



North Toronto Skating Club Vaccination Policy

Date: September 15, 2021

Version: 1.2

Purpose: To continue to protect the health and safety of all North Toronto Skating Club (NTSC) Participants, families, coaches, judges, arena personnel and NTSC Officials, by requiring that certain individuals be fully vaccinated as a condition of participating in NTSC activities in accordance with defined timelines.

Definitions:

“Accepted COVID-19 Vaccine” means a COVID-19 vaccine that has been approved for use by Health Canada.

“Affected Persons” means Vaccine-Eligible participants, coaches, judges, Arena Personnel, NTSC officials and Volunteers.

“Fully Vaccinated” means having received the completed series of an Accepted COVID-19 Vaccine. An individual is considered Fully Vaccinated 14 days after receiving their final dose of the series.

“Arena Personnel” means rink attendants, officiating supervisors, or any other person or persons designated by North Toronto Memorial Arena.

“NTSC Official” means a member of the Board of Directors or a member of the NTSC staff.

“Participant” or “participant” means any person registered at NTSC including the parents or legal guardians of any minor aged participant or those accompanying the participant to the Sanctioned Activity.

“Sanctioned Activity” means any on-ice practice, test-day, competition, off-ice training, or any other activity involving participants and NTSC Officials that is approved by the NTSC.

“Vaccine-Eligible Participant” means any participant born in 2009 or earlier.

1. Policy Statement

All Affected Persons are required to be Fully Vaccinated against COVID-19 in accordance with this policy as a condition of participating in any Sanctioned Activities. As set out in more detail below, this policy does not apply to participants born in 2010 or later, or to spectators, at the present time.

Sanctioned Activities, as well as this policy, will continue to be subject to federal, provincial, and local public health regulations related to the COVID-19 pandemic.

Public health guidance on measures for Fully Vaccinated, partially vaccinated, and unvaccinated individuals continue to evolve and could affect this policy.

This policy is effective immediately, with due regard for the availability of COVID-19 vaccines.

2. Reason for this Policy

The health and safety of all Participants, families, coaches, Arena personnel and NTSC Officials is the top priority of the NTSC. The purpose of this policy is to protect the health and safety of all Affected Persons by reducing the risk of exposure to and transmission of COVID-19, an infectious communicable disease, among all persons involved in skating at NTSC, and to promote the health and safety of all members of the NTSC community, through vaccinations against COVID-19.

This policy is necessary to prevent, respond to, and alleviate any outbreak of COVID-19 at NTSC because of the significant risk factors for COVID-19 infection that are present while participating in skating at NTSC, both on and off the ice. These risk factors include close contact in predominantly indoor closed-space environments (e.g.: arenas, dressing rooms, etc.). The close contact nature of skating instruction makes compliance with social distancing impossible in certain circumstances and reduces the effectiveness of other infectious disease transmission protocols such as masking.

3. Vaccination Requirement and Records

All Affected Persons 18 and over are required to be Fully Vaccinated (i.e.: including the 14-day period after receiving their completed dose) by September 22, 2021.

All Affected Persons under 18 are required to be Fully Vaccinated (i.e.: including the 14-day period after receiving their completed dose) by November 1, 2021.

All Affected Persons under 18 must present to NTSC evidence demonstrating that they have received the completed series of an Accepted COVID-19 Vaccine by October 18, 2021 or earlier.

4. Acceptable Documentation

Acceptable documents serving as evidence of COVID-19 vaccination include:

- A digital or physical Dose Administration Receipt.
- Medical records signed by a licensed health care provider on that provider's letterhead indicating vaccine name and date(s) of administration.

5. Accommodation

The NTSC will comply with the *Ontario Human Rights Code (OHRC)* [<http://www.ohrc.on.ca/en/ontario-human-rights-code>] and provide accommodation up to the point of undue hardship to any Affected Person who is unable to be vaccinated for substantiated medical reasons and/or on grounds protected under the *OHRC*.

If an Affected Person cannot provide NTSC with satisfactory evidence of vaccination, the following will be taken into consideration by the NTSC:

- The Affected Person's reason for not being vaccinated; and
- Documentation to substantiate a medical or protected ground reason for not being vaccinated.

Any Affected Person requiring accommodation must provide the NTSC with documentation to substantiate their reason for not being vaccinated. Where accommodation is not possible without undue

hardship, the Affected Person will not be permitted to be involved in any Sanctioned Activity for the duration of the pandemic or until such time that COVID-19 no longer poses a significant public health risk.

The NTSC reserves the right to have accommodation medical documentation reviewed by applicable medical specialists and to make appropriate inquiries to verify the authenticity of a creed/religion-based claim.

Any Affected Person who is granted accommodation must undergo regular COVID-19 testing and must provide evidence to the NTSC of a negative test taken not more than 48 hours prior to each Sanctioned Activity. NTSC will not be providing the test kits or compensating any Affected Person for the cost associated with testing.

6. Reporting and Record Keeping

All documentary records about COVID-19 vaccinations and accommodations for Affected Persons will only be collected, used, retained, or disclosed by the NTSC as may be necessary for legitimate operational purposes or as directed or requested by governmental authorities or as may be required for legal purposes.

Until no longer required, records must be held in a secure location (e.g.: a locked file cabinet, secure server).

7. Unvaccinated Affected Persons

Any Affected Person who has not received their completed series of an Accepted COVID-19 Vaccine by October 18, 2021, or who has not disclosed their vaccination status by that date, will no longer be eligible to participate in any Sanctioned Activity until such time as they present satisfactory evidence that they are Fully Vaccinated.

This Section does not apply any individual who has been granted an accommodation in accordance with Section 5.

Refunds for those withdrawing from NTSC due to this policy will be provided for unused program fees. For Affected Persons who require additional time to become Fully Vaccinated, credits will be applied for missed classes.

8. Participants born in 2010 or later

At the present time, no vaccines have been approved by Health Canada for children born in 2010 or later. However, once a vaccine has been approved, the NTSC will consider how this policy will be extended to participants in those birth years.

9. Spectators

The NTSC is not extending the requirements of this policy to spectators, including the parents or guardians of participants, at the present time. However, changes in the positions of authorities, including the Government of Ontario, public health authorities, Skate Canada, and/or Skate Ontario, and in numbers or severity of COVID-19 cases and/or in health guidance, may result in a vaccine mandate being imposed by NTSC notification at a later date as a condition of continued spectator involvement.

It should also be noted that a vaccination requirement for spectators may be imposed at any time by the North Toronto Memorial Arena or the City of Toronto.

The NTSC reserves the right to revise, amend or alter this policy.