

	POLICY TITLE	CATEGORY	
	COVID-19 Immunization Disclosure Policy & Testing Requirements	Programs	
	APPROVING BODY OR POSITION	APPROVAL DATE	
	Director, Programs	DRAFT September 14, 2021	
<th colspan="1">PRIMARY LEGISLATION / REGULATION REFERENCE(S)</th>			PRIMARY LEGISLATION / REGULATION REFERENCE(S)
Child Care and Early Years Act, 2014 (CCEYA) Ontario Human Rights Code			

POLICY

This Policy is being implemented to ensure the health and well-being of children, families, employees, students, and volunteers in our child care settings.

Purpose

The purpose of this policy is to outline Family Day’s expectations with regards to COVID-19 immunization disclosure. 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. Vaccinations will help create a safe environment for children, families, and staff. Family Day strongly encourages all employees to receive a COVID-19 vaccine, unless there is a medical reason to not receive a vaccine.

Family Day 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 children, employees, 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.

Scope

The Immunization Disclosure Policy will apply to the following groups of individuals, except where the individual works remotely and the individual’s work does not involve in-person interactions:

- All Family Day employees
- Students
- Volunteers
- Students on an educational placement
- Any licensee who regularly interacts with children, and employees
- Any person who provides child care or other services to a child who receives child care (e.g., special needs resourcing consultant)

Application of the 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 period for the medical reason (i.e., permanent or time-limited).
3. Proof that the individual has completed an educational session approved by Family Day.
4. Family Day recommends testing to be completed 12-24 hours before arriving at work location

Individuals who had their first dose of vaccine will provide in writing the date booked for their second dose and continue with rapid antigen testing twice a week until 14 days past their second dose.

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 demonstrate a negative result, twice a week and provide written verification (email or text messaging) of the negative test result to their supervisor/Manager prior to the beginning of their next scheduled shift

If an individual receives a positive result from rapid antigen testing, they do not report to work, and submit to a laboratory-based PCR test to confirm the results as soon as possible

Educational Session

The educational session has been approved by and/or provided by Family Day and addresses all of the following learning components:

- How COVID-19 vaccines work
- Vaccine safety related to the development of the COVID-19 vaccines
- Benefits of vaccination against COVID-19
- Risks of not being vaccinated against COVID-19
- Possible side effects of COVID-19 vaccination

For more information and resources on COVID-19 and COVID-19 vaccinations, please go to <http://familydaycare.com/wp-content/uploads/COVID-19-Educational-Resources.pdf>

Providing Proof

- **Proof of vaccination:**
For employees who were vaccinated in Ontario, the only acceptable proof of vaccination is the receipt provided by the Ministry of Health to the person who was vaccinated.
- **Proof of a medical reason for not being vaccinated**
Proof must be provided by either a physician or a nurse practitioner (note: a nurse practitioner is a registered nurse who holds an extended certificate of registration under the Nursing Act, 1991).

In some instances, the medical reason for the person not being vaccinated may be time limited. The note from the physician/nurse practitioner should specify whether the reason is permanent or time-limited. If time-limited, the note should indicate how long it is expected to last.

- **Proof of completion of an educational session**
Employees who do not intend to be vaccinated, without a documented medical reason, will be required to participate in an educational session approved by Family Day about the benefits of COVID-19 Vaccination.

The employee will sign an attestation form saying they completed the educational session.

Confidentiality Statement

Any personal information collected under this policy will remain confidential and will be maintained in accordance with Family Day's Confidentiality & Non-Disclosure of Proprietary Information policy.

In addition, as per s. 77 of O. Reg 137/15 made under the Child Care and Early Years Act, 2014, Family day 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.

Please see Appendix A: COVID-19 Vaccine Attestation Form

Please see Appendix B: COVID-19 Vaccine Educational Session Attestation Form



**FAMILY
DAY**

COVID-19 Vaccination Attestation Form

I _____ confirm that I am fully vaccinated against COVID-19.

In this attestation, fully vaccinated against COVID-19 means having received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by the World Health Organization (example: two doses of a two-dose vaccine series, or one dose of a single-dose vaccine series), and having received the final dose of the COVID-19 vaccine at least 14 days ago.

I confirm that all of the information and answers provided herein, and any accompanying supporting documentation, are complete, true and correct to the best of my knowledge and belief as required by law. I understand that any misrepresentation, falsification, or omission of any material facts may render this attestation void.

Employee Name (please print)

Employee Signature

Date

Supervisor / Manager Name (please print)

Supervisor / Manager Signature

Date



**FAMILY
DAY**

**COVID-19 Vaccination
Educational Session Attestation Form**

I _____ confirm that I fully reviewed all Educational and training documents shared by Family Day.

I confirm that all of the information and answers provided herein, and any accompanying supporting documentation, are complete, true and correct to the best of my knowledge and belief as required by law. I understand that any misrepresentation, falsification, or omission of any material facts may render this attestation void.

Employee Name (please print)

Employee Signature

Date

Supervisor / Manager Name (please print)

Supervisor / Manager Signature

Date