

CITY OF VANCOUVER – VANCOUVER CIVIC THEATRES (“VCT”)
PROOF OF VACCINATION/TESTING POLICY

1. Purpose

The extenuating circumstances of the COVID-19 pandemic have significantly affected VCT’s operations. With the support of management, VCT is implementing this policy in order to reopen in a manner that is sustainable and in alignment with the following objectives:

1.1 Support BC Restart Plan

A key goal of this policy is to support BC’s Restart Plan. Stated goals of British Columbia’s Proof of Vaccine program (the “**BC POV Program**”) are to:

- a. keep business open;
- b. increase the confidence of attendees at events;
- c. allow events to take place; and
- d. support the transition to Step 4 of the Restart Plan.

1.2 Responding to the Requirements of Industry

In response to the COVID-19 pandemic, many performers, artists and entertainment presenters and promoters are requiring entertainment venue operators like VCT to take steps to minimize the risks of COVID-19 in its venues. Examples of such steps are to require venue staff to be fully vaccinated or to undergo regular testing. These are increasing requirements within the entertainment industry in BC, Canada and North America. VCT seeks to respond to these requirements so it may reopen and operate in a sustainable manner.

1.3 Consistent with Health and Safety Objectives

This policy is consistent with supporting the health and safety objectives of VCT.

2. Policy Application

2.1 Vancouver Civic Theatres Employees: this policy applies to the following VCT employees (the “**Covered Employees**”):

- a. employees who work in-person on or near the stage including those who support stage sets, lighting, sound, performers, etc; and
- b. employees who work elsewhere in VCT venues and who interact in-person with members of the public when carrying out their roles including taking tickets, selling or serving drinks and showing attendees to their seats.

2.2 This policy does not apply to:

- a. VCT employees who work in roles that have no in-person interaction with presenters, promoters, performers, artists or members of the public;
- b. any other employees of the City or any of its affiliated entities; or

- c. any third parties, or any of their employees, including third parties that sell or provide goods or services to the City.

3. Policy in addition to public health requirements or guidelines in BC

- 3.1. This policy is in addition to the City's COVID-19 policies and related public health requirements or guidelines in BC. All City employees, including the Covered Employees, are required to follow the City's COVID-19 policies and related public health requirements or guidelines in BC.

4. Effective Date of Policy

- 4.1. This policy takes effect on October 4, 2021 (the "**Policy Date**").

5. General Requirements

- 5.1. As of the Policy Date, each Covered Employee must comply with the vaccination requirements and provide acceptable proof of vaccination as set out in section 6 below or meet the rapid testing requirements as set out in section 7 below.

6. Proof of Vaccination ("POV")

- 6.1. Each Covered Employee who chooses to be vaccinated must comply with this section 6 and provide POV in a manner and form that is acceptable to the City.
- 6.2. **Full Vaccination Date:** Each Covered Employee who chooses to be vaccinated must be fully vaccinated with an acceptable vaccine (defined in section 6.3 below), and show acceptable proof of full vaccination, no later than October 24, 2021. "Full vaccination" or "fully vaccinated" means receiving the full series of an acceptable vaccine including having observed a seven (7) day period (or longer if required or recommended by public health) after receiving the last of the required series of doses.
- 6.3. **Acceptable Vaccines:** An "acceptable vaccine" means a COVID-19 vaccine that meets the requirements of the BC POV Program.

7. Rapid Testing

- 7.1. Covered Employees who choose not to be vaccinated, or who cannot be vaccinated, will be required to submit to ongoing COVID-19 rapid antigen testing at a frequency determined by the City on the Employee's own time and at the Employee's own cost through the City's designated process. In making a determination regarding the frequency of testing, the City will be reasonable and will follow the requirements or recommendations of public health and the manufacturer of the test kit as well as the operational needs of VCT.

8. Human Rights Accommodations

- 8.1. A Covered Employee who is unable to be vaccinated or tested due to a medical condition or other ground protected by the *BC Human Rights Code* should advise the City as soon as possible. A request for an accommodation due to a medical ground should be accompanied by a detailed note from a doctor. The City reserves the right to request additional information to substantiate the request for an accommodation and to consider what accommodation(s), if any, may be reasonable in the circumstances. The availability and type of accommodation may differ in each case.

9. Non-Compliance

- 9.1. Covered Employees who do not comply with this policy will be deemed unfit for work and be placed on leave without pay.
- 9.2. Failure to comply with this policy including providing false or misleading information may result in discipline up to and including termination.
- 9.3. Notwithstanding the commencement of a leave under this policy, the City reserves the right to amend the consequences of non-compliance for employees who are away from work on a non-culpable basis or on a culpable basis where warranted.

10. Privacy

- 10.1. Any personal information submitted by a Covered Employee to the City under this policy will be collected, retained and protected by the City in accordance with the *BC Freedom of Information and Protection of Privacy Act* (“**FIPPA**”).
- 10.2. The City will only use personal information submitted by a Covered Employee under this policy to carry out the purposes of this policy and in accordance with FIPPA.

11. Duration and Review

- 11.1. Due to the evolving nature of the COVID-19 pandemic, this policy may be reviewed, amended or revoked as circumstances warrant.

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