



CENTRE FOR CHRISTIAN STUDIES

Imagine Church Differently

Centre for Christian Studies In Person Community Vaccination Policy

November 4, 2021

Date Effective:

November 5, 2021 (with review every six months)

1. Purpose and Principles:

This policy (the “CCS Vaccination Policy” or the “Policy”) outlines the requirements in place for all staff, students, volunteers and tenants (the “Impacted Individuals”) who access, or work from, the Centre for Christian Studies (“the Centre” or “CCS”), including participation at in-person events such as Learning Circles. This Policy promotes the safety and wellbeing of the CCS community and the broader public. The aim of this Policy is to create safe work and educational spaces by minimizing the risk of COVID-19 virus transmission within the CCS community.

Casual access to the building (ie library use) does not fall under this policy, and is subject to current masking and access practices. Such practices may include limiting access to the building, requiring mask wearing, access by appointment only.

The CCS Vaccination Policy is founded on the following principles:

- a) Promoting the safety and wellbeing of the Impacted Individuals;
- b) Compliance with all relevant public health directives and guidelines;
- c) Protection and safeguarding of sensitive and personal information; and
- d) Cooperation and coordination with the church and educational partners

2. Definitions:

“staff” refers to full and part-time employees, as well as contract staff

“students”: individuals enrolled in CCS diploma and certificate programs, as well as casual or continuing education participants

“volunteers”: members of the Central Council, committees, working groups, guests

“Vaccine(s)” refers to a vaccine approved by Health Canada for use in Canada in relation to COVID-19.

“Vaccinated” refers to an individual who has received all government recommended doses of a Vaccine, which may include boosters, and is two weeks past the individual’s second dose of a Vaccine.

3. In-Person Community Vaccination Policy:

As part of our ongoing response to the COVID-19 pandemic, CCS is taking the following steps to promote safety and well-being in our community. These steps are based on and aligned with steps taken by church and educational partners, and they reflect an approach that is best suited to our community:

- a) Impacted Individuals will be required to complete a confidential questionnaire to declare their vaccination status (Yes, I am Fully Vaccinated / No, I am not Fully Vaccinated / Prefer not to say) prior to attending in-person events
- b) Impacted Individuals who indicate “Yes I am Fully Vaccinated” will be required to provide verification they are

Vaccinated by (i) emailing verification to the Principal or Program Coordinator, or (ii) providing verification documentation in-person immediately upon that Impacted Individual arriving. Verification of vaccination need only be provided once.

c) Impacted Individuals who are not fully vaccinated, or decline to share their vaccination status, cannot work at, participate in, or attend in-person events at the Centre for Christian Studies.

c) Verification of vaccination must include (i) your name, (ii) date of vaccination or test, and (iii) indication of full vaccination status. Acceptable documents include (but are not limited to) vaccination cards issued by a provincial government, vaccination confirmations received when an individual was vaccinated, or immunization records.

d) If an Impacted Individual's vaccination status changes, they must contact the school to advise.

e) If an Impacted Individual is unable to be vaccinated for medical reasons, they may apply for disability accommodation. Accommodation requests will be guided by Manitoba provincial government criteria for medical exemption.

4. Continued Health Measures:

In addition to implementing the In-Person Community Vaccination Policy, CCS is maintaining and recommending the following health measures:

a) While gathered in-person, Impacted Individuals must adhere to the community norms and building requirements, including all guidelines related to masking, distancing, sign-in for the purposes of contact tracing, isolation, and compliance with ongoing public health measures.

b) Individuals who test positive for COVID-19 are not permitted to attend in-person community events or enter the Centre for 14 days.

c) Regardless of vaccination status, anyone experiencing COVID-19 symptoms and/or anyone who is a confirmed close contact of a positive COVID-19 case must not attend in-person events.

