

## **Intent**

The purpose of the policy is to reduce the risks of COVID-19 with the increasing concerns of the highly transmissible delta variant by encouraging our theatre volunteers, actors, directors etc to get vaccinated.

The likelihood of infections and outbreaks is reduced with increased vaccination — and ultimately helps reduce transmission in our communities, allowing more opportunities for people to enjoy activities that support their wellbeing and quality of life.

Please note that Belleville Theatre Guild COVID-19 Vaccination Requirement Policy for Volunteers adheres to the Occupational Health & Safety Act, the Ontario Human Rights Code and Privacy Laws.

## **Scope**

This policy and procedure applies to all Employees and Volunteers

## **Guiding Principles**

- As the Belleville Theatre reopens to offer in person theatre productions, we have an obligation to maintain a safe environment for our volunteers, participants and audience.
- Our goal is to safely serve communities in a setting that meets and in some cases exceed public health requirements for infection prevention and control. We will make adjustments to our protocols along the way, based on shifting conditions and evolving guidance from governments and public health authorities.
- Due to the fourth wave, employers including the Provincial & Federal Governments and many others are implementing a vaccination policy. The Ministry of Education has also now required employers to have vaccination policies in place for childcare staff.
- After consulting with stakeholders and extensive research, we has recommend that the Belleville Theatre Guild and Pinnacle Playhouse implement a mandatory vaccination policy that applies to all theatre volunteers.
- This policy will be reviewed regularly as this issue is ever-evolving

## **Requirements**

The vaccination policy applies to all Theatre staff and volunteers. Staff and volunteers will be required to disclose and provide proof of vaccination status by \_\_\_\_\_ 2021. Those who have not been vaccinated or who do not disclose their vaccination status by will not be permitted to take part in any productions, including rehearsals and live theatre presented by the Belleville Theatre Guild at Pinnacle Playhouse

Unvaccinated individuals will need to provide proof of a first dose no later than \_\_\_\_\_ 2021. As of \_\_\_\_\_, 2021, all volunteers will be required to have received their first and second doses of a Health Canada approved COVID-19 vaccine and provided proof to the \_\_\_\_\_.

Alternatively, by \_\_\_\_\_, 2021 staff and volunteers who are not vaccinated will need to:

- Indicate that they have a medical exemption, including if the reasons are temporary or permanent. The medical exemption must be provided using a standard form and written by a licensed medical doctor or nurse practitioner. It does not need to include the reason for the exemption.
- Make a request for any other Human Rights Code-related exemption to Human Resources. Requests will be assessed on a case-by-case basis

Staff and volunteers without vaccination records will be assumed to be unvaccinated.

Effective immediately, as a condition of participation in any Belleville Theatre Guild Event in person will be required to provide proof that they are fully vaccinated against COVID-19 or have a valid Human Rights Code-related exemption.

Exemptions from the vaccine will still not allow for unvaccinated staff or volunteers to participate in live productions or attend the theatre. Where possible, those who are unvaccinated may participate virtually.

#### **Right to Privacy**

Each volunteers vaccination information will be safeguarded and maintained by the Secretary of the Board of Directors. or, by an authorized Director appointed by the Board of Directors who administers this information in keeping with Privacy Laws and requirements. A volunteers vaccination record will not be maintained on file will only be used when required to verify vaccination status. The vaccination record will be destroyed after entering the information into our system.

Any staff or volunteer vaccination receipts received by email for the purpose of reporting will be required to permanently delete the information once it has been submitted.

In the event of an outbreak, the vaccination status of a staff or volunteer will determine, among other things, their need to test and/or self-isolate.

#### **Other Provisions for Unvaccinated Staff**

The Belleville Theatre Guild Board encourages all staff and volunteers who may be hesitant about being vaccinated to seek advice from their medical practitioner and Public Health.

The Belleville Theatre Guild will accommodate staff and volunteers who decline to get vaccinated for reasons protected by the Human Rights Code. Appropriate accommodations will be determined on a case by case basis and will involve frequent COVID-19 testing and may include other measures like additional PPE.