

Growing Together Family Resource Centre

Covid-19 Immunization Disclosure Policy

Purpose

The purpose of this policy is to outline organizational expectations with regards to COVID-19 immunization disclosure.

Contingent upon vaccine availability, all eligible individuals, are strongly encouraged to receive a COVID-19 vaccine, unless there is a medical reason to not receive a vaccine.

Background

Growing Together Family Resource Centre recognizes the importance of immunization of individuals regularly interacting and providing services to children due to the nature of their work and potential for exposure in the community. This COVID-19 immunization policy aims to protect the child care program's population including children, staff, volunteers, students on educational placements and any person providing child care or other services to a child in care.

COVID-19 is an acute respiratory illness caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It may be characterized by fever, cough, shortness of breath, and several other symptoms. Asymptomatic infection is also possible. The risk of severe disease increases with age but is not limited to the elderly and is elevated in those with underlying medical conditions.

Application of the Policy

The Immunization Disclosure Policy will apply to the following individuals at Growing Together:

- Employees
- Volunteers
- Students on Educational Placements

Policy

The Chief Medical Officer of Health has directed all licensed child care programs to develop, implement and ensure compliance with a COVID-19 immunization disclosure policy. All individuals covered by this policy must provide one of the following:

1. Proof of all required doses of a COVID-19 vaccine approved by the World Health Organization.

2. Written proof of a medical reason, provided by either a physician or nurse practitioner that sets out:
 - a. that the person cannot be vaccinated against COVID-19; and
 - b. the effective time period for the medical reason (i.e., permanent or time- limited).
3. Proof that the individual has completed an educational session approved by Growing Together Family Resource Centre. - There will be a series of questions staff will need to answer, sign off on and date confirming the completion of the education session.

Educational session

The educational session below has been approved by Growing Together Family Resource Centre and addresses all of the following learning components:

- how COVID-19 vaccines work
- vaccine safety related to the development of the COVID-19 vaccines
- benefits of vaccination against COVID-19
- risks of not being vaccinated against COVID-19
- possible side effects of COVID-19 vaccination

The video was produced by the Ministry of Education in collaboration with 19 to Zero, an independent, non-profit organization representing a coalition of academics, public health experts, behavioural economists and creative professionals. 19 to Zero works to engage and educate people on the scientific evidence around COVID-19 and COVID-19 Page 2 of 2 vaccines. They partnered with Dr. Danielle Martin, a family doctor who is the incoming Chair at the Department of Family and Community Medicine at the University of Toronto and an internationally recognized health educator. The video is evidencebased and serves to educate individuals on the importance, safety and efficacy of COVID-19 vaccination.

Click here for the video link:

<https://youtu.be/lylv8yFnjcM>

Staff will be required to complete a short test after watching the above video to ensure they understand the material. Staff will also sign off that they completed the Education Session.

Support for Vaccination

Growing Together Family Resource Centre will provide the following supports for people subject to this policy to receive a vaccine:

- Payment of hours for their time to receive each vaccination
- Assistance booking vaccinations if needed

- Detailed instructions on how to obtain Proof of Covid-19 Vaccination

Testing Requirements

Individuals subject to the policy who are not fully vaccinated, must complete an antigen point of care testing for COVID-19 and demonstrate a negative result at least two times per week.

- Growing Together requires that tests be taken at an individual's residence prior to attending work.
- Test result photos will be emailed to Rebecca.Dodman@gtfrc.org 24 hours before staff start their scheduled shift on Monday morning and Thursday morning. If staff are off on these days or work later in the day, test results will still be required by noon unless other arrangements have been made with the Director ahead of time.
- Staff who only work one day a week with Growing Together, will be required to demonstrate a negative test result one day a week and arrangements will be made with the Director ahead of time.
- All Growing Together staff who require the test, will receive training before hand on what to expect, along with detailed printed instructions. Staff will complete the testing on themselves.
- In the event an individual receives a positive test result from the antigen point of care test, they will need to leave work immediately, isolate and submit to a laboratory-based PCR test to confirm the results as soon as possible; ideally within 48 hours.
- The Growing Together Director will ensure testing kits are available for staff who require them and will submit results to the proper sources as required.

Communicating the Policy

Growing Together Family Resource Centre will send the completed Immunization Disclosure Policy to all parents, guardians, staff, volunteers, students and board members through email. All new parents to Growing Together will be sent the Immunization Disclosure Policy along with the GTFRC Covid Protocols for Reopening Document before starting in a Growing Together program. Printed copies will also be available as requested.

Confidentiality Statement

As per s. 77 of O. Reg 137/15 made under the Child Care and Early Years Act, 2014, Growing Together Family Resource Centre is required to report such statistical information to the Ministry of Education as may be required. No identifying information will be provided to the ministry in relation to this policy; all statistical information will be provided in aggregate form.