

University of Prince Edward Island	Policy Number: govbrdgn10021	Revision No. 0
Policy Title: COVID-19 Mandatory Vaccination Policy		Page 1 of 3
Creation Date: August 25, 2021	Version Date: August 25, 2021	Review Date: August 25, 2022
Authority: Board or Governors	Responsibility: Vice-President Administration and Finance Vice-President Academic and Research or Associate Vice-President of Students and Registrar	Access: W

1. **Purpose**

1.1 The purpose of this policy is to safeguard the health and well-being of all Members of the University Community, and the community at large, by requiring COVID-19 vaccination.

2. **Definitions**

2.1 In this Policy:

- (a) **Campus** means the University campus located at 550 University Avenue, Charlottetown, Prince Edward Island, and all other property and buildings owned or controlled the University.
- (b) **University** means the University of Prince Edward Island.
- (c) **University Community Member** means Faculty Members, Librarians, employees, and students of the University, both full and part time; members of the University’s Board of Governors, and any other person who teaches, conducts research, works or volunteers at or under the auspices of the University.

3. **Responsibility**

3.1 This Policy is authorized by the University’s Board of Governors.

3.2 Administration of this Policy is the responsibility of:

- (a) in respect of students, the Vice-President Academic and Research or the Associate Vice-President, Students and Registrar; and
- (b) in respect of all other Members of the University Community, the Vice-President Administration and Finance.

4. **Application**

4.1 This policy applies to all Members of the University Community.

5. Policy

- 5.1 Subject to the exceptions in this Policy, all Members of the University Community attending campus for the 2021 Fall Academic Semester are required, by not later than October 18, 2021, to obtain a Health Canada approved single-dose COVID-19 vaccine, or two doses of a Health Canada approved two-dose COVID-19 vaccine series.
- 5.2 The University considers a person vaccinated fourteen days after receiving a single-dose vaccine, or fourteen days after receiving the second dose of a two-dose COVID-19 vaccine series.
- 5.3 All Members of the University Community who are not vaccinated shall provide the University with an attestation and exception request form [available here](#) confirming that they are partially vaccinated or not vaccinated. The attestation and exception request form shall be provided to the UPEI Health and Wellness Centre.
- 5.4 The University reserves the right and discretion to require, at any time, Members of the University Community to provide proof of vaccination.
- 5.5 The University will make best efforts, to the extent feasible and subject to operational requirements, to facilitate class and work schedules to facilitate COVID-19 vaccinations for Members of the University Committee.

6. Privacy

- 6.1 In administering this policy, the University will only collect information, if reasonably necessary, to obtain proof of vaccination or COVID-19 test results and will collect such information only with the consent of the member of the University Community.
- 6.2 The UPEI Health and Wellness Centre will maintain COVID-19 vaccination and testing information in accordance with its usual protocols respecting confidentiality, and it shall restrict disclosure of University Community Members' vaccination status, COVID-19 test results, and any related medical information to members of the University administration who require this information to administer this Policy, for operational purposes, and only in accordance with applicable laws.
- 6.3 The University will implement appropriate protocols to guard the sensitivity of this information and will only retain such information for as long as necessary.

7. Exceptions

- 7.1 In keeping with government guidelines, the University may grant an exception to the vaccination requirement, and a reasonable accommodation, if a reasonable accommodation may be provided without causing undue hardship, to a person who provides the University with written confirmation from a medical doctor or nurse practitioner that the person has a medical condition that is contraindicated to COVID-19 vaccination.

7.2 The University may grant an exception to the vaccination requirement, and a reasonable accommodation, if a reasonable accommodation may be provided without causing undue hardship, to a person who establishes a bona fide and sincerely held religious belief or practice, or on the basis of another ground protected by applicable human rights legislation, which precludes them from obtaining a COVID-19 vaccine.

8. **Alternative Arrangements**

8.1 All Members of the University Community who are not yet vaccinated but intend to get vaccinated and have an appointment to receive a vaccine, or who are not vaccinated and have been granted an exception and accommodation, must comply with the following alternative health and safety arrangements:

- (a) provide the University with a negative COVID-19 test once weekly at seven-day intervals, and at such other times as may be required by the University. Tests shall be conducted at the UPEI Health and Wellness Centre;
- (b) wear a mask that covers the nose and mouth at all times while on Campus; and
- (c) observe, at all times, all other public health measures as directed by Prince Edward Island's Chief Public Health Officer, including social distancing when possible, and frequent hand washing.

9. **Compliance**

9.1 Subject to the exceptions in this Policy, members of the University Community who do not comply with this Policy may be subject to:

- (a) discipline;
- (b) non-disciplinary suspension;
- (c) unpaid leave of absence;
- (d) prohibition from attending Campus; and / or
- (e) other measures in the University's discretion, subject always to its collective agreement obligations and policies.

10. **Review**

10.1 This policy is subject to change as the pandemic and public health guidance continue to evolve, and will be regularly reviewed as public health guidance dictates.