

OSCA Covid-19 vaccination policy for employees and clients (September 2021)

The purpose of this document is to outline OSCA's evolving vaccination policy related to the COVID-19 Pandemic.

Old Ottawa South Community Association (OSCA) recognizes the importance of Covid-19 immunization to safeguard the health of its employees and clients (many of whom are children under the age of 12, not yet eligible for vaccination). As an employer, OSCA has an obligation to take all necessary precautions to protect its employees. As a program delivery provider, OSCA seeks to provide a safe environment for its clients.

OSCA's use of the Firehall is subject to a Program Delivery Agreement with the City of Ottawa whereby some of OSCA's staff (e.g., Customer Service Representatives and janitorial services) are provided by the City. This fall, the City will implement a Mandatory Vaccination Policy requiring all its employees, contractors, students and volunteers to be fully vaccinated against Covid-19. City staff will be required to disclose proof of their vaccination status, or provide written proof of a valid medical exemption. The City's Mandatory Vaccination Policy makes Covid-19 vaccination a condition of employment.

OSCA has adopted an employee Covid-19 vaccination policy to align with the City's policy. In particular, Covid-19 vaccination is a condition of employment by OSCA. All OSCA employees (full and part-time), contractors, students and volunteers will be required to disclose and provide proof of vaccination status by September 10, 2021. Employees, contractors, students and volunteers who have not been vaccinated or who do not disclose their vaccination status by September 10 will be contacted by OSCA for follow up action, up to and including possible dismissal, if they refuse to comply with the requirements of this policy. OSCA will comply with its human rights obligations and seek to accommodate employees who are legally entitled to accommodation (e.g., arranging for unvaccinated contract instructors to teach classes virtually, where possible). All employees, contractors, students and volunteers hired on or after September 10, 2021 are required to provide proof they have received two doses of an approved Covid-19 vaccine upon hiring.

The City of Ottawa has not yet made public the policy which will guide participation in City Programs. Consequently, OSCA has developed the following client Covid-19 vaccination policy with the understanding that some revisions may be necessary in the future.

Participants who have registered for in-person OSCA Programs are required to disclose vaccination status upon registration, and must bring proof of vaccination (or proof of a valid medical exemption) to their first in-person class. To participate in in-person programs, individuals aged 12 and up must be fully vaccinated against Covid-19, or they must have a valid medical exemption. If children under age 12 become eligible for vaccination against Covid-19 after registering for an in-person activity, they will be expected to make best efforts to become vaccinated at their earliest opportunity. OSCA will comply with its human rights obligations and seek to accommodate participants who are legally entitled to accommodation (e.g., by offering virtual participation in its programs where possible).