



Avon Cooperative Nursery School  
194 Avondale Ave  
N5A 6N4  
519-271-6400

## **Immunization Disclosure Policy**

### **Purpose**

The purpose of this policy is to outline organizational exceptions with regards to COVID-19 immunization disclosure.

Contingent upon vaccine availability, all eligible individuals are strongly encouraged receive a COVID-19 vaccine, unless there is a medical reason to not receive a vaccine.

### **Background**

Avon Cooperative recognizes the importance of immunization of individuals regularly interacting and providing services to children due to the nature of their work and potential for exposure in the community. This COVID-19 immunization policy aims to protect the child care program's population including Children, Staff, Volunteers, Students on educational placement and any person providing child care or other services to child care.

COVID-19 is an acute respiratory illness caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It may be characterized by severe cough, shortness of breath, and several other symptoms. Asymptomatic infection is also possible. The risk of severe disease increases with age but is not limited to the elderly and is elevated in those with underlying medical conditions.

### **Application of Policy**

The immunization Disclosure Policy will apply to the following group of individuals except where the individual works remotely and the individual's work does not involve in-person interactions:

- Employees of the licensee
- Volunteers
- Students on an educational placement
- Any licensee who regularly interact with children, staff or providers
- Any person who provides child care or other services to a child who receives child care (e.g. Special needs resourcing consultant)

## Policy

The Chief Medical Officer of Health has directed all licensed child care programs to develop, implement and ensure compliance with COVID-19 immunization disclosure policy. All individuals covered by this policy must provide one of the following.

- Proof of all required doses of COVID-19 vaccine approved by the World Health Organization.
- Written proof of a medical reason, provided by either a physician or nurse practitioner that sets out:
  - A. That the person cannot be vaccinated against COVID-19
  - B. The effective time period for medical reason (i.e. permanent or time limited.)
- Proof that the individual has completed an educational session approved by (supervisor)

## Educational Sessions

The education session has been approved by and/or provided by (supervisor) and addresses all of the following learning components.

- How COVID-19 vaccine works
- Vaccine safety related to the development of the COVID-19 vaccines
- Benefits of vaccination against COVID-19
- Risks of not being vaccinated against COVID-19
- Possible side effects of COVID vaccination

Here are the links for the videos:

In English:

- COVID-19 Vaccination information for Educators: [COVID-19 Vaccination information for Educators- Youtube](#)
- COVID-19 Vaccination information for Educators (with ASL interpretation) [COVID-19 Vaccination information for educators 9 with ASL interpretation\) - Youtube](#)

In French:

- Informations sur le vaccin contre la COVID-19 à l'intention des éducateurs [Informations sur le vaccin contre la COVID-19 à l'intention des éducateurs - YouTube](#)
- Informations sur le vaccin contre la COVID-19 à l'intention des éducateurs (avec interprétation en LSQ) [Informations sur le vaccin contre la COVID à l'intention des éducateurs \(avec interprétation en LSQ\) - YouTube](#)

## Support for Vaccination

Avon Cooperative Nursery school will provide the following supports for people subject to this policy to receive a vaccine:

- Assistance with booking the vaccine
- Peer-to-peer sessions

Any childcare worker unable to arrange a time to be vaccinated due to their work schedule should reach out to the supervisor to be given the necessary time off to get the COVID-19 Vaccines

## Testing Requirements

Licensees must require individuals subject to the policy who are not fully vaccinated to submit to regular antigen point of care testing for COVID-19.

For individuals who are not regularly present at the child care premises (e.g. an individual who visits the home child care premises once a month to teach music to the children), frequent testing may not be possible or reasonable. In these cases, the individuals must submit to an antigen point of care test as part of screening, prior to interacting with children. Individuals subject to these testing requirements must provide verification of negative test results two times per week. To support this process, the Ministry asks that licensees inform those required to undertake testing of the following instructions”:

- Testing is to take place at an individual’s residence prior to attending work.
- Testing should be implemented consistently on a weekly basis with at least three days in between tests, and conducted Sunday to Friday.
- Testing should not take place more than 48 hours before attending work.

### Example Scenarios

Test 1: Monday; Test 2: Thursday; Repeat,  
Test 1: Friday; Test 2 Tuesday; Repeat  
Test 1: Sunday; Test 2 Wednesday; Repeat

This link explains how an individual can self-administer a COVID-19 rapid test kit:

English:

<https://www.ontariohealth.ca/sites/ontariohealth/files/2021-08/PASP-COCID19-Self-Testing%20Instructions.docx>

French:

<https://www.ontariohealth.ca/sites/ontariohealth/files/2021-08/PASP-COVID19-Self-Testing%20Instructions-FR.docx>

Please note, rapid antigen screening is only for individuals who are asymptomatic. Anyone who has symptoms should seek testing at their local assessment centre consistent with provincial testing guidance.

