



UNIVERSITY OF
TORONTO

Joint Provostial and Human Resources Guideline on Vaccination

September 3, 2021

Guiding Principles:

1. The health and safety of the University community is the University's primary consideration as faculty, librarians, staff, and students return to in-person activities on University premises.
2. The University will continue to comply with and align its approach with applicable public health legislation, directives, and guidelines.
3. The University is committed to accessibility and equity and is cognizant of the unique needs of different stakeholders.
4. Through its policies and guidelines, including this Vaccination Guideline, the University promotes a supportive and respectful environment acknowledging individual health needs.
5. The University will continue to provide international students with the necessary information on vaccination requirements prior to arriving in Canada and have appropriate supports, services, and resources to refer them to upon arrival in Ontario.
6. The University may issue further guidance and instructions regarding this Vaccination Guideline, both generally and with respect to specific University activities (for example on-campus residences).
7. Public health guidance on measures for fully vaccinated, partially vaccinated, and unvaccinated individuals may continue to evolve and could affect this Vaccination Guideline. At all times, the University will be guided by public health information, legislative/regulatory requirements, and its obligations under, among others, the *Reopening Ontario (A Flexible Response to Covid-19) Act, 2020*, the *Occupational Health and Safety Act*, and the *Ontario Human Rights Code*.

Requirements:

1. General: Full vaccination,¹ is required for all individuals involved in any in-person activities on University premises,² including for all students, staff, faculty, librarians, contractors, and visitors (including volunteers), with the rare exception of those individuals who cannot be vaccinated due to University-approved exemptions.

2. Exemptions: The University will consider, in accordance with its established processes, on an individual basis, written requests for exemptions on rare medical grounds or religious / creed exemptions protected under the Ontario *Human Rights Code*. The exemption forms will require individuals to provide sufficient supporting information in order to assess the request, including:

- a. **Medical:** written proof of a medical reason (including a diagnosed disability, with diagnosis not required to be provided) from a physician or registered nurse that includes the effective time period for the medical reason.
- b. **Religion/Creed:** written explanation, including background on the religious belief/creed and connection of the religious belief/creed to the reason they are requesting an exemption. The explanation must be sworn or attested before a Commissioner of Oaths or Notary Public.

3. Proof: Individuals involved in any in-person activities on University premises will be required to provide proof of having been fully vaccinated in accordance with directions provided by the University from time to time, unless they have been granted an exemption by the University under 2 (a) or (b), above.

4. Additional Measures: Individuals who have been approved by the University for an exemption or are awaiting their final dosage or received their final dose within the last 14 days must:

- a. Adhere to additional health and safety measures, including serial and frequent rapid screening, no less than twice every seven days, including verification of the negative result, in accordance with directions provided in University communications from time to time; and
- b. In the case of individuals who are seeking a vaccination exemption, undertake an educational session about the benefits of COVID-19 vaccination, which includes how the COVID-19 vaccine works, vaccine safety related to the development of the COVID-19 vaccines, the benefit of vaccination against COVID-19, the risks of not being vaccinated against COVID-19, and possible side effects of COVID-19.

5. Timeline: Unless granted an exemption by the University in accordance with Section 2 above, individuals involved in any in-person activities on University premises are required to be **fully**

¹ "Fully vaccinated" means 14 days after receiving the recommended number of doses of [a Health Canada-approved vaccine](#). If an individual received [a non-Health Canada approved vaccine](#), they will be considered fully vaccinated 14 days after receiving a Health Canada-approved mRNA vaccine. Given the changing nature of the COVID-19 pandemic, if the applicable public health authorities announce a different meaning of "fully vaccinated", that definition will take precedence.

² University premises may include off-campus activities carried out under the auspices of the University.

vaccinated as soon as operationally feasible but not later than **October 29, 2021**. This timeline may be amended, in writing, on an individualized basis, for example, for individuals who are returning to Canada from countries where vaccines are not widely available. If the University has previously established a different timeline to be fully vaccinated for a specific activity, for example, the timeline to be fully vaccinated in order to live in University residences, the previously established timeline will prevail.

6. Personal Information: Personal information such as vaccine status, rapid screening results and proof of vaccination will be collected, stored, and used in accordance with the *Freedom of Information and Protection of Privacy Act*.

7. Enforcement: As part of its approach to enforcing this Vaccination Guideline, the University will educate the community about the benefits of being fully vaccinated against COVID-19. Consequences for a violation of this Vaccination Guideline will depend on the individual's relationship with the University and the relevant circumstances but may include, in the case of:

- **Employees:** prohibition from attending University premises **and** discipline up to and including termination of employment for cause, in accordance with the applicable University policies and procedures, guidelines, employment agreement or memoranda of agreement or collective agreement, if any.
- **Students:** prohibition from attending University premises and in-person activities **and** sanctions under the Student Code of Conduct or Residence Agreements.
- **Others:** (for example, non-employee academic appointee, contractor, visitor, or other person): prohibition from accessing University premises **and** prohibition from returning to University premises.

8. Further Guidance: The University, through the offices of the Vice-President & Provost and the Vice-President, People Strategy, Equity & Culture, may issue new or further guidance regarding requirements under and application of this Vaccination Guideline.