
COVID-19 Mandatory Vaccination Principles

Effective October 1, 2021

1. Purpose, Duration, and Review

- 1.1. The purpose of these Principles is to ensure the vaccination of our University Community; protect the health and safety of all members of the University Community; enable educational programming and other on-Campus activities to be in-person wherever reasonable in the circumstances and protect workforce capacity.
- 1.2. Scientific and medical evidence has shown that immunization against COVID-19 is the most effective way to protect communities from the severe outcomes of COVID-19. Therefore, the University of Lethbridge ("University") has determined vaccinations to be a critical part of the University's safety plan. National and provincial public health authorities and healthcare experts have indicated that COVID-19 is likely to be problematic globally and locally for an extended period of time.
- 1.3. Proof of Vaccination is being verified to protect the health and safety of the entire University Community.
- 1.4. These Principles are effective October 1, 2021 and will be reviewed by the University on a regular basis at the University's discretion in consideration of all surrounding circumstances and any recommendations that may be made by the provincial and federal governments, public health officials, and other experts consulted by the University from time to time.
- 1.5. The University has the right to modify or revoke these Principles at any time, or to implement supplementary principles that may apply to specific matters impacted by these Principles.
- 1.6. University COVID-19 information is available on the University's [COVID-19 website](#).

2. Scope

- 2.1. Compliance with these Principles is required by all University Community members.
- 2.2. Subject to applicable legislation, these Principles will not be interpreted or applied to limit or amend the provisions contained in any collective agreement or employment manual entered into between the University and its employees.

3. Definitions

For the purposes of these Principles:

- 3.1. **"Campus"** means all University of Lethbridge owned, operated or leased spaces and properties, including but not limited to offices, student residences, classrooms, labs, libraries, study areas, recreational and sports facilities and fields, dining halls and eateries, buildings, loading areas, University vehicles, outdoor areas, and any facility at which a University-sponsored event may occur.

- 3.2. **"Fully Vaccinated"** means an individual:
- 3.2.1. who has received two doses of a COVID-19 vaccine considered valid by Health Canada in a two dose COVID-19 vaccine series or one dose of a COVID-19 vaccine considered valid by Health Canada in a one dose COVID-19 vaccine series; and
 - 3.2.2. for whom fourteen days have elapsed since the date on which the individual received the second dose of the COVID-19 vaccine considered valid by Health Canada of a two dose COVID-19 vaccine series or one dose of the COVID-19 vaccine considered valid by Health Canada in a one dose COVID-19 vaccine series.
- 3.3. **"Proof of Vaccination"** means a paper or electronic vaccination record of an individual's COVID-19 vaccination date(s) and status in a form acceptable to the University, as communicated by the University from time to time, which may include any government-implemented proof of vaccination system.
- 3.4. **"Rapid Test"** means a COVID-19 testing device that is listed in Health Canada's [Authorized medical devices for uses related to COVID-19](#).
- 3.5. **"University Community"** means all employees, students, volunteers, contractors, visitors, and other individuals who work, study, conduct research, or otherwise carry on the business of the University.

4. Principles

- 4.1. **Vaccination Requirements**
- 4.1.1. Effective November 1, 2021, or October 22, 2021 for the Campus at Bow Valley College, all University Community members must be Fully Vaccinated against COVID-19 and have provided Proof of Vaccination before attending Campus. The requirement to be Fully Vaccinated applies to all employees whether working remotely or on Campus.
 - 4.1.2. University Community members at the University of Lethbridge Calgary Campus at Bow Valley College are required to comply with vaccination requirements as outlined by Bow Valley College. University Community members must be Fully Vaccinated and have provided Proof of Vaccination by October 22, 2021 to attend the University of Lethbridge Calgary Campus at Bow Valley College.
 - 4.1.3. University employees who do not comply with the requirement to be Fully Vaccinated, and who have not been granted an accommodation based on a protected ground under the [Alberta Human Rights Act](#), will be placed on leave without pay effective November 1, 2021, or October 22, 2021 for our Calgary Campus at Bow Valley College.
 - 4.1.4. If an employee has been placed on leave without pay and subsequently becomes Fully Vaccinated and has provided Proof of Vaccination, they are eligible to return to work. The employee will need to arrange with their Manager/Dean to start the process to return to work. The employee should give notice to the employee's Manager/Dean immediately after the employee has received the second dose of vaccine.

- 4.1.5. University Community members are required to maintain ongoing Fully Vaccinated status in the event that Health Canada updates its requirements for full vaccination protection, in which case the University will update and communicate timing requirements for maintaining Fully Vaccinated status accordingly.

