



Immunisation & vaccination policy

Purpose:

Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation has an obligation to provide a work environment without risks to health and safety, so far as is reasonably practicable.

This obligation includes eliminating or minimising, so far as reasonably practicable, including the risks associated with exposures to diseases which may be preventable by vaccination.

This policy aims to assist Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation to assess and manage exposure to diseases, and thereby meet or exceed its obligation under current legislation.

Scope:

This policy applies to all employees, contractors and their employees, and all visitors whilst at Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation worksites, including individuals participating in work activities that are conducted off-site.

Policy statement:

1. Workers including employee and contractors and others, at a workplace, may be at risk of exposure to diseases, including some which are preventable by vaccination.
2. Workers have obligations to take reasonable care for their own safety and to ensure that their acts or omissions do not adversely affect the health and safety of other workers or persons.
3. They are also required to comply so far as they are reasonably able with any reasonable instruction given to them by Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation and to cooperate with any reasonable and lawful direction.
4. Most vaccines provide a high level of protection to transmissible diseases. You acknowledge and accept that all reasonable steps will be taken to encourage non-immune workers identified to be vaccinated as required by Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation from time to time.

Procedure:

1. Vaccines may be identified as a measure to provide immunity for particular diseases. These include, but are not limited to, hepatitis A, hepatitis B, polio, tetanus and Covid 19.
2. All employees, contractors and visitors that participate in activities that involve environments where exposure to diseases may occur will be provided with information and advice about such activities and the associated risks and how to manage reduce or eliminate those risks.
3. Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation reserves the right to make a lawful and reasonable direction to their employees to receive vaccinations and immunisations as required from time to time.

4. If an employee refuses to comply with a direction by Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation to receive a vaccination due to medical reasons, a risk assessment process will be undertaken to determine the most appropriate way to provide alternative protection. Consideration will be provided to the way particular diseases are spread.

5. Appropriate controls to protect non-immune workers may include on or a combination of the following:

a) **Preventative measures:** work restrictions, safe work practices, additional training and personal protective equipment.

b) **Outbreak management measures:** including work restrictions and exclusion from the workplace to protect the employee and prevent further communication of any disease.

c) **Post exposure protocols:** possible provision of treatment by medical personnel and procedures to be implemented following exposure.

Discipline under this policy:

HR Management of Deadly Inspiring Youth Doing Good Aboriginal & Torres Strait Islander Corporation has the responsibility of overseeing this policy. Employees who decline to be vaccinated without a reasonable excuse may be subject to disciplinary actions up to and including termination resulting from non-compliance.