

Administrative Policy

COVID-19 Vaccination

BACKGROUND

College policies articulate the College’s position on issues which have college-wide application and are subject to approval by the President and the Senior Management Team. Policies are binding on members of the college community.

Since the beginning of the pandemic, COVID-19 has wreaked havoc on our communities and the entire world. The virus has altered the way we operate our business and how we go about our daily lives. Safety precautions and measures are the key to preventing contracting the virus and keeping ourselves safe.

Vaccination has been recommended as a means of reducing the spread of the virus among communities.

SCOPE

This policy applies to all Northern College students, employees, contractors, visitors and/or any other individuals accessing Northern College campuses and its affiliated residences and offices of the college.

POLICY

To protect the health and well-being of our college community, Northern College is requiring that individuals be vaccinated as a condition to access all campuses, residences, and any other affiliated offices of the college.

Federal, provincial and local public health regulations and guidelines related to the COVID-19 pandemic will continue to be monitored and implemented in the college’s protocols and procedures.

Acceptable vaccines

Northern College will accept COVID-19 vaccines that have been approved by Health Canada

www.canada.ca/en/health-canada/services/drugs-health-products/covid19-industry/drugs-vaccines-treatments/vaccines.html

and/or the World Health Organization

[www.who.int/news-room/q-a-detail/coronavirus-disease-\(covid-19\)-vaccines](http://www.who.int/news-room/q-a-detail/coronavirus-disease-(covid-19)-vaccines)

Vaccines other than those listed in the links above will not be accepted to access the campuses, residence and affiliated offices.

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Individuals will be permitted to access the campus after receiving an approved single-dose vaccine or an approved double-dose vaccine with the exception of a formal approved exemption form.

Proof of vaccination

Individuals accessing a campus, residence or affiliated office will be required to provide proof of having received a double dose or a first dose of an accepted vaccine.

- Students will be required to provide proof through the MyNorthern student portal.
- Staff will be required to provide proof through the employee portal.
- Clients, contractors and visitors will be required to provide proof of vaccination to the Northern College employee expecting this individual.

Personal health information, including attestations and proof of vaccination collected will be protected in accordance with the Northern College’s [Freedom of Information and Protection of Individual Privacy policy](#), [Student Academic Records-Freedom of Information \(A-18\) policy](#), and Section 4.1/Section5 of the [Northern College Student Handbook](#).

Health information will not be disclosed at any time.

False attestation or false documentation provided will not be tolerated and will be subject to disciplinary actions, up to and including expulsion for students, termination for employees, voiding of contracts for contractors and removal from campus, residence or affiliated office for visitors/attendees.

Partial vaccination grace period

Individuals looking to access the campus, residence or affiliated office that have received the first dose of an approved vaccine will be able to do so after a minimum 14 days from the receipt of said vaccine.

Additional testing will be required for those individuals that are not fully vaccinated.

Once the grace period has ended individuals will not be able to access the campus until they are fully vaccinated (they have received two doses of an approved vaccine).

Deadlines for individuals to show proof of approved vaccinations are:

- October 1, 2021 – first dose of an approved vaccination
- November 15, 2021 – second dose of approved vaccination
- January 4, 2022 – full vaccination of approved vaccination

Any new hires effective after January 4, 2022 will need to show proof of full vaccination prior to accessing any campus, residence or affiliated office of the college.

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Exemptions

Northern College will consider exemptions on an individual basis requested from students, employees, clients, contractors and visitors.

Requests for medical exemptions will be considered upon completion and presentation of Northern’s [Request for Medical Exemption from COVID-19 Vaccine form](#). Northern reserves the right to inquire with a medical specialist.

Requests for creed/ religion exemptions will be considered upon completion and presentation of Northern’s [Request for Creed/ Religion Exemption from COVID-19 Vaccine form](#). Northern reserves the right to inquire on the authenticity of the request.

Individuals with approved exemptions can be required to undergo additional testing to access the campuses, residence and affiliated offices of Northern College.

Accommodations for students and employees

Accommodations will only be provided to those students and employees with a medical and/or creed/ religion exemption.

Students and employees that have an approved exemption can be accommodated through other means than access to Northern campuses, residence and affiliated offices.

Any student and employee with an exemption that is legally required to be accommodated will be accommodated to the point of undue hardship.

Individuals with an approved exemption can be subject to further testing to access the campus, residence and affiliated offices of Northern College.

Clients, contractors, visitors

Clients, contractors and visitors to the campus, residence and affiliated offices must show proof of vaccination.

Definitions

Fully vaccinated

Having received the completed series of an accepted COVID-19 vaccine. An individual is considered fully vaccinated 14 days after receiving their completed dose.

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Exemption

Grounds to be exempted from getting a COVID-19 vaccine based on an established, personally held creed or religion or based on the risk of substantive injury and/or disability

Proof of vaccination

Proof of vaccination, in the form of an official dose administration receipt required by all individuals coming to campus or any affiliated offices of the college.

APPROVED BY PRESIDENT:



Dr. Audrey J. Penner
President and CEO

August 25, 2021

Date

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