

COVID-19 Vaccination Policy

10.21.2021

Policy Statement

Fort York Food Bank (FYFB) is committed to providing a safe and healthy work environment and recognizes the importance of COVID-19 vaccination of employees, student placements, volunteers, and contractors - all of them are referred to herein as "Staff" - due to the nature of their work with vulnerable individuals and potential for exposure in the community.

This COVID-19 vaccination policy aims to protect Staff, clients and the broader community of FYFB. It also outlines expectations with regards to COVID-19 vaccination of Staff.

Background and Current Situation

Full vaccination has been shown to be effective in reducing COVID-19 virus transmission and protecting vaccinated individuals from severe consequences of COVID-19 and COVID-19 variants including the Delta variant currently circulating in Ontario.

Given the continuing spread of COVID-19, including the Delta variant, within Ontario, the compelling data demonstrating a higher incidence of COVID-19 among the unvaccinated population and the increasing levels of contact between individuals as businesses, services, and activities have reopened, it is important for Staff to be fully vaccinated in order to protect themselves against serious illness from COVID-19 as well as to provide indirect protection to others. Therefore all FYFB Staff are strongly encouraged to receive a COVID-19 vaccine, unless there are documented medical reasons to not get vaccinated.

FYFB does not condone harassment or discrimination toward anyone regarding their vaccination status.

Procedures

1. Mandatory Vaccination for Staff Candidates: Any person applying to be Staff will be mandated to demonstrate full vaccination¹ against COVID-19 as a pre-condition for becoming Staff.
2. Vaccination for Existing Staff: It is important that all individuals make an informed decision about whether to receive a COVID-19 vaccine. Consistent with government mandated vaccination policy requirements, all existing Staff will be required to:
 - a) Provide proof of full vaccination against COVID-19; or
 - b) Provide written proof of a medical reason, provided by a physician or nurse practitioner, that sets out:
 - i. A documented and bona fide medical reason for not being fully vaccinated against COVID-19; and
 - ii. The effective time period for the medical reason.
3. Consequences of non-compliance: FYFB has the right to restrict the work and the locations that Staff may be in if they are not fully vaccinated.

As of **December 4, 2021**, unvaccinated Staff will not be permitted to work on-site or be in physical contact with others associated with FYFB in the course of the carrying out of FYFB's programs. Unvaccinated employees will be placed on a

¹ Government-issued vaccine receipt of all required doses of a [COVID-19 vaccine approved by Health Canada](#).

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non-disciplinary unpaid leave of absence and unvaccinated volunteers will stop their work at FYFB.

4. Support for Vaccination

FYFB will provide support for Staff subject to this policy to receive a vaccine. This could include assistance with booking vaccine appointments, one day off for employees to receive a vaccine, etc.

Ongoing Monitoring and Assessment of Safety Measures

FYFB will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health information and context, to ensure that it continues to optimally protect the health and safety of Staff in the workplace as well as FYFB clients. To that end, other available workplace risk mitigation measures will continue to be evaluated. If it is determined that additional precautions are necessary, FYFB may decide to deploy new measures (including at an individual level) and may amend this policy accordingly.

Documentation and Confidentiality

Vaccine documentation for Staff will be kept confidential and securely stored. Without written documentation, Staff are considered to be not immunized. FYFB will, to the best of its ability, protect the personal health information of Staff including their vaccination status if possible.

If you have any questions regarding this policy, or require further accommodations please reach out to Jorge Muina on jorgemuina@gmail.com.