



COVID-19 VACCINATION POLICY

PURPOSE

Mount Saint Vincent University (the “University”) is committed to the promotion of the health, safety and well-being of all members of the University community, to the provision of a safe and healthy work and study environment, and to the prevention of occupational injuries and illnesses.

The purpose of this policy is to safeguard and promote the health, safety and well-being of all members of the University community, and the community at large, by mandating COVID-19 vaccination.

In carrying out this policy the Board of Governors and the President and all levels of management will work in consultation and cooperation with University faculty and staff, joint health and safety committee, students, contractors and visitors to ensure that the requirements of the Occupational Health and Safety Act and its regulations, the Human Rights Act (as applicable), Nova Scotia Public Health, the University’s Occupational Health and Safety procedures, and other relevant legislation with supporting guidelines and procedures, are fully implemented and integrated into all university activities.

SCOPE

This policy applies to all University students, faculty and staff, volunteers, visitors, and any other individuals employed or contracted to provide service in any capacity to the University (“University Community Member”).

As used in this policy, the term “campus” means the campus of the University located at 166 Bedford Highway, Halifax, Nova Scotia, and all other property and buildings owned or controlled by the University.

POLICY

i. Disclosure of Vaccination Status

Any University Community Member who will be attending campus is required to disclose their vaccination status. The University is establishing procedures to gather this information and expects to have this in place by the week of September 8, 2021 at which time details will be shared.

In administering this policy and gathering information (including vaccination status and test results), the University will operate in accordance with its usual policies in relation to respecting confidentiality and privacy. The University will only collect and retain such information as reasonably necessary to implement and enforce this policy.

ii. Vaccination

Any University Community Member who will be attending campus is required to be fully vaccinated against COVID-19.

For the purposes of this policy, a person is “fully vaccinated” fourteen (14) days after they have received their second dose (for two dose vaccines) or single dose (for single dose vaccines).

iii. Accommodations

Where a student, faculty or staff member provides a medical, religious, or cultural reason for having not received a COVID-19 vaccination, the University, through Human Resources for faculty and staff and the Office of Student Experience/MSVU Health Office will work with them to determine the appropriate accommodation.

iv. Mandatory Testing for those not fully vaccinated

After September 8, 2021, any University Community Member who is not fully vaccinated (or who has not disclosed their vaccination status) and who will be attending campus, must participate in twice weekly COVID-19 testing and provide proof of negative COVID-19 test results. Testing is available through the University free of charge at various locations.

A University Community Member who can confirm they are only attending campus once a week (to the satisfaction of the University) need only be tested for COVID-19 once a week (and provide proof of testing), but within the 72 hours before they attend campus.

v. Other COVID-19 Safety Protocols

All University Community Members (whether vaccinated or unvaccinated) must continue to adhere to the University’s other COVID-19 safety protocols and requirements of the provincial public health authority.

vi. Non-Compliance

Students, faculty and staff who fail to follow this policy may be subject to disciplinary action in accordance with the Student Code of Conduct (students) and related policy and language as outlined in any collective agreements (faculty and staff). Others, such as volunteers, contractor, visitors, may be denied access to campus or face other consequences.

vii. Review

Given the dynamic nature of the COVID-19 pandemic, this policy is subject to review and change on a regular basis, including to account for any changes in guidance from the applicable public health authority.