COVID-19 Vaccination, Testing and Mask Policy

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<th>Origin</th>
<th>Return to Campus Committee</th>
<th>Issuing Authority</th>
<th>University Executive</th>
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<td>Responsibility</td>
<td>Return to Campus</td>
<td>Effective Date</td>
<td>January 11, 2022</td>
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<td>Subject</td>
<td>Health, Wellness, Safety</td>
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**Purpose**

This Policy provides direction on the requirement for individuals to be vaccinated in order to enter Cape Breton University's campus during the Winter 2022 Term. This Policy is being enacted to protect the health and safety of the Cape Breton University community from the spread of COVID-19, including the Omicron Variant of SARS-CoV-2. 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. If this policy is in conflict with or imposes higher or more stringent standards than the Return to Campus Plan, this Policy prevails to the extent of the conflict and the higher or more stringent standards will apply.

**Key Definitions**

**Accepted Vaccine:** A COVID-19 vaccine that has been approved for use by the Province of Nova Scotia.

**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.

**Exempt:** Excused from being fully vaccinated based on valid medical contraindication against receiving COVID-19 vaccine or other protected grounds under the Nova Scotia Human Rights Act. Individuals must apply to be exempt and exemptions will be granted in the manner specified in this policy.

**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 fully vaccinated or exempt. Students, staff and 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 orders, guidelines and directives related to the COVID-19 pandemic.

Accepted Vaccines
Cape Breton University will accept the COVID-19 vaccines approved by the Province of Nova Scotia. Individuals who have been vaccinated with a vaccine other than those approved by the Province of Nova Scotia 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
Effective October 15, 2021, students, faculty and staff must provide proof they are fully vaccinated through AppArmor.

Individuals who are exempt will be required to follow additional health and safety precautions not applicable to fully vaccinated individuals, which may include taking a mandatory COVID-19 test twice per week, maintaining physical distancing of six (6) feet, and/or wearing a well-fitting, three (3) layer mask as directed.

Masking
Regardless of vaccination status, individuals attending campus are required to wear a well-fitting mask for the duration of their time on campus in all common areas and where there is any interaction with the public. Individuals are strongly encouraged to follow current Government of Nova Scotia recommendations for mask selection and use.

- All students and teaching staff will be required to leave their masks on during class time.
- Masks must be worn by all attendees and presenters at meetings.
- Individuals can lower their masks when actively eating or drinking while seated.
Individuals are strongly encouraged to eat alone in their work space or a designated eating area such as the cafeteria.

Managers should consider staggering breaks.

- Masks may be removed when an individual is alone in their work space. If anyone enters the work space, both parties must wear their masks.
- Masks can be removed outdoors unless within six (6) feet of another individual.

**Exemptions and Accommodations**

If an individual will not be receiving a COVID-19 vaccination, they will be required to request a confidential exemption based on valid medical contraindication against receiving COVID-19 vaccine or other protected grounds under the Nova Scotia *Human Rights Act*. Requests based on valid medical contraindication against receiving COVID-19 vaccine must be confirmed by a physician or nurse practitioner in the form specified by Cape Breton University. Cape Breton University will accommodate valid exemption requests 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 individuals on Campus. This may include, but not be limited to:

- An ongoing requirement to wear a well-fitting, three (3) layer mask;
- Maintaining physical distancing of six (6) feet;
- and/or
- Mandatory twice weekly COVID-19 testing

If an individual's reasons for not receiving a COVID-19 vaccine are not based on a valid medical contraindication against receiving COVID-19 vaccine or other protected grounds under the Nova Scotia *Human Rights Act*, such individuals will be required to be fully vaccinated against COVID-19 and provide proof of the same.

**Long Term Contractors**

All long-term contractors must adhere to this Policy and provide an updated COVID-19 safety plan that demonstrates their plans on how compliance will be maintained.

**Short Term Contractors**

All short-term contractors must adhere to this Policy but are not required to submit proof of vaccination through AppArmor. Further, short-term contractors must not attend campus if they have any symptoms of COVID-19 or are required to self-isolate as required by public health orders, guidelines and/or directives. 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 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 or student ambassador 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 Province of Nova Scotia’s 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 are expected to show proof of vaccination and identification accepted by the Province of Nova Scotia or valid exemption from the Province of Nova Scotia pursuant to its proof of full vaccination policy.

**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 this Policy will be subject to disciplinary action, which may include 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.