



## **YW COVID-19 MANDATORY VACCINATION POLICY**

### **Frequently Asked Questions**

**Q: Why is YW Calgary requiring mandatory vaccination?**

**A:** YW Calgary recognizes the importance of vaccination of employees, volunteers, students and contractors due to the nature of their work with vulnerable community members and potential for exposure in the community. The COVID-19 vaccination policy aims to protect the health of employees, clients/residents and all other individuals in the organization's programs and offices.

**Q: Why is this step being taken at this time?**

**A:** We have taken a measured approach to the pandemic from the start and continue to assess the severity of the pandemic impacts, employer and sector responses and AHS direction. The unprecedented over-extension of our health care system and severity of health impacts remains prevalent in our community, which places all of us at risk. In YW's role to provide a safe and healthy environment for employees, volunteers, students, contractors, clients and customers, we feel now is the time to take this next step.

In addition, as an organization who offers programs that are funded in part or in whole by Alberta Health Services (AHS), YW is required to comply with AHS's recently released mandatory vaccine policy.

**Q: What are the implications for volunteers, students & contractors at YW Calgary?**

**A:** This policy also applies to volunteers, students and contractors that work on site, or with YW employees and/or clients in the community.

**Q: Do YW Calgary clients need to be fully vaccinated in order to receive supports?**

**A:** No, this policy only applies to YW Calgary employees, volunteers, students and contractors. Clients residing at a YW facility or who access a YW program will not be required to show proof of vaccination. YW will continue its health and safety protocols and practices as well as evolve additional measures in keeping with public health authority recommendations and guidance.

We will continue to provide information, education opportunities and access to vaccination clinics.



YW Fitness Centre members and Community Space/Community Kitchen clients have a separate policy that requires them to be fully vaccinated in order to access those spaces by October 30, 2021.

**Q: What are the implications for an employee, volunteer, student, or contractor who cannot be vaccinated due to a medical reason, or for another protected ground under the Human Rights Act, such as religious beliefs?**

**A:** Any YW employee, volunteer or student who is unable to be vaccinated due to a medical reason, or for another protected ground under the Alberta Human Rights Act, will be reasonably accommodated, up to the point of undue hardship. Each accommodation request will be assessed on a case by case basis.

For contractors, YW requires full compliance with policy. Contractors must consult their own legal counsel and other advisors to determine how to meet their obligations under human rights legislation.

**Q: What happens if an employee, volunteer, student or contractor cannot meet the deadline of December 1, 2021?**

**A:** YW Calgary recognizes the challenge of meeting the December 1, 2021 deadline to be fully immunized against COVID-19. However, we are affording AHS recommended vaccination timelines to be able to meet this deadline. YW Calgary will work with all impacted to support meeting this deadline.

**Q: Is the use of rapid testing an option for those who refuse to be vaccinated?**

**A:** No, YW Calgary is not providing rapid testing as an alternative to vaccination.

**Q: What does it mean to be ‘fully vaccinated’?**

**A: Fully vaccinated** means an individual:

- a) has two doses of a vaccine considered valid by Health Canada and/or Alberta Health in a two dose COVID-19 series or one does of a vaccine considered valid by Health Canada and/or Alberta Health; and
- b) For whom fourteen (14) days have elapsed since the date on which the person received the second dose of the COVID-19 vaccine considered valid by Alberta Health of a two dose series or one dose of the COVID-19 vaccine considered valid by Alberta Health in a one dose vaccine series.

Please note that Alberta Health recently announced that some Albertans are eligible to receive a third dose of vaccine. At this time, a third booster shot is not required to be considered fully vaccinated for the purpose of this policy.