

Good Afternoon,

As the start of the Fall semester is imminent, in an effort to ensure everyone's safety and well-being, this communication is intended to update the college community as to the specific requirements that must be met in order to access Collège Boréal's sites and campuses. It follows-up on our communications of August 20 and 27, 2021.

MINIMAL REQUIREMENTS TO ACCESS COLLÈGE BORÉAL'S SITES OR CAMPUSES

- Consult an infographic and answer questions regarding current health and safety measures. The infographic and questionnaire can be found on Brightspace (click on « Mes cours » on your [MonBoréal](#) portal). This requirement is mandatory for all staff and students. If you consulted the infographic and answered the questions last year, you do not have to do it this year.
- Once this step is complete, it is possible to access our sites and campuses more quickly by downloading the « Sign In App Companion » application and requesting a code from the Self-Service Portal [here](#). More information is available by clicking on the « Code pour Sign In App Companion » button or the “Sign In App” button at the top of the MonBoréal main page.
- Having received at least one dose of an approved COVID-19 vaccine. **This includes employees, students, clients, tenants, contractors/service providers and visitors.** Please note that in limited circumstances, it is possible to request an exemption from this requirement. The only acceptable reasons are : reasons permitted under the Ontario Human Rights Code and/or very limited medical reasons. You will not be granted access to a site or campus until the response to any exemption request has been made and access will **NOT** be granted to a Collège Boréal site or campus by submitting the results of a rapid COVID test.
- Respecting all other health and safety measures, including wearing a mask, physical distancing and frequent handwashing. We would like to emphasize that **masks are mandatory in common areas where physical distancing is not possible**, including classrooms, **regardless of vaccination status**, and that **there are no exceptions to this requirement.**
- You must have met all above requirements which apply to you in order to access one of Collège Boréal's sites or campuses.

Frequently Asked Questions

How will the College know I have received at least one dose of an approved COVID-19 vaccine?

For the moment, a screening question will be asked through the « My Sign In App Companion » or on a tablet or a form when you attempt to access one of Collège Boréal's sites or campuses. If you have received at least one dose of an approved COVID-19 vaccine, respond « yes », confirm your response, and the College will accept your affirmation. You will eventually have to provide official proof of vaccination. Details will follow. Please note that the College's directive on mandatory vaccination against COVID-19 provides for severe sanctions against anyone providing false information as to their COVID-19 vaccination status.

I have not received a dose of COVID-19 vaccine and I don't want to. Can I have access to a Collège Boréal site or campus **with a negative COVID-19 test result?**

No.

I will be requesting an exemption for medical reasons, can I access a site or campus while I am waiting for information from my doctor or the College's decision?

No. You must communicate with your supervisor to arrange for temporary accommodation until the request has been evaluated. Please note that the temporary accommodation period will not exceed two weeks. You are obligated to obtain the required medical information from your health practitioner within 14 days after having made your request.

I don't believe in vaccines (or masks or lockdowns). Am I entitled to an exemption from COVID-19 related requirements, such as providing proof of vaccination, based on creed as protected by the Ontario Human Rights Code?

All beliefs are not considered to constitute « creed » as understood by the Code. The Code does not define creed specifically. The [Ontario Human Rights Commission's \(OHRC\) Policy on preventing discrimination based on creed lists some key criteria, based on jurisprudence, to help organizations and, ultimately, administrative and judicial tribunals](#), to make decisions on matters relating to the issue of creed. The OHRC has stated that an individual belief or a personal preference against vaccines or masks does not seem to be protected by the provisions of the Code against discrimination on the basis of creed. The OHRC has not found any decision of any judicial or administrative tribunal that has concluded that an individual belief against masks or vaccines constitutes a creed as defined by the Code. In the absence of a genuine religious belief, linked to a deity or related to a spiritual faith, a person may not claim that they have been a victim of discrimination based on creed. The requirement to wear a mask or to show proof of vaccination can be considered a reasonable requirement made in good faith for health reasons, particularly if

there is demonstrated a high risk to public health and safety, such as during a pandemic.

