconciierge@gitd.ca by the deadlines listed below.

Each Covered Employee who chooses to be vaccinated must be fully vaccinated with an acceptable vaccine, and submit acceptable proof of full vaccination, no later than **November 29th, 2021**. "Full vaccination" or "fully vaccinated" means receiving the full series of an acceptable vaccine, including having observed a seven (7) day period (or longer if required or recommended by public health) after receiving the last of the required series of doses. An "acceptable vaccine" means a COVID-19 vaccine that meets the requirements of the BC Proof of Vaccination Program.

The GITD's Senior Managers will inform contractors or other external parties to whom this policy applies directly regarding any requirements to produce proof of vaccination.

Vaccination Resources

The Province of British Columbia offers two ways to get access to vaccination clinics:

1. Drop-in Clinics – You can access drop-in clinics here: [Vax for BC – Province of BC](#)
2. Register with the Get Vaccinated system – You can get access to the system here: [Register to Get Vaccinated](#)

Procedures – COVID-19 Testing

Covered Employees who choose not to be vaccinated, or who cannot be vaccinated, will be required to submit to ongoing COVID-19 testing at a frequency determined by the GITD on the Employee's own time and at the Employee's own cost through the GITD's designated process. In making a determination regarding the frequency of testing, the GITD will be reasonable and will follow the requirements or recommendations of public health and the manufacturer of the test kit as well as the operational needs of the GITD.

Covered Employees will be required to test negative for COVID-19 before arriving to work. Before starting work, Covered Employees will need to present a negative COVID-19 test taken within seventy-two (72) hours before the start of the shift.

COVID-19 Testing Resources

For your convenience, the BC Centre for Disease Control ("BC CDC") maintains a comprehensive list of places to get a COVID-19 test in BC:

1. Where to get tested – You can access their website here: [Where to Get a COVID-19 Test in BC](#)
2. A person can call **8-1-1** to find the nearest testing centre.



Reasonable Accommodation

A Covered Employee who is unable to be vaccinated or tested due to a medical condition or other ground protected by the BC Human Rights Code should advise the GITD as soon as possible. A request for an accommodation due to a medical ground should be accompanied by a COVID-19 vaccine exemption or deferral letter from a physician that is licensed and registered with the College of Physicians and Surgeons of British Columbia, or nurse practitioners licensed and registered with the BC College of Nurses and Midwives. The GITD reserves the right to request additional information to substantiate the request for an accommodation and to consider what accommodation(s), if any, may be reasonable in the circumstances. The availability and type of accommodation may differ in each case.

Please note that personally held views about vaccinations are not considered a valid reason for an accommodation. Accommodations will only be granted where they do not cause the GITD undue hardship or pose a direct threat to the health and safety of others.

Non-compliance

Each case of non-compliance will be reviewed and evaluated by the GITD. Possible outcomes of non-compliance include layoff, unpaid leave of absence or termination of employment, which will depend on the unique circumstance of each case.

Failure to comply with this policy including providing false or misleading information may result in discipline up to and including termination.

Notwithstanding the commencement of a leave under this policy, the GITD reserves the right to amend the consequences of non-compliance for employees who are away from work on a non-culpable basis or on a culpable basis where warranted.

External parties who are not in compliance with this policy will not be permitted into the designated venues on site.

Protection of Personal Information

The GITD will collect only the information that is necessary for the implementation of this policy and will limit disclosure of employee vaccination status and any surrounding medical information only to those who required this information in order to administer this policy. This information will be kept strictly confidential, and the appropriate protocols will be put in place to protect the privacy of this information, which will be retained only as long as necessary and in accordance with applicable laws.

Please direct any questions regarding this policy to the GITD's General Manager.

