



**FREEDOM COLLEGE of
BUSINESS, HEALTHCARE
AND TECHNOLOGY INC.**

STATEMENT of POLICY and PROCEDURE

COVID-19 Vaccination Policy	Original: August 16, 2021 Effective Date: September 7, 2021 Review Date: March 30, 2022, and every six months thereafter
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POLICY

Freedom College of Business, Healthcare, and Technology has a duty to provide a safe learning and working environment for its students, staff, and volunteers. This duty is legislated under the Occupational Health and Safety Act R.S.O. 1990, c.O.1.

COVID-19 is a deadly virus, and its variants are increasingly contagious. Thanks to mass vaccinations, many deadly and debilitating diseases and viruses such as polio, rubella, diphtheria, measles, and mumps are now a thing of the past. Vaccinations are now essential to stop the spread of COVID-19. Vaccines are generally available to everyone in Canada. International students who are in Canada, as well as those arriving in Canada unvaccinated, are fully eligible for vaccinations.

PURPOSE

To continue to protect the health and safety of the Freedom College of Business, Healthcare, and Technology students, staff, and volunteers from the spread of COVID-19. This policy sets out the requirement under which individuals will be permitted on Campus to access in-person classes and to participate in-person college activities with the objectives of increasing the level of safety on Campus, reducing the spread of COVID-19, and the risk of an outbreak.

SCOPE

This Policy applies to all Freedom College of Business, Healthcare and Technology students, staff, contractors, volunteers and visitors and to all facilities and premises owned by, or contracted for use by Freedom College of Business, Healthcare and Technology.

DEFINITIONS

Fully vaccinated individuals mean having and received the full series of COVID-19 vaccine or combination of COVID-19 vaccines approved by the World Health Organization (WHO). An individual is considered fully vaccinated 14 days after receiving their final dose.

Fully vaccinated staff, students, and visitors, including volunteers, contractors & subcontractors and other parts of the community will be **REQUIRED and MUST PROVIDE a proof of vaccination** of the approved vaccines before entering the College



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Medical exemption: Grounds to be exempted from getting a COVID-19 vaccine based on the risk of substantive injury and/or disability.

Partially **vaccinated individuals** mean they have received only one dose of the accepted two-dose vaccine or are less than 14 days after vaccination receiving a full dosage of an Accepted Vaccine series.

Individuals with medical & religious/creed need mean with proper documents needed by the College, they will be exempted with the procedures needed with regards to the vaccination and it will be accommodated by the College.

Proof of vaccination: Proof of vaccination, in the form of an official administration dose receipt, is required by all individuals coming on College premises.

Undue hardship: Special or specified circumstances that partially or fully exempt a person or organization from performance of a legal obligation to avoid an unreasonable or disproportionate burden or obstacle

Visitors and/or any other attendees: Individuals seeking to enter Freedom College of Business, Healthcare and Technology campuses who are not Freedom College of Business, Healthcare and Technology students, employees, clients, or contractors.

Work placement: Third party organizations where students can gain hands-on experience and practice their skills within the healthcare field.

The Government of Canada has currently authorized four COVID-19 vaccines for use in Canada: AstraZeneca, Johnson & Johnson, Moderna, and Pfizer-BioNTech ([COVID-19 Vaccines: Authorized vaccines - Canada.ca](https://www.canada.ca/en/health-canada/services/covid-19/vaccines/authorized-vaccines-canada.html)). In a report dated March 16, 2021, the National Advisory Committee on Immunization (NACI) stated that in clinical trials, all approved COVID-19 vaccines are efficacious in the short term against symptomatic, confirmed COVID-19 disease.

RESPONSIBILITIES

- Students, staff, volunteers and contractors are responsible to submit their proof of vaccination or negative Covid-19 test results to the College administration to be allowed on the College premises.
- Freedom College of Business, Healthcare and Technology administration and directors are responsible to ensure this policy is implemented; proof of vaccination and negative tests results required are verified and stored in confidence according to Personal Health Information Protection Act Statement.

PROCEDURE

Students, contractors and staff coming on Freedom College's premises will be required to provide proof of having been fully vaccinated with an accepted vaccine or of having received the first dose of a two-dose vaccine.

- Individuals who provide verification of being fully vaccinated will be permitted to access college premises without COVID-19 testing.