I have not received at least one dose of COVID-19 vaccine and I cannot, due to human rights reasons (this includes reasons of personal creed) and/or medical reasons. Can I access a Collège Boréal site or campus?

Possibly, with certain accommodations, but not without first having received an approved formal exemption. Here is how to request an exemption :

- If you are a student, client or employee and you wish to request an exemption for **medical reasons**, fill out the form below and follow the instructions on the form. Students will be required to follow an alternate learning pathway until a decision has been made. Employees must consult their supervisor immediately after sending in the form. Temporary accommodations are possible for a maximum of two weeks.
- If you are a student, client or employee and you wish to request an exemption for **reasons covered under the Ontario Human Rights Code**, fill out  [this form](#) and follow the instructions on the form. Students should send their form to covid19@collegeboreal.ca will be required to follow an alternate learning pathway until a decision has been made. Employees must consult their supervisor immediately after sending in the form. Temporary accommodations are possible for a maximum of two weeks.
- If you are a tenant or a contractor/service provider, please contact maurice-eric.rancourt@collegeboreal.ca.
- If you are a visitor, you must provide proof of your exempted status. Without acceptable proof, you will be denied access to the site or campus. The decision to accept or refuse proof of exempted status and to grant or deny access to the site or campus will be made by the person who requests the proof and will be final unless and until you provide proof that is deemed acceptable.

For employees only: What happens if I choose not to be vaccinated for personal reasons?

You can opt for a leave without pay to give yourself time to rethink your position on vaccination. If you wish to follow-up on this option, please send a request to ressources.humaines@collegeboreal.ca.

I have received two doses of an approved COVID-19 vaccine, do I have to wear my mask in common areas where physical distancing is not possible?

Yes, **without exception**.

I have already consulted the infographic and completed the questionnaire in Brightspace. Do I have to do it again?

No.

I have already downloaded « My Sign In App Companion » and am using it. Do I have to download it again?

No.

Additional Details

Here are some additional details regarding our vaccination requirements for the Fall 2021 semester:

- As of October 15, 2021 any individual wishing to access one of Collège Boréal's sites or campuses will have to be fully vaccinated against COVID-19, which means having received two doses of a Health Canada or World Health Organization approved COVID-19 vaccine and having been through a 14-day waiting period after the second dose. If you have been vaccinated outside of Canada, please contact your local Public Health office for more information.
- All students moving into residence must have received one dose of COVID-19 vaccine by September 7th, 2021 and a second dose by October 15th, 2021 or have an approved exemption.
- Additional details regarding official proof of vaccination and storage and protection of personal information will follow. Collège Boréal is committed to protecting everyone's personal information in conformity with all applicable laws.

As you know, since the beginning of the pandemic we have implemented a series of measures to keep our sites and campuses safe: we continue to clean and disinfect high-traffic zones and frequently-touched surfaces and we continue to require masks and to promote physical distancing.

With a fourth wave well underway and the emergence of the Delta variant, full vaccination is the new gold standard to present the need for further lockdowns and any other measures that could further disrupt our activities. We encourage people to get vaccinated as soon as possible. Collège Boréal will be holding a vaccination clinic in Sudbury on September 9th, 2021 from 10 AM to 3 PM. For information on clinics in other parts of the province, please see your local Public Health Unit's website.

We thank you in advance for your understanding and cooperation. Together, let's keep ourselves and others safe.

REQUEST FOR MEDICAL EXEMPTION FROM COVID-19 VACCINATION

Collège Boréal is committed to protecting the health and safety of the entire Boréal community, including students and employees. In order to do so, the college has implemented a mandatory vaccination policy for all those who wish to access the physical premises of the college, including all campuses and sites.