5. Rationale:

This Policy aims to implement reasonable health measures that promote the safety and wellbeing of our employees, students and community. This Policy is rooted in the understanding that CCS has an obligation to take reasonable steps toward ensuring the safety of the Impacted Individuals in our community. The Policy is a reasonable way of achieving these ends for the following reasons:

a) The SARS-CoV-2 virus is a highly contagious, invisible, and potentially lethal threat that is carried and transmitted easily. Given the persistence of this threat, it is imperative that CCS continues to work to ensure the safety of Impacted Individuals. This is compounded by the following factors:

(a) almost all CCS students travel to in-person learning circle events

(b) the highly contagious nature of the Delta variant,

(c) the current inability for those who are under 12 years of age to access the vaccine, and

(d) the uncertainty that provincial health restrictions will remain long-term.

b) The physical spaces of Woodsworth House, 60 Maryland St and other gathering spaces are limited in size, and thus we cannot accommodate appropriate distancing, nor can the Centre reasonably limit our enrolment numbers, and still expect to operate.

Moreover, the Centre's building was built in the early 1980s, and as such does not possess nor benefit from the efficiency and air quality of a modern ventilation system. Our ability to increase air flow with windows is limited seasonally to warm weather months. These pragmatic realities suggest it is reasonable for the Centre to take steps toward ensuring the safety of our work and educational spaces.

c) The Centre has a national student body, and international continuing education participants, and those students travel to the Centre to take week-long intensive courses. The reality that travel—both domestic and international—is a regular and necessary part of many students' experience at CCS creates increased risks of COVID-19 transmission. Requiring the Impacted Individuals to provide proof of full vaccination status safeguards our work and educational spaces, and it also contributes to overall public health.

Moreover, given the recent federal requirement that all domestic and international travellers be vaccinated, many of our students will already need to demonstrate such proof to come to in-person community events.

7. Policy Review:

Given the evolving nature of the COVID-19 pandemic this Policy will be reviewed at least every six (6) months to determine whether the Policy continues to effectively balance safety and privacy of the Impacted Individuals with the Centre's objective of providing safe work and educational spaces. The review will be conducted with consideration given to the provincial and federal guidelines then in place, the number of active COVID-19 cases, Canadian vaccination rates, and any available data concerning the efficacy of the COVID-19 vaccinations. Based on the foregoing, CCS may elect to keep this Policy in force unchanged, alter this Policy, or no longer require compliance with this Policy.

8. Information and Privacy Concerns

The requirement to disclose and supply proof of vaccination status is a component of the Centre's ongoing response to the global pandemic. In collecting this information, the Centre assumes the responsibility to protect, keep confidential and only use such information for the purpose for which it was collected or as required or authorized by law. All information collected is governed by the "Privacy Policy", available on the CCS website. This information will only be collected, used and disclosed as required for the reasonable purpose of:

- a) Taking all reasonable precautions during the pandemic to ensure the health and safety of the community through appropriate health and safety planning based on Vaccination status;
- b) Allowing or denying access to events and the CCS building; and
- c) Administering this Policy.

9. How Information will be Handled

Self-disclosure information and accompanying verification of vaccination status will be handled in the following way:

1. The Centre will maintain a password protected excel sheet titled, "Vaccination Verification Record". This spreadsheet will indicate (a) name, (b) role at the Centre (staff, student, or volunteer), (c) vaccination status, (d) verification of proof of vaccine (recorded as a simple "Verified" or "Not Verified"),
The Centre will not keep vaccination records and/or negative test results on file.
2. Access to the password-protected folder and its contents will be limited to staff (which includes the Program Coordinator, Office Administrator and Principal)
3. Immediately after an Impacted Individual is confirmed to be Vaccinated and this is recorded in the In Person Vaccination Spreadsheet, the record provided to the Centre to confirm vaccination status will be returned to the Impacted Individual, or if electronic, destroyed, along with all copies.
4. The Impacted Individual's information will only be retained for the duration of the employment, service or academic relationship, or the duration of time this Policy remains in force, whichever is earlier, and will be destroyed thereafter.

10. Enforcement and Discipline

Impacted Individuals who do not comply with this Policy will not be permitted in the CCS building or at CCS In-Person Community Events. Failure to comply with this Policy can be considered an infraction of the CCS Admission and Student Status Policy. Employees not adhering to the Policy will be subject to disciplinary action up to and including termination of their working arrangements with the Centre.

PASSED BY COUNCIL NOVEMBER 4, 2021