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- Students participating in work placements as defined by this policy must provide verification of full vaccination.
- Individuals who have received at least their first dose of an approved COVID-19 vaccination may access college premises provided they present proof of a negative COVID-19 test result.
- Students, staff, volunteers, and contractors will submit the proof of vaccination to the College administrator to be placed in their files. Personal health information, including attestations and other proofs of vaccination, collected by Freedom College of Business, Healthcare and Technology will be stored in accordance with Freedom College of Business, Healthcare and Technology's Privacy Policy.
- Clients, contractors, visitors and/or any other attendees on the College's premises must show proof of vaccination. Individuals who do not present proof of vaccination may only enter the college premises if they present proof of a negative COVID-19 test result based on an approved test administered by the College or a test provider 48 hours prior to entry.
- Students who have medical reason for not being vaccinated will require to get regular rapid antigen point of care testing for COVID-19 and demonstrate a negative result. Testing will be required once per calendar week. The cost of obtaining testing will be reimbursed to the students.
- The College will accommodate individuals based on medical/religious grounds in accordance with the Ontario Human Rights Code.
 - Disability / Medical conditions - An individual who is requesting an accommodation based on a medical condition must provide documentation from a qualified medical professional (i.e., medical doctor, psychiatrist, nurse practitioner), clearly stating the reasons for which the accommodation is being requested. Sharing an individual's diagnosis is not expected.
 - Religion/creed -An individual who is requesting an accommodation based on religion or creed must provide a written explanation of the basis for the request. Neither aforementioned ground gives individuals a right to refuse vaccination based on political grounds or based on a mere position against vaccination. We encourage all individuals to seek guidance in making a request for an accommodation based on religion or creed.

Accommodations will be provided by the Freedom College of Business, Healthcare and Technology, in consultation with the individual and appropriate College employees.

INTERNATIONAL STUDENTS

I. APPROVED VACCINES

- International Students may have been given vaccines in their respective countries in which maybe considered with the World Health Organizations but not with the Federal Government's Eligibility Requirements for International Travelers and may end up not being qualified to enter Canada.



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- For international students to be considered fully vaccinated, they must among other requirements have received the full series of a vaccine or a combination of vaccines accepted by the Government of Canada (Pfizer/BioNTech; Moderna; Oxford/AstraZeneca; Janssen- Johnson & Johnson. ([Vaccines for COVID-19 - Canada.ca](https://www.vaccinesforCOVID19.ca))
- **International Vaccinated students travelling with unvaccinated children**
Since August 9, unvaccinated children under 12 years of age of fully vaccinated parents and/or guardians are exempt from quarantine when accompanied by their fully vaccinated parent(s)/guardian(s), but must follow enhanced public health measures, which includes not attending daycare or school for 14 days.
- International students with unvaccinated children between the ages of 12 to 17 and dependent children 18 or older (due to a mental or physical condition) are permitted to enter Canada with their fully vaccinated parent(s) and/or guardian(s) but are subject to the 14-day quarantine.

International students can check the following links for resources:

1. [International students and travel to Canada - Canada.ca](https://www.canada.ca/en/immigration-refugee-citizenship/services/visiting-study-canada/covid-19-requirements.html)
 2. [COVID-19 vaccinated travellers entering Canada - Travel restrictions in Canada – Travel.gc.ca](https://www.travel.gc.ca/en/covid-19/vaccinated-travellers-entering-canada)
 3. For isolation information, [Mandatory quarantine or isolation – Travel restrictions in Canada – Travel.gc.ca](https://www.travel.gc.ca/en/covid-19/mandatory-quarantine-isolation)
- International Students could directly send their COVID-19 Immunization Records for out of Ontario Vaccination using Toronto Public Health's Online Portal - [Final Historical Dose Documentation \(chkmkt.com\)](https://www.toronto.ca/covid-19/vaccination-records/).

Individuals who make false attestations about, or provide false documents related to, being vaccinated may be subject to disciplinary actions, up to and including expulsion for students, termination for employees, voiding of contracts for clients and contractors, and removal/restriction from campus for visitors and/or any other attendees; such individuals could also be at risk of criminal liability.

This Policy will apply until further notice, though the College will conduct a re-assessment of risks within six months of implementation, and at least every six months thereafter.

Signed by Marcia Francis Date 2021 / 09 / 06

Mask is a requirement indoor.