



## COVID VACCINE POLICY

### PURPOSE

Camp Kirk has implemented this policy to increase the protection and safety of the camp community while the COVID-19 pandemic is active and present in our lives. We believe that a COVID vaccination policy is necessary at this time to safely reopen our camp for the upcoming summer season, and to continue to offer high quality programs.

**Please note:** As the circumstances regarding COVID-19, COVID-19 vaccination approvals and roll outs, and Health Canada recommendations continue to evolve, this policy is subject to change. We will continue to assess our risk management plans as they relate to the changing nature of the pandemic, and our ability to host our programs in a manner consistent with our mission, vision, and values.

### SCOPE

This policy applies to all participants of Camp Kirk programs that are held in-person. This includes campers, Leaders-in-Training, staff, volunteers and site visitors who are directly engaging with camp participants or program activities. This group will hereby be referred to as “participants” throughout this policy.

### POLICY STATEMENTS

#### Staff

1. Camp Kirk requires that all staff be fully vaccinated against COVID-19, as a condition of employment, unless a medical exemption is granted and approved by Camp Kirk.

**NOTE:** For the purpose of this policy, “fully vaccinated” means having received the Health Canada recommended series of shots, including any required or Health Canada recommended booster shots.

2. Camp Kirk may grant exemptions to the vaccination policy, on a case-by-case basis, for medical reasons or other grounds protected under applicable human rights laws. Medical exemptions are based on the [Public Health Agency of Canada's Recommendations on the use of COVID-19 Vaccines](#).

3. Applications from staff who are medically exempt from being fully vaccinated will be considered by Camp, provided official documentation in support of the exemption accompanies the Application.

4. Camp Kirk is committed to providing exempt participants with reasonable accommodations. Accommodation requests will be handled on a case-by-case basis.

## **Campers**

Although campers are encouraged to be fully vaccinated, Camp Kirk does not require campers to be vaccinated against COVID-19 to participate in programming.

## **UNVACCINATED INDIVIDUALS**

Participants who are unvaccinated may be required to follow additional health and safety protocols, including, but not limited to, testing, enhanced masking and enhanced physical distancing in addition to compliance with all other applicable health and safety protocols. In the case of a suspected or confirmed COVID-19 outbreak Camp Kirk may also impose additional restrictions or requirements which may not apply to others at camp who have been fully vaccinated.

## **CONFIDENTIALITY**

All information relating to a participant's private medical information will be handled in accordance with Camp Kirk's Privacy Policy and remain confidential and stored in their private file for the purpose of ensuring the safety of Camp Kirk's participants and public health in the event of a COVID-19 outbreak.

## **NON-COMPLIANCE**

In the case a staff chooses not to be vaccinated and/or does not provide proof of vaccination prior to the start of their camp session their employment contract may be canceled and they will be unable to attend the program.

## **POLICY CHANGES & UPDATES**

This policy is subject to change and will continue to evolve as public health recommendations and guidelines are updated, and as Camp Kirk's risk management plans are re-evaluated..