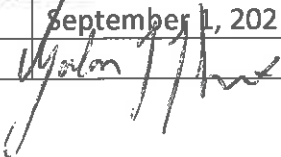




## COVID-19 Vaccination, Testing and Mask Policy

<b>Origin</b>	Return to Campus Committee	<b>Issuing Authority</b>	University Executive
<b>Responsibility</b>	Return to Campus	<b>Effective Date</b>	September 1, 2021
<b>Subject</b>	Health, Wellness, Safety	<b>Authorized</b>	

### Purpose

This Policy provides direction on the requirement for individuals to be vaccinated in order to enter Cape Breton University's campus during the Fall/Winter 2021 Term. This Policy is being enacted to protect the health and safety of the Cape Breton University community from the spread of COVID-19.

This Policy is subject to change and will be enacted in accordance with the latest guidance from public health officials and government orders and directives. Public health guidance on measures for fully vaccinated, partially vaccinated and unvaccinated individuals is likely to continue to evolve and could affect this Policy.

### Scope

This Policy applies to all Cape Breton University students, including students on work placements, staff, faculty, visitors and contractors. Any federal and/or provincial mandatory public health guideline or quarantine/isolation requirement related to COVID-19 which is more stringent than this Policy will supersede this Policy.

### Key Definitions

**Accepted Vaccine:** A COVID-19 vaccine that has been approved for use by [Health Canada](#) and/or the [World Health Organization](#).

**Campus:** Cape Breton University owned or leased grounds, buildings, instructional spaces and student residences including the Cape Breton Health and Recreation Complex as well as any in-community teaching locations in Nova Scotia.

**Contractor:** An individual or company that provides services, materials and/or labour on campus. Contractors can be split into two groups: those who require daily access and/or regular access to campus to complete their work, and those who require temporary access to campus for a short-term period of work (less than one month). Herein referred to as long-term and short-term contractors, respectively.

**Exemption:** Reasons protected by the [Nova Scotia Human Rights Act](#).

**Fully Vaccinated:** Having received the completed series of an accepted COVID-19 vaccine. An individual is considered fully vaccinated 14 days after their final required dose of vaccine.

### Policy

### Policy Statement

To protect the health and safety of our community, Cape Breton University requires all individuals who attend campus and who work and/or live in student residence to be vaccinated. Students, staff, faculty who attend campus are required to provide proof that they are fully vaccinated with an accepted vaccine by uploading their proof of vaccination using [AppArmor](#). Contractors are required to provide proof that they are fully vaccinated with an accepted vaccine. Visitors must adhere to the policy following the processes outlined below. This Policy will continue to be subject to federal, provincial and local public health regulations related to the COVID-19 pandemic.

### Accepted Vaccines

Cape Breton University will accept the COVID-19 vaccines approved by [Health Canada](#) and/or the [World Health Organization](#) (WHO). Individuals who have been vaccinated with a vaccine other than those approved by Health Canada and/or the WHO will be considered unvaccinated for the purpose of this Policy. Such individuals will be referred to and meet with the Manager of Health Services or a designated Occupational Health Nurse. At this time their vaccine status will be reviewed, and a plan will be developed as to how the individual will achieve fully vaccinated status.

### Proof of COVID-19 Vaccination and Privacy Information

Cape Breton University is committed to protecting the privacy and confidentiality of personal information. We will act in accordance with all applicable federal and provincial privacy legislation regarding the collection, use and destruction of personal information collected as part of this Policy.

Personal health information will be collected for the sole purpose of confirmation of vaccination status. All vaccination records will be stored, used and/or disclosed, only to the extent necessary to implement the Policy or as required by law.

### COVID-19 Vaccination Timeline

Students, faculty and staff must provide proof they are fully vaccinated by October 15, 2021 through AppArmor. This means the final dose of an approved COVID-19 vaccine must have been received by individuals on October 1, 2021. Until individuals receive notice that they have been approved as being fully vaccinated, they will be required to follow additional health and safety precautions not applicable to fully vaccinated individuals including taking a mandatory rapid COVID-19 test twice per week and wearing a non-medical mask.

