

Brass Bell Family Resource Centre Covid-19 Immunization Disclosure Policy

Brass Bell Family Resource Centre endorses the following:

- The programs and services we provide involve working with young children who are considered vulnerable as they cannot be vaccinated
- Vaccinations will help create a safe environment for children, families, staff and providers, which will support the learning, development and well-being of children.
- High rates of vaccination in child care is important to protect all staff, children and families who we provide care for and to help reduce the risk of outbreaks and the need for isolation or closing of programs.
- All vaccines delivered as part of Ontario's vaccine rollout provide high levels of effectiveness against hospitalization and death from Covid-19 and its variants, including the Delta variant.

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

Brass Bell 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 groups of individuals, except where the individuals work remotely and the individual's work does not involve in person interactions:

- Employees of the licensee (including home visitors in the case of home child care)
- Home child care providers
- Volunteers
- Students on 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 premise
- Any person who provides child care or other services to a child who receives child care, (for example: 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 for the medical reason (for example: permanent or time-limited)
3. Proof that the individual has completed an educational session provided by Brass Bell Family Resource Centre.

Support for vaccination

Staff are to connect with their immediate Supervisor, should they require support to receive a vaccine.

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 provide verification of a negative test result, two times per week.

- Testing is to take place at an individual's residence prior to attending work.
- Testing is to be implemented consistently on a weekly basis with at least 3 days between tests, and conducted Sunday to Friday.
- Testing should not take place more than 48 hours before attending work.
- Testing kits will be provided by the Ministry of Education
- The time for testing and reporting will be unpaid time.

Confidentiality Statement

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

Acknowledgment

Staff will be asked to acknowledge that they have read, understand and will adhere to the policy as outlined above. Violation of this policy may result in disciplinary action, up to and including termination of employment.

Process

The process for testing and the educational session will be provided to the applicable staff once all necessary resources have been received from the Ministry of Education.

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