



# 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

White Oaks Montessori School (“WOMS”) 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 groups of individuals, except where the individual works remotely and the individual’s work does not involve in-person interactions:

- Employees of the licensee;
- Home child care providers;
- Volunteers;
- Students on an educational placement;
- Any licensee who regularly interacts with children, staff or providers;
- Adults ordinarily a resident of or regularly present at a home child care premises; and

- Any person who provides child care or other services to a child who receives child care (e.g., special needs resourcing consultant)

## **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 WOMS

## **Educational session**

The educational session has been approved by and/or provided by WOMS 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; and
- possible side effects of COVID-19 vaccination.

## **Support for Vaccination**

WOMS will provide the following supports for people subject to this policy to receive a vaccine:

- Management support,
- A letter to get tested at local pharmacy

## **Testing Requirements**

Individuals subject to the policy who are not fully vaccinated must regularly complete an antigen point of care testing for COVID-19 and demonstrate a negative result, every Monday and Wednesday; and provide written verification of the negative test result via email to the Principal (Irene Stathoukos) and Director (Robert Ward).

Individuals who receive a positive COVID Test, should notify WOMS Management immediately, not come to work and submit to a laboratory based PCR test to confirm the results within 48 hours.

## **Confidentiality Statement**

As per s. 77 of O. Reg 137/15 made under the Child Care and Early Years Act, 2014, WOMS 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.

# Appendix 1 - Resources

## Resources to support the creation of a licensee's educational session

### English Only

[COVID-19 Vaccines for Ontario](#) (Ontario Ministry of Health)

[COVID-19 Vaccine Facts](#) (Ontario Ministry of Health)

[Gashkiwidoon toolkit: Covid-19 Vaccine Implementation](#) (Indigenous Primary Health Care Council)

[Ontario's doctors answer COVID-19 vaccine questions](#) (Ontario Medical Association)

[Updates on COVID-19](#) (National Collaborating Centre for Indigenous Health)

### Bilingual – English and French

[Building Confidence in Vaccines](#) [English] / [Accroître la confiance à l'égard des vaccins](#) [French] (Public Health Ontario)

[Communicating effectively about immunization: Canadian Immunization Guide](#) (Government of Canada)

[Communication efficace concernant l'immunisation : Guide canadien d'immunisation](#) (Government of Canada)

[COVID-19 Info](#) [English] (Immunize Canada) / [Informations sur la COVID-19 pour le grand public](#) [French] (Immunisation Canada)

[COVID-19 vaccines and workplace health and safety: Learn how COVID-19 vaccines help protect you and make your workplace safer](#) [English] and [Les vaccins contre la COVID-19 et la santé et la sécurité au travail: Découvrez comment les vaccins contre la COVID-19 contribuent à vous protéger et à rendre votre lieu de travail plus sécuritaire](#) [French] (Ontario Ministry of Labour, Training and Skills Development)

[COVID-19: Vaccines | Centre for Effective Practice - Digital Tools](#) (Centre for Effective Practice)

## **Multilingual**

[COVID-19: Vaccine Resources](#) and in [American Sign Language](#) (City of Toronto)

[Coronavirus disease \(COVID-19\): Awareness resources](#) (Government of Canada)

[COVID-19 Vaccines Explained](#) (World Health Organization)

soon as possible thereafter