

Policy

COVID-19 VACCINATION POLICY

Purpose

Yellowknife Education District No.1 (YK1) is committed to protecting the safety of vulnerable members of society served by the District. Children and youth are considered vulnerable members of the public. Management and employees share the right and responsibility to be part of and maintain healthy and safe workplaces.

The Policy addresses vaccination against COVID-19, or Coronavirus disease and the implementation of other workplace safety precautions in lieu of vaccination.

Statement

YK1 is committed to providing a healthy and safe workplace:

- a. through the prevention and mitigation of hazards in the workplace, the prevention of harm, and the promotion of wellbeing.
- b. by ensuring employees, as service providers to vulnerable members of the public, provide record of full series of an accepted COVID-19 vaccine.

This policy applies to all YK1 designated employees.

Accommodations will be made for employees who are both unable to be vaccinated and unable to wear mandatory PPE or undergo regular testing for medical reasons or based on protected grounds under the *Human Rights Act*.

Definitions

Accepted COVID-19 Vaccine – means any vaccine intended to provide protection against the COVID-19 virus, whether single- or multi-dose, that is approved by Health Canada for use in Canada.

COVID-19 – or Coronavirus disease, is an infectious respiratory illness caused by a Severe Acute Respiratory Syndrome Coronavirus 2 (SARS-CoV-2).

Designated Employees – means employees, contractors and volunteers who have or will have contact with vulnerable members of the public in YK1 schools. These positions include, but are not limited to:

- school and district employees including administrators, coordinators, managers, principals, teachers, assistants, secretaries, officers, custodians, substitute teachers, casuals and relief workers;
- contractors who come into contact with students such as regional coordinators, consultants and bus drivers;

- school and school sponsored activity volunteers such as coaches, chaperones, elders, and other community resource persons.

Fully Vaccinated – means persons who have received the full series of an accepted COVID-19 vaccine or a combination of accepted vaccines at least 14 full days prior to the day on which the proof of vaccination is submitted.

Vulnerable Members of the Public – means persons who are in a position of dependence on others or are otherwise at a greater risk of contracting COVID-19 than the general population. A person’s age, disability, ability to be vaccinated, ability to access health care in their community of residence, or other circumstances (whether temporary or permanent), can make someone vulnerable. Children and youth are vulnerable members of the public.

Policy Review

This policy will be reviewed and updated as required and as reasonable through the evolving nature of the pandemic, vaccine availability and government and public health authority direction.

Implementation

The Superintendent shall develop and maintain an Administrative Procedure to operationalize this policy, and shall report on the implementation of the Policy to the YK1 Board of Trustees.

Legislation:

Education Act
Human Rights Act
Public Service Act
Safety Act