



VACCINATION POLICY FOR SCHOOL STAFF AND ELIGIBLE STUDENTS

Updated January 2023

and covering 2023-2024 Academic Year

PURPOSE

At **University of Toronto Schools** (“UTS” or the “School”) we are committed to providing and maintaining a safe school environment for all. Consistent with this commitment, the School has established this COVID-19 Vaccination Policy (the “Policy”). The Policy **strongly recommends** that, in accordance with the terms set forth below, all persons subject to this Policy (as defined in Scope, below) **receive recent and up-to-date vaccines against COVID-19, the seasonal flu, and any other pandemic for which a vaccine is available and recommended by the Health Canada and/or the Ontario Chief Medical Officer of Health.**

The School has established this Policy, considering reliable scientific evidence, government guidance and protocols, its *Occupational Health and Safety Act* (“OHSA”) requirements and relevant human rights legislation.

The COVID-19 pandemic is an evolving public health issue in Canada. The School is monitoring guidance from all applicable public health authorities and reserves the right to revise this Policy as determined to be necessary or appropriate. It is recommended that students and their parents/guardians consult with their pediatrician or healthcare provider regarding vaccinations, including COVID-19 and flu vaccinations.

BACKGROUND

The School has obligations under the OHSA, to take *every precaution reasonable in the circumstances* to protect the health and safety of a worker.

The objective underlying this Policy is to provide a healthy and safe school environment for students, teachers, and staff, and safeguard the broader communities in which they live.

Health Canada has confirmed that vaccination is one of the most effective ways to protect our families, communities and ourselves against COVID-19. Vaccines used in Canada are effective in preventing severe illness, hospitalization and death from COVID-19. Vaccines have also long been used as an effective tool against seasonal flus and other illnesses.

Most COVID-19 vaccines approved for people six months of age and older begin with two doses. These initial doses are called the primary series. Additional doses of COVID-19 received after completing the primary series are called booster doses. Booster doses are important because protection from a primary series decreases over time, and are also updated to more effectively combat more recent strains. They improve protection against severe outcomes and may also reduce the risk of post COVID-19 conditions.

Dr. Kieran Moore, the Ontario Chief Medical Officer of Health, has confirmed that vaccines provide the best protection against COVID-19. He stated that keeping youth in school to the fullest extent possible is critical to their learning, development and well-being. He indicated that the protection of students in schools from COVID-19 disease enhances the protection of other community members by reducing the risk of disease transmission during an outbreak.

As a school, we have a heightened responsibility to ensure we are doing everything we can to protect our students, staff, their families and the surrounding community. Due to the fact that the unique nature of in-person learning involves close contact with other students and staff members, the vaccination of all students is strongly recommended, with certain exemptions, as set out in the Policy.

SCOPE

This Policy applies to all teachers, staff and students of the School who attend in-person for the 2022/23 school year ("**Eligible Members of the Community**"). This includes students, school administrators, full-time and part-time teachers, administrative staff, contract staff, visitors, on-site contractors and professionals who deliver services in the school, student placements and volunteers. This policy has been extended to cover the 2023/24 school year.

POLICY

All eligible Members of the Community, as set above, are strongly recommended to receive recent and up-to-date vaccines against COVID-19, the seasonal flu, and any other pandemic for which a vaccine is available and recommended by Health Canada and/or the Ontario Chief Medical Officer of Health. All students are strongly recommended to receive boosters for such vaccines as and when recommended by Health Canada and/or the Ontario Chief Medical Officer of Health.

UTS reserves the right to make vaccination mandatory at the School's discretion, including if the Ministry of Health and/or the Ontario Chief Medical Officer of Health issues instructions to do so. The School recognizes its responsibilities and duties under the Ontario *Human Rights Code* (the "Code"). If the School makes vaccination mandatory and a student is unable to be vaccinated due to a protected ground, as defined by the Code, the School will provide accommodation to the point of undue hardship.

UTS further reserves the right to collect information on student vaccination status upon request. If the School collects information on student vaccination status, the School will only collect, use and disclose such information in accordance with its Privacy Policy and all applicable privacy laws. Proof of vaccination will be kept in a confidential file, stored in a secure location.