This is mandatory for all licensed child care, with the exception of those programs operating on-reserve, for which this is an optional approach.

A positive result on a rapid antigen test is considered a preliminary (presumptive) positive and requires confirmation with a PCR test.

**Any individual that receives a preliminary positive result on a COVID-19 rapid antigen test, is required to:**

1. **Seek a confirmatory** PRC test immediately (ideally within 48 hours) at a designated testing centre
2. **Isolate** immediately until the result of their confirmatory test is known.
3. **Safely return to work only after they receive a negative result on a confirmatory test at a designated testing centre.**

Any positive confirmatory test is routinely reported to the local public health unit, consistent with public health legislation, to support case and contact management and surveillance.

An employer has no obligation to inform a public health unit of an employee's rapid antigen test result (regardless of whether it was positive or negative).

If an individual has had a laboratory-confirmed COVID-19 infection they should not participate in antigen testing for 90 days following the date of their positive COVID-19 test result. These individuals should immediately resume COVID-19 rapid antigen testing after the 90th date of their positive COVID-19 PCR result.

Individuals that are covered by the licensee's immunization disclosure policy, but are not directly employed by a licensee must provide their attestations or negative test results directly to the licensee, but are not required to duplicate testing if their employer also has a rapid antigen testing policy.

Alternatively, third-party employers/agencies could also provide the attestation of the employee or negative test results to a licensee.

Please note, rapid antigen point-of-care tests provided to licensed child care programs are intended for individuals that are covered by the licensee's immunization disclosure policy. These tests are not intended to be used to screen children. Licensees are expected to maintain their current screening protocols for children and are encouraged to use the provincial COVID-19 school and child care screening tool.

### **Communicating about the Policy**

Licensees are to communicate the content/requirements in the policy to everyone who is subject to the policy, as well as make it available to current and prospective parents.

While licensees should continue to encourage everyone who works at the child care program to get vaccinated, communication about the policy should be provided in a way that respects and supports education and informed choice about COVID-19 vaccination.

## **Records**

The records required under the instructions may contain personal information, including personal health information. It is critical that licensees put practices in place to ensure this related to personal and confidential information, as well as ensure they are operating in accordance with all applicable privacy legislation.

Licensees must ensure that records required under the instructions are kept in a secure location at the child care centre, home child care agency or home child premises.

Licensees may wish to request a formal attestation from staff indicating that they are considered “fully vaccinated” against COVID-19 in addition to providing proof of vaccination (i.e. vaccine receipt).

Licensees must ensure that a record of the testing required under the instruction is kept at the child care centre or home child care agency.

Licensees must ensure that the records required by the instructions are made available for inspection by an inspector or program advisor at all times.

## **Statistical Information**

In accordance with the instructions, every licensee must collect and maintain the following information:

- The total number of individuals subject to the licensee’s policy;
- The number of individuals that provided proof of being fully vaccinated against COVID-19;
- The number of individuals that provided a documented medical reason for not being fully against COVID-19; and,
- The number of individuals that completed an educational session about the benefits of COVID-19 vaccination.

In addition to collecting and maintaining the above information, licensees are also required to provide aggregate statistical information to the ministry related to the vaccine status of staff and home child care providers (where applicable).

All licensees must disclose the following to the Ministry of Education:

- The total number of staff subject to the licensee’s policy
- The number of staff that provided proof of being fully vaccinated against COVID-19;
- The number of individuals that provided a documented medical reason for not being fully vaccinated against COVID-19; and,
- The number of individuals that completed an educational session about the benefits of COVID-19 vaccination.

In addition to collecting and maintaining the above information, licensees are also required to provide aggregated statistical information to the ministry related to the vaccine status of staff and home child care providers (where applicable).

All licensees must disclose the following to the Ministry of Education:

- The total number of staff subject to the licensee’s policy

- The number of staff that provided proof of being fully vaccinated against COVID-19;

**Confidentially Statement**

- As per s. 77 of O. Reg 137/15 made under the Child Care and Early Years Act, 2014, (name
- of child care program) is required to report such statistical information to the Ministry of
- Education as may be required. No identifying information will be provided to the ministry
- in relation to this policy; all statistical information will be provided in aggregate form.

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