



COVID-19 Mandatory Vaccine Policy

In accordance with the Instructions issued by the Office of the Chief Medical Officer of Health (OCMOH) and framework established by the Ministry of Colleges and Universities (MCU) on August 31, 2021, **all Post Secondary Education (PSE) and Designated Learning Institution (DLI) institutions in Ontario**—with the exception of Indigenous Institutes—are required to have COVID-19 vaccination policies in place effective September 7, 2021. This framework was established with the objective of keeping PSE and DLI’s communities safe while continuing to enjoy the benefits of in-person instructional activities.

PSE and DLI institutions in Ontario will also be required to report aggregate and non-identifying data to the ministry on a monthly basis with respect to vaccination policies.

To be in compliance with the OCMOH and MCU instructions and 2. (2.1) of Schedule 1 and Schedule 4 of O. Reg. 364/20: Rules for Areas at Step 3 and at the Roadmap Exit Step under the Reopening Ontario (A Flexible Response to COVID-19 Act, 2020), Heartland is enacting the following policy **effective September 7, 2021**.

SCOPE

This Policy applies to all Heartland International English School (“Heartland”) employees, students, and any other individuals employed or contracted to provide service in any capacity to Heartland, or attending classes on campus at Heartland, collectively the “Heartland Community”.

POLICY

A. Mandatory Vaccination

It is the policy position of Heartland to **require all Heartland Community** to become vaccinated against COVID-19, as per the OCMOH, and framework established by MCU. All Heartland Community must provide proof of their vaccination status to the Director of the school.

B. Accommodations

Where an individual provides a medical (according to exemptions set out by OCMOH) or religious reason for having not received a COVID-19 vaccination, the individual agrees to attend a mandatory education session about COVID-19, and the effectiveness of vaccines. The individual also agrees to provide a negative Rapid Diagnostic Test (RDT) which detects the antigens of COVID-19 every 7 days in order to continue to attend the premises of Heartland in person.

C. Non-Compliance

All Heartland Community failing to follow this policy may be subject to disciplinary action up to and including termination of employment and/or dismissal from the school.

D. Visitors to Heartland

Visitors who are unvaccinated or are unwilling to provide proof of full vaccination will be required to wear a mask for their entire visit.

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 or student record for the purposes of ensuring the safety of Heartland employees, students, contractors, and local communities, in the event of a COVID-19 outbreak.

5. CONTACT FOR INTERPRETATION

For any questions, please contact:

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