



Covid-19 Vaccination Policy

**Approved by: AFNWA Board
DATE: October 7th, 2021**

1. PURPOSE

The Atlantic First Nations Water Authority (AFNWA) is committed to providing a safe working environment for our employees, and members of the public with whom we interact regularly. The purpose of the Vaccination Policy (the “Policy”) is to provide guidelines pertaining to the expectations and requirements of staff with respect to COVID-19 and vaccination.

In our day-to-day site operations, we have a responsibility to protect all workers and the community in which we operate, and it is for this reason that it is critical that the AFNWA and its staff take all precautions to protect against COVID-19.

2. SCOPE

This Policy applies to all AFNWA employees, contractors, and any other individuals employed or contracted to provide service in any capacity to the AFNWA, collectively the “Staff”.

3. POLICY

A. Mandatory Vaccination

It is the position of the AFNWA to require all staff to become vaccinated against COVID-19, as recommended by the Public Health Agency of Canada

AFNWA Staff must provide, in writing, confirmation of their vaccination status (vaccinated/not vaccinated).

In the event an individual chooses not to be vaccinated, the individual will be required to disclose in writing to Human Resources the reason for not being vaccinated (e.g., personal choice, religious, or medical grounds). This information will be kept in the employee’s confidential medical information file and kept private. The information is collected for the purpose of minimizing risks to Staff and others who come in contact with Staff in the event of any COVID-19 case.

In the case of an individual who has been offered the vaccine and has chosen not to be vaccinated, the AFNWA will review the information and may implement necessary actions up to and including restricting access to the workplace, placing the individual on an unpaid leave of absence, and/or modifying or terminating their contract of employment.

B. Accommodations

Where an individual provides a medical, religious, cultural, or other valid reason for having not received a COVID-19 vaccination, the AFNWA will work with the individual to develop and implement an appropriate accommodation.

In the case of an individual who has a medical exemption, the individual will be required to provide documentation from their physician.

In the case of an individual who has a regions exemption, the individual will be required to

provide proof within a published doctrine from a recognized religious institution. Cultural accommodation will be assessed on a case-by-case basis.

C. Non-Compliance

Staff failing to follow this policy may be subject to disciplinary action up to and including termination of employment.

4. CONFIDENTIALITY

Information relating to an individual's proof of vaccination and/or the reason(s) for not receiving a COVID-19 vaccination will remain in their confidential Human Resources file for the purposes of ensuring the safety of the AFNWA's employees, contractors, and local communities, in the event of a COVID-19 outbreak.

5. CONTACT FOR INTERPRETATION

Please contact Human Resources with any questions