



National Institute

A School of Beauty & Health Sciences

Covid-19 Vaccination Policy

Effective September 7, 2021

The Purpose

The purpose and intent of this policy is:

1. to be in abidance with the recent and current mandate issued by the Ontario Chief Medical Officer of Health and Ministry of Colleges and Universities for mandatory vaccination policy at all postsecondary institutions.
2. to continue to protect the health and safety of the National Institute's community from the detrimental impact and spread of COVID-19

This policy provides information on the requirements and conditions under which individuals will be permitted on the school campus starting September 7, 2021 (and continually apply into the future unless otherwise amended as per the regulatory requirements).

Scope

This policy applies to all students, employees, clients, contractors, visitors and/or any other attendees on school campus.

Key definitions

Accepted vaccine:

A COVID-19 vaccine that has been approved for use by Health Canada and/or the World Health Organization.

Fully vaccinated:

To be fully vaccinated means to have received the completed doses of an accepted COVID-19 vaccine. An individual is considered fully vaccinated 14 days after receiving their completed (second) dose.

Campus(es):

National Institute's school campus, Brampton, Ontario.

Student:

An individual who comes to the school campus to access training and educational services.



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Contractor(s):

An individual or company that provides services, materials and/or labour on campus.

Grace period:

The amount or period of time, as determined by the school, that an employee or student can attend campus after receiving their first dose of an accepted two-dose vaccine before receiving their second dose, given that vaccines are reasonably available.

School: National Institute

Medical exemption:

Grounds to be exempted from getting a COVID-19 vaccine based on the risk of substantive injury and/or disability, subject to review by the school.

Proof of vaccination:

Proof of vaccination is the official dose administration receipt and is required by all individuals coming to campus.

Undue hardship:

Special or specified circumstances that partially or fully exempt a person or organization from performance of a legal obligation so as to avoid an unreasonable or disproportionate burden or obstacle.

Visitors and/or any other attendees:

These are individuals seeking to attend or visit the school campus who are not students, employees, clients or contractors.

The Policy

Policy Statement



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In alignment with the aforementioned Purpose of the Policy, and to protect its community of students, employees, visitors, contractors and the general public, National Institute is hereby requiring that any individual who wants to come to school campus must be vaccinated. This policy has come into enforcement as a result of a direct mandate from the Ontario Chief Medical Officer of Health and the Ministry of Training, Colleges and Universities.

The operation of school campus and as well as this policy will continue to be subject to federal, provincial and local public health regulations related to the COVID-19 pandemic. It is to be noted that the Public Health guidance on measures for fully-vaccinated, partially-vaccinated and unvaccinated individuals may continue to evolve and affect this policy.

Accepted vaccines

National Institute will accept the COVID-19 vaccines approved by [Health Canada](#) and/or the [World Health Organization](#) (WHO).

It is to be noted that individuals who have received a vaccine other than those approved by Health Canada and/or the WHO will not be allowed on campus until 14 days after either having received their approved single-dose vaccine or the first dose of an approved double-dose vaccine.

Proof of COVID-19 vaccination

Individuals coming to school campus will be required to provide proof of full vaccination with an accepted vaccine or of having received the first dose of a two-dose vaccine.

The proof of vaccinations is to be submitted to safecampus@nationalinstitute.ca. Once received, a school representative will be in touch with the individual to confirm attendance on campus.

Any personal health information, including proof of vaccination or attestations, collected by the school will be stored with utmost confidentiality. Individuals' personal health data will not be disclosed. Any disclosures will only be made as required by law in extreme situations such as an outbreak or as required by the local health or government authorities.

Misleading or false attestations or documents

Individuals who make false attestations about, or provide false documents related to, being vaccinated may be subject to disciplinary actions upto and including expulsion for students, termination for employees, voiding of contracts for clients and contractors and removal/restriction from campus for visitors and/or any other attendees. It is important to note that such false misrepresentation by individuals can constitute risk of criminal liability.

Partial COVID-19 vaccination & Grace period



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Individuals who have received the first dose of an accepted two-dose vaccine will, after a minimum of 14 days from receiving the first dose, be able to participate in on-campus activities, for a grace period that allows them to receive a second dose, provided that vaccines are reasonably available for those individuals. Individuals who are not fully vaccinated are required to follow additional health and safety measures as follows:

These requirements have been put in place by the Ontario Chief Medical Officer of Health and include:

1. Undergoing a regular antigen point of care testing for Covid-19, done once every seven (7) days and submitting the results to safecampus@nationalinstitute.ca
2. Providing verification of a negative test result that enables the school to confirm the result at its discretion.

At the end of the grace period, individuals will not be permitted on campus until they have received their second dose of an accepted vaccine. Furthermore, restrictions applied during the grace period will continue for 14 days after the second dose is administered. Vaccination grace periods do not apply to clients, contractors, visitors and/or any other campus attendees.

Once the second dose has been received and 14 days have passed since receipt of the second dose, the concerned individuals will no longer be required to submit covid-19 test results as long as proof of full vaccination has been submitted and approved by the school.

Exemptions

National Institute will consider requests from students and employees for exemptions on medical grounds.

To continue to protect the health and safety of the campus community, at the sole discretion of the school, students or employees with an approved exemption to being vaccinated may be allowed on campus as long as they comply with the additional health and safety measures.

Requests for medical exemptions will be considered upon receiving such request to safecampus@nationalinstitute.ca upon which next step may require completion of Request for Medical Exemption form. National Institute reserves the right to have the form reviewed by applicable medical specialists.

Exemptions will not apply to clients, contractors, visitors and/or any other attendees.

Medical Reasons:



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Individuals without proof of full vaccination against Covid-19 can provide a written proof of a medical reason, provided by a physician or registered nurse in the extended class that sets out the following:

1. A documented medical reason for not being fully vaccinated against Covid-19, and
2. The effective time period for the medical reason.

These must be sent to safecampus@nationalinstitute.ca

Medical exemptions will be granted based on review of the above and those who are granted exemptions on medical grounds are still required to:

1. Submit a regular antigen point of care testing for Covid-19 every 7 days and,
2. Provide a verification of the negative test result in a manner approved by the school.

These must be sent to safecampus@nationalinstitute.ca

Individuals with medical exemptions are encouraged to attend the Covid-19 education seminar that is available to them by the school.

Accommodations for students and employees

Only those students and employees with a medical exemption will be considered for an accommodation given that a reasonable accommodation can be made to the point of undue hardship.

Accommodations will not be extended to clients, contractors, visitors and/or any other attendees.

Clients, Visitors, Contractors, and/or any other attendees

Clients who choose not to be fully vaccinated will not be allowed on the school campus.

All contractors must ensure that all of their employees on school campus are fully vaccinated. The individuals who are not fully vaccinated will not be allowed on campus.

Further to this, if a contractor sends an employee who is not fully vaccinated to the school campus, it will be deemed a cause for the school to terminate the contract with that contractor.

Visitors and/or any other attendees must comply with this policy.

Disclosure and Consent

Please note that in order to be on campus, you are required to abide by this policy. It is understood that by following this policy and providing the necessary information required as per the policy, you are consenting to share that information with the school.



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You can be assured that your information will be dealt with confidentiality and privacy. Further, no individual's personal or health information will be disclosed unless otherwise required by law or in case of a pandemic outbreak. Only non-identifying aggregate data will be shared with the Ministry authorities on a monthly basis as required by them.

For any questions about this policy, please send inquiries to: info@nationalinstitute.ca