Individuals who are not fully vaccinated by October 15, 2021, and have received an approved exemption will be required to follow additional health and safety precautions not applicable to fully vaccinated individuals including taking a mandatory rapid COVID-19 test twice per week and wearing a non-medical mask.

### Non-Medical Masking

Regardless of vaccination status, until October 15, 2021, individuals attending campus are required to wear a non-medical mask for the duration of their time on campus, and students will be required to leave their masks on during class time. To respect the health and safety

of others on campus, it is recommended that masks be worn at all times. However, individuals may choose to remove their masks in the following circumstances:

- when seated at a meeting where the parties are able to physically distance and all parties to the meeting agree they are comfortable with masks being removed
- when eating or drinking
- when in an individually assigned office
- Faculty/speakers may remove their masks when at the front of the classroom but must wear the mask if moving amongst the students

These masking requirements will be re-assessed prior to October 15 and could be extended past this date.

#### Exemptions and Accommodations

If an individual will not be receiving a COVID-19 vaccination, they will be required to request a confidential exemption through AppArmor. If the reason for not receiving a vaccine is based on a ground protected by the Nova Scotia *Human Rights Code*, Cape Breton University will accommodate such a request up to the point of undue hardship. Each request for exemption will be reviewed on a case-by-case basis.

Should an individual request an exemption, they will be asked to provide supporting documentation through AppArmor, verifying their need for accommodation. Such information will be kept confidential, and Cape Breton University will comply with its obligations pursuant to the applicable privacy legislation. Cape Breton University will then work with the individual to implement measures to increase the safety of all other individuals on Campus. This may include, but not be limited to:

- An ongoing requirement to wear a mask;
- Continued physical distancing; and/or
- Mandatory twice weekly rapid COVID-19 testing;

If an individual's reasons for not receiving a COVID-19 vaccine are not based on a ground protected by the Nova Scotia *Human Rights Code*, such individuals will be required to be fully vaccinated against COVID-19 and provide proof of same.

#### Long Term Contractors

All long-term contractors must adhere to this Policy and provide an updated

#### Short Term Contractors

All short-term contractors are strongly encouraged to adhere to the vaccination requirement portion of this Policy but are not required to submit proof of vaccination through AppArmor. All short-term contractors are required to be tested prior to attending campus and are encouraged to continue weekly rapid testing. Further, short-term contractors should not attend campus if they have any symptoms of COVID-19 or are required to self-isolate as required by public health regulations. We reserve the right to change or adjust requirements relating to short-term contractors under this Policy.

## Visitors

Effective immediately all campus visitors will need to be fully vaccinated (both COVID-19 doses) and show proof of vaccination upon entry to campus. All visitors must enter through the CIBC Welcome Centre (Student, Culture and Heritage Building/Great Hall/world flags Entrance) and sign in with a Campus Security Officer at that location.

This process is intended to help bolster the effectiveness of the current Vaccination, Testing and Mask Policy and aligns with the intentions of the provincial vaccination policy announced on September 8, 2021. Please be aware that the risk of contracting COVID-19 from a visitor is extremely low due to frequency and exposure, however this amendment will serve as an added layer of protection.

- Visitors may enter at the CIBC Welcome Centre entrance between the hours of 7am – 7pm only.
- Visitors will be asked to show proof of vaccination and if they cannot provide that proof, they will be asked to leave campus and return when they have it.
- Event organizers with visitors (external people) will be responsible for informing their guests of this policy in advance of their visit to campus. Check in stations may be set up as part of specific event design for this purpose.
- Visitors will be expected to show proof of vaccination on their smart phone or a print version.

## **Enforcement**

Individuals who make false claims regarding their vaccination status or provide false documents regarding their vaccination status may be subject to disciplinary actions, up to and including expulsion for Students, termination for employees and voiding of contracts for contractors.

Employees found in violation of the policy will be subject to disciplinary action, up to and including removal of access to campus or termination of employment.

Students found in violation of this Policy will be subject to disciplinary action, up to and including removal of access to campus or discipline in accordance with the [Code of Student Conduct](#).

## **Process**

AppArmor is a Canadian cloud-based application designed to help organizations safely return to activity after COVID-19. This application meets stringent privacy standards and has been reviewed by the applicable individuals within the University to ensure compliance.