4.2. **Proof of Vaccination Records**

- 4.2.1. No later than November 1, 2021, University Community members shall disclose Proof of Vaccination status to the University. University Community members at the University of Lethbridge Calgary Campus at Bow Valley College shall disclose Proof of Vaccination status no later than October 22, 2021. Proof of Vaccination for University Community members can be submitted through the [uLethbridge Safe app](#) or [website](#).
- 4.2.2. Vaccination information, including but not limited to Proof of Vaccination, vaccination status, and requests for accommodation, is collected, used, and stored in accordance with the University's obligations pursuant to applicable privacy legislation. Such information will only be used and disclosed in accordance with privacy legislation, including but not limited for the purposes of the University (or its designated administrators or managers who have a need to know) determining and addressing whether there has been a breach or satisfaction of these Principles, whether an individual is permitted to attend on Campus as set out herein, and to address health and safety concerns on Campus including whether additional or different safety protocols are necessary in the event of a COVID-19 outbreak or otherwise.

5. **Accommodations**

- 5.1. Any University Community member who is unable to be vaccinated due to a medical reason, or for another protected ground under the [Alberta Human Rights Act](#), will be reasonably accommodated where possible, up to the point of undue hardship.
- 5.2. University Community members (excluding students) seeking information about accommodations should email wellness@uleth.ca. Students to email exemption.inquiry@uleth.ca for accommodation information.
- 5.3. Any University employee requesting workplace accommodation shall make a request for the accommodation as soon as possible. Employees who are seeking accommodation must discuss their needs with their Manager/Dean and seek a verified accommodation. Employee accommodations for medical reasons will require a medical confirmation from a licensed physician and may require employee responses to further inquiry from the University to determine whether accommodations are possible, and what they will be. Accommodations based on other protected grounds will also require verification, including an explanation of various circumstances surrounding the request and response to University inquiries.

- 5.4. University Community members who have received an approved accommodation to the mandatory vaccination requirement will be required to obtain a negative COVID-19 Rapid Test result within 72 hours prior to attending Campus. The University will pay for the cost of the Rapid Test for those employees and students who have received an approved accommodation.
- 5.5. Arrangements for remote work for an employee will not be granted based on an employee's decision not to receive a COVID-19 vaccination. Managers/Deans may have approved or will approve remote work arrangements under other circumstances; however, all employees are expected to be able to attend Campus at any time in order to fulfill their work responsibilities and because COVID-19 is an occupational health and safety hazard regardless of location of work.
- 5.6. For students, the University will consider a request, which must be submitted by the student, for accommodation from asymptomatic Rapid Testing/vaccination under protected grounds according to the *Alberta Human Rights Act*. Students must email exemption.inquiry@uleth.ca from their University email address as inquiries from the public will not be considered. Please identify the protected ground under the *Alberta Human Rights Act* so that the response can address the specific need.
- 5.7. For employees, the University will consider a request for an accommodation from asymptomatic Rapid Testing/vaccination under protected grounds according to the *Alberta Human Rights Act*. Employees must email wellness@uleth.ca from their University email address as inquiries from the public will not be considered. Please identify the protected ground under the *Alberta Human Rights Act* so that the response can address the specific need.

6. Non-Compliance

- 6.1. Except where an approved accommodation applies, failure to comply with these Principles shall result in:
 - 6.1.1. For Employees:
 - 6.1.1.1. A meeting being held with the employee to discuss their concerns with vaccination against COVID-19 and provide educational materials on the COVID-19 vaccines; and,
 - 6.1.1.2. If the employee remains non-compliant with these Principles as of November 1, 2021, or October 22, 2021 for the Calgary Campus at Bow Valley College, the employee will be placed on an unpaid leave of absence for the period of time required to become Fully Vaccinated.
 - 6.1.1.3. In some circumstances, the employee may also be subject to discipline, up to and including termination of employment, pursuant to their applicable collective agreement or employment manual and policies.
 - 6.1.2. For Students:
 - 6.1.2.1. Students will not be able to attend Campus if they are not Fully Vaccinated by November 1, 2021 or October 22, 2021 for the Calgary Campus at Bow Valley College.

- 6.1.2.2. Where the student cannot in their or the University's view feasibly continue with classes, labs, or other aspects of their program or where the student otherwise wishes, the student may withdraw pursuant to policies and procedures regarding withdrawal in place at the time.
- 6.1.2.3. Depending on the circumstances, the student may also be subject to discipline under the [Student Discipline Policy - Non-Academic Offences](#).
- 6.1.3. All Other University Community Members (excluding employees and students)
 - 6.1.3.1. University Community members (excluding employees and students) will not be able to attend Campus if they are not Fully Vaccinated by November 1, 2021 or October 22, 2021 for the Calgary Campus at Bow Valley College.
 - 6.1.3.2. Wherever necessary, the University will review on a case-by-case basis the extent of this Principles' application to contracted service providers, suppliers, or tenants in the context of the lease or contract in place with them, however the default is that these Principles applies to them.

7. Submitting Fraudulent Information

- 7.1. Any University Community member who submits fraudulent Proof of Vaccination, fraudulent documentation supporting an accommodation, or any other fraudulent or misleading information regarding any issue arising under these Principles will be subject to being trespassed/removed from Campus. Employees may also be subject to discipline up to and including termination of employment, and Students may be subject to discipline under the [Student Discipline Policy - Non-Academic Offences](#).