According to the College of Physicians and Surgeons of Ontario, there are very few acceptable medical reasons for exemption from the COVID-19 vaccination, except for a severe allergy or anaphylactic reaction confirmed by an allergist/immunologist to a previous dose of a vaccine, or one of its components that cannot be attenuated, or a diagnosed episode of myocarditis/pericarditis after receiving an mRNA vaccine.

If you are requesting a medical exemption from the COVID-19 vaccination requirement, please consult your physician (or medical practitioner) and provide the following information:

Please print the following information:

Name: _____ ID No. : _____

E-mail: _____ Phone No. : _____

Please check box to identify: Student Employee Campus / Site : _____

Physician Name (or practitioner): _____ Phone No.: _____

Physician's (or practitioner) address: _____

Physician (or practitioner) e-mail: _____

SECTION RESERVED FOR THE PHYSICIAN (or practitioner)

Collège Boréal requires vaccination against COVID-19 for all students, professors and staff seeking to access its campuses or sites. A medical exemption from COVID-19 vaccination is solely authorized for certain recognized contraindications, or specific medical conditions.

Please complete the form below. Thank you.

The above person should not be immunized for COVID-19 for the following reasons (Please check all that apply.):

- Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a component of the COVID-19 vaccine
- Immediate allergic reaction of any severity to a previous dose or known (diagnosed) allergy to a component of the vaccine (Vaccine Ingredients: <https://www.cdc.gov/vaccines/covid-19/info-by-product/clinical-considerations.html#Appendix-C>)

Which ingredient caused an allergic reaction? _____

What was the reaction? _____

How long will the medical contraindication last? _____

- Other Medical Reason – Please provide this information in a separate narrative that describes the other medical reasons justifying an exemption in detail.

PHYSICIAN CERTIFICATION

I certify that _____ has the above contraindication or specific medical condition and request a medical exemption from COVID-19 vaccination.

Physician Signature: _____ Date: _____

(Note: Signature Stamp Not Acceptable)

Physician Medical License No.: _____

Verification and Accuracy

FOR THE REQUESTOR (Student/Faculty/Staff)

I confirm that the above information provided is complete and accurate to the best of my knowledge, and I understand that any intentional misrepresentation contained in this request may result in disciplinary action which may include termination (employees) and suspension (students). My request for exemption from the COVID-19 vaccination requirement is based on the medical reason described above. I understand that my request for an exemption may not be granted if it creates undue hardship for the college.

I understand that by signing this form, I authorize Collège Boréal or its third party to communicate with my health professional, if necessary, in order to obtain any additional information concerning my request for medical exemption.

Signature: _____ Date: _____

Print Name: _____ ID No.: _____

Signature of Parent or Guardian (if <18 years old) _____

Print Name: _____ Date: _____

Confidentiality of Information Provided

Personal health information, including certificates and other proof of vaccination collected by Collège Boréal will be kept in accordance with Collège Boréal's Policy on Access to Information and the Protection of Privacy and the Protection of Personal Information. Exemption requests and all documents provided will be kept confidential and shared only with those responsible for your file, or with a third party specializing in the field of medical information.

Please email a copy of the completed application to:

For students: exemption.etudiant@collegeboreal.ca

For staff members: ressources.humaines@collegeboreal.ca

Please review carefully:

1. This request will be reviewed by a healthcare professional or by a third party specializing in the analysis of medical information. This party, at its sole discretion, may request additional information.
2. After reviewing the information submitted, you will be informed in writing of the decision regarding the requested medical exemption.
3. If your request for a medical exemption is granted, you may be required to undergo regular screening tests for COVID-19. The College reserves the right to offer accommodations other than access to the premises, in addition to having to comply with all COVID-19 health and safety protocols.
4. The college will only reconsider an appeal to the decision if you provide new medical information to support your request.
5. This medical exemption only applies to the requests for exemption from the COVID-19 vaccination policy of Collège Boréal. Any other accommodation requests must be the subject of a separate application, in accordance with the accommodation policy in force.