

## **VACCINATION POLICY FOR CONTRACTORS, SERVICE PROVIDERS AND VENDORS**

### **Policy Statement**

The Regional Municipality of Peel (“Peel”) has an obligation under Provincial legislation to take all reasonable precautions to protect the health, safety and wellbeing of its workforce and is committed to providing excellent service to our community and to building trust and confidence in local government.

To help reduce the risk of COVID-19 transmission, this vaccination policy is an important measure that compliments other workplace health and safety measures in place including health screening, masking, physical distancing, hand hygiene, and enhanced cleaning.

This policy is in line with Public Health guidance and supports the direction that vaccines provide an elevated level of protection against COVID-19 and related variants.

Peel is demonstrating its commitment to ensuring the health, safety, and wellbeing of all members of its workforce, service providers, customers and the broader Region of Peel community.

### **A. PURPOSE**

The purpose of this policy is to outline Peel’s requirement for COVID-19 vaccination for all contractors, service providers and vendors attending a Peel site or premises.

The COVID-19 pandemic has been an evolving public health issue in Canada. Peel continues to monitor guidance from all applicable public health authorities and reserves the right to revise this policy as determined to be necessary and appropriate, and, at a minimum, it will be reviewed annually beginning December 2022.

### **B. SCOPE**

This policy applies to all contractors, service providers and vendors (“Contractors”) providing services to Peel, including Peel Housing Corporation (“PHC”) and Regional Municipality of Peel Police Services Board (“Peel Police”), which require that they attend a Peel, PHC or Peel Police site or premises and includes a contractor’s staff, sub-contractors and agents (“Contractor Personnel”). Peel may, at its sole discretion, elect to exempt a Contractor from compliance with this policy, based upon the nature of the services provided by the Contractor.

Contractor Personnel, regardless of vaccination status, must continue to practice the recommended public health measures for the prevention and control of COVID-19 infection and transmission.

Any Information obtained under this policy will be collected and protected in accordance with applicable privacy legislation.

## C. DEFINITIONS

**“Fully Vaccinated”:** In Ontario, an individual is considered fully vaccinated if they have received:

- The full series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines;
- One or two doses of a COVID-19 vaccine not authorized by Health Canada; followed by one dose of a COVID-19 mRNA vaccine authorized by Health Canada; or
- Three doses of a COVID-19 vaccine not authorized by Health Canada; and,
- They received their final dose of the COVID-19 vaccine at least 14 days ago.

**“Proof of Vaccination”:** Documentation issued by the Ontario Ministry of Health, other province or territory or international equivalent indicating the employee’s COVID-19 vaccination status. Proof of vaccination is available at: <https://covid19.ontariohealth.ca/>

## D. POLICY

### 1. Vaccination Attestation

Contractors providing services to Peel which require Contractor Personnel to attend a Peel site or premises must provide Peel with a signed Contractor Vaccination Attestation confirming that Contractor Personnel that will be attending a Peel site or premises are Fully Vaccinated. Peel may request Proof of Vaccination of Contractor Personnel at any time.

### 2. Accommodation

Peel will comply with its obligations under the Ontario *Human Rights Code* and will accommodate Contractor Personnel who are legally entitled to accommodation.

Contractors must ensure that any Contractor Personnel with a valid accommodation under the Ontario *Human Rights Code* will have a negative COVID-19 rapid antigen test completed within 72 hours of attending any Peel site or premises.

Peel may request proof of a valid need for accommodation at any time and may require Contractors to provide reasonable evidence in support of a need for accommodation of Contractor Personnel.

### 3. Compliance

Contractors failing to comply with this Policy by December 17, 2021, may not be permitted to have Contractor Personnel attend any Peel site or premises. A Contractor’s failure to comply with this policy may be considered a breach of any agreement currently in force between the Contractor and Peel.

Any Contractor Personnel who are subject to vaccination guidelines and requirements set out in specific legislation and/or applicable directive(s) issued by the Provincial or Federal Governments, Chief Medical Officer of Health or public health authority and any Peel policy that has been adopted to reflect same, shall be required to comply with such legislation, directive, or policy.

If additional doses of the COVID-19 vaccine are required to remain Fully Vaccinated, ensure that Contractor Personnel receive such additional doses in accordance with this Policy.