

COVID-19 EMPLOYEE, SUPPLIER AND CONTRACTOR VACCINATION POLICY

September 10, 2021 – Subject to Change

PURPOSE

After 18 months, we currently remain in a global pandemic. The latest Delta coronavirus variant is highly transmissible and may cause more serious disease than earlier coronavirus strains. There is a significantly elevated risk of transmission in indoor environments.

COVID-19 vaccinations have proven effective against the transmission of COVID-19. In recognition of safe and effective vaccines being an important measure in mitigating the spread of COVID-19, building immunity, and protecting the community, the Government of British Columbia has recently announced a new Provincial Health Order (the “Order”) requiring individuals to provide proof of vaccination to access a broad range of social, recreational, and discretionary events and businesses throughout British Columbia, including the operation, rehearsal and performances of the Vancouver Symphony Orchestra (“VSO”).

The VSO is committed to providing and maintaining a safe and healthy workplace environment for all of its employees, suppliers and contractors who enter the VSO premises or locations considered workplaces of the VSO. Further, VSO has a duty to actively promote, implement and comply with the Order and other COVID-19 federal, provincial, and regional vaccination recommendations to decrease the risk of infection and complications both for VSO staff, suppliers, and contractors. As such, in alignment with the Order and because our in-person workplace environment involves some close contact, VSO has determined that a mandatory vaccination policy for its employees, suppliers and contractors should apply for the safety of all (the “Policy”). VSO has considered medical and scientific evidence, and direction from government and public health authorities, and its obligations pursuant to applicable occupational health and safety, human rights, and privacy law in implementing this Policy. Knowing the COVID-19 vaccination status of VSO employees, suppliers and contractors will inform VSO’s vaccination rates, guide decisions about infection prevention and control measures, and assist with outbreak protocol, as well as case and contact management.

SCOPE

This Policy applies to all employees, suppliers, and contractors of the VSO.

DEFINITIONS

“Approved COVID-19 Vaccine” means vaccines that protect against COVID-19 currently authorized by the Government of Canada (i.e., AstraZeneca/COVISHIELD, Janssen (Johnson & Johnson),

Vancouver Symphony Orchestra
Effective Date: September 10, 2021
Policy may be subject to change

Moderna and Pfizer-BioNTech) and other vaccines that may be approved by the Government of Canada in future.

“Fully Vaccinated” means having received the required dosage of a vaccine (or a combination of vaccines) approved by the Government of Canada, or vaccines (or combinations of vaccines)

that may be approved in future. You are considered fully immunized seven days after your second dose. In time, booster shots may be required to remain Fully Vaccinated.

“Partially Vaccinated” means an individual who has received one of a two-dose COVID-19 vaccine series.

POLICY

Unless an exemption under this Policy has been obtained, all current employees, suppliers, and contractors must be Fully Vaccinated by the deadline established by VSO as a term and condition of continued employment / engagement.

- Effective September 13, 2021, all employees, suppliers, and contractors will be required to be at least Partially Vaccinated with an Approved COVID-19 Vaccine.
- Effective October 24, 2021, all employees, suppliers and contractors will be required to be Fully Vaccinated with an Approved COVID-19 Vaccine.

Employees, suppliers, and contractors must provide acceptable proof that they are Fully Vaccinated with an Approved COVID-19 Vaccine. Such proof may constitute copies of government or health services records you received at the time of each vaccination or such other proof that is acceptable to the VSO in its sole discretion.

The Policy will apply until further notice. VSO reserves the right to conduct a re-assessment of risks periodically and to amend the Policy at its sole discretion.

ACCOMMODATION

VSO recognizes its duties pursuant to applicable human rights legislation. In the event that employees, suppliers or contractors are unable or unwilling to receive an Approved COVID-19 Vaccine due to characteristics that are protected pursuant to the British Columbia Human Rights Code, VSO will consider other alternatives and accommodations. If you require accommodation under the Human Rights Code, please contact us and we will work with you one-on-one to determine if accommodation can be made, and, to set out the requirements. VSO will determine how to accommodate valid exemption requests on a case-by-case basis in light of the prevailing risks of COVID-19 transmission.

PRIVACY

VSO respects the privacy of its employees, suppliers, and contractors. VSO is committed to protecting personal information and complying with all applicable laws relating to records and information collected under this Policy. The privacy section of this Policy applies regardless of the format in which vaccination and/or exemption and accommodation information is provided to VSO.

Any information that may appear on your proof of vaccination documents that is not relevant to proof of vaccination, such as your date of birth/age, gender, or other health conditions, should be redacted to ensure continued privacy of your health and personal information. This information will not be recorded.

VSO will store information about vaccination status securely and use it solely for the purpose of administering and enforcing this Policy and its related health and safety purposes. VSO will employ administrative and technological measures to protect personal information and in accordance with the sensitivity of the medical information being collected.

Any information provided to VSO for purposes of proving vaccination, or seeking accommodation related to not receiving vaccinations, will be treated confidentially, and shared only with those persons within VSO who require it for relevant employment purposes, or to seek and arrange suitable accommodation where possible.

By providing proof to VSO that you have received the required doses of an Approved COVID-19 Vaccine, or other documents relating to your refusal or inability to receive an Approved COVID-19 Vaccine, you consent to VSO's collection, use and disclosure of such information for purposes of monitoring and enforcing this Policy.

Information collected under this Policy will be retained until the Policy is amended or discontinued in VSO's sole discretion. Once the Policy has been discontinued, any and all information collected under this Policy will be destroyed except for any records that were used to make a decision regarding an employee, supplier or contractor's employment with VSO. Such records will be kept for at least one year from the date any such decision was made, or as otherwise required by applicable law.

CONTACT INFORMATION

This policy will be administered by the VSO Vice President Finance and Administration. All questions and requests for accommodations should be directed to Mary-Ann Moir at MaryAnn@vancouversymphony.ca

Any questions, concerns, or complaints regarding this Policy generally, or related privacy practices, or our management of personal information collected under this Policy, should be directed to the VSO Vice President Production and Operations, Christopher Sprague at christopher@vancouversymphony.ca