

CSAE – COVID VACCINATION POLICY (IN PERSON EVENTS)

PURPOSE

The health and safety of attendees at our events, our employees, event staff and our speakers is of utmost importance. We also have an obligation to do our part to take measures to help protect the broader community, especially those people who are unable to be vaccinated against COVID-19.

We know that COVID-19 poses and will continue to pose a serious public health risk to our community. The delta variant has changed the game, despite increased vaccination numbers. In addition, indoor in-person events present unique safety challenges, especially where attendance is significant, social distancing is difficult, food and beverages are consumed, there is opportunity for prolonged contact with other attendees and local case counts continue to be unacceptably high.

Separate from these ethical responsibilities, we also have legal obligations to take every reasonable precaution to ensure our employees are able to work in a safe workplace. Our attendees also expect our events to be operated safely.

Medical experts have been clear that vaccination is a step we can and should take, to help reduce the risks of COVID-19. The evidence is conclusive that vaccinated people are less likely to acquire or transmit COVID-19. Our risk assessment has concluded that requiring our event attendees and staff to be fully vaccinated is a proportionate response to these risks.

Public health orders continue to evolve. From time to time they may require mandatory vaccination as a matter of law. But for now, we believe a mandatory vaccination requirement is a reasonable and responsible step that we ought to take, for our in-person events. It will allow us to offer more activities to our attendees, while attempting to safeguard the health of our attendees, and will help us with the ongoing goal of returning to normal.

SCOPE / APPLICATION

This policy applies to attendees at an in-person event who are 12 or older. This includes our attendees, employees and volunteers.

It is subject to applicable public health orders, which may impose restrictions on our in-person events, such as limits on the number of attendees, masking, mandatory vaccination and a requirement to provide proof of vaccination.

This policy is also subject to collective agreements and other contractual arrangements, and will be informed by updated public health and industry guidance.

Further, the application of this policy will be informed by updated public health and industry guidance.

EFFECTIVE DATE

This policy applies to in-person events that are held on or after January 31, 2022.

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POLICY

Public Health Orders

We are committed to providing our events in a manner that is safe and which complies with all applicable public health orders. If there is any conflict between this policy and a public health order, the terms of the public health order will apply.

Currently, most provinces and territories are requiring full vaccination as a precondition of attending large gatherings, and particularly indoor gatherings. We will, of course, follow the public health orders that apply to us. This may in some circumstances restrict our ability to accommodate people who are unable to be vaccinated for reasons that are recognized by human rights laws as protected grounds. Accommodation measures are discussed in more detail below.

Vaccination

Attendees at our in-person events must be fully vaccinated against COVID-19. “Fully vaccinated” means that you have received at least two doses of a vaccine or vaccines approved by the Government of Canada, at least 14 days before the event begins. If you have received a vaccine that is approved by the Government of Canada as a single dose vaccine, then one dose of that vaccine is sufficient. If the Government of Canada recommends additional doses or boosters, then you will be required to receive those additional doses or boosters, to be considered fully vaccinated under this policy.

Proof of Vaccination

Before or at the event, you will be required to provide proof of vaccination, together with a government-issued photo ID.

Acceptable documentation must be issued by the public health authority that administered your vaccine. Depending on the public health authority, that may be a digital or physical immunization card, a secure immunization record or receipt or a record of vaccination from the health care provider who gave you your vaccine.

We reserve the right to review and confirm the suitability of the proof you have provided.

Accommodation

We recognize and respect our legal duty to accommodate people who are unable to comply with this policy because a characteristic that is protected by human rights law prevents them from receiving a vaccine. Requests for accommodations must be made at least 30 business days before the commencement of any event.

To be clear, the duty to accommodate only arises if the reason you are not fully vaccinated is due to a protected ground, such as a medical condition or a sincerely held religious belief. Personal choice or skepticism as to the efficacy of vaccines is not protected by human rights law and there is no legal duty to accommodate unvaccinated people on this basis.

Accommodation will be considered on a case-by-case basis. If we can maintain safety through a series of measures, other than full vaccination, without causing undue hardship to us and people at our events, we will explore these alternative measures. These may include some combination

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of a negative antigen or PCR test taken 48 hours or less before the event, masks, social distancing or offering virtual attendance at our events where practical and deemed possible at our discretion. What is reasonable will depend on the particular circumstances of the event, external factors and the attendee's needs, among other things.

We will discuss the situation of anyone who requests an accommodation, including the reason why they are unable to be fully vaccinated, proof of any condition that is provided by the person and what accommodation measures might be appropriate.

Anyone who requests an accommodation must provide documentation which supports the request. In the case of a medical accommodation, this means information from your health care provider which indicates you are unable to be fully vaccinated, and which satisfies any requirements that arise under applicable public health orders. Please do not provide a diagnosis or other medical information.

We note that expert opinions have been provided to government, which are based on existing and evolving evidence and clinical practice, about whether there are patient populations that cannot be immunized for medical reasons. These expert opinions have determined that medical exemptions are generally not warranted for the COVID-19 vaccine, except for a very small segment of the population. In such circumstances and as indicated above, proof from a medical professional is required.

If a negative test is provided in lieu of full vaccination, you will be responsible for all costs associated with testing. You must provide documentation of the negative test from your health care provider. Self-administered tests are not sufficient.

Privacy and Security

We are committed to collecting the minimum amount of personal information that is necessary to ensure compliance with this policy and to help ensure our events are safe. We will not share this information with any third party and it will not be retained once we confirm you are entitled to attend the event.

Any information about your attendance at the event that is stored for contact tracing purposes will not include the documentation you submitted to prove you are fully vaccinated or any negative test you provided.

Personal information we collect to administer this policy will be used only for the purposes of this policy or as otherwise required by law (for example, a public health order that may require the information be collected, used or disclosed for a different purpose).

We will treat this information as sensitive and use reasonable security methods to ensure it is stored safely.

Our staff will be trained to ask only those questions which are required to administer this policy.

We may retain statistical data, but if we do, we will anonymize it, so that it does not identify you.

If you do not consent to the collection, use or disclosure of your personal information as contemplated in this policy, you are free to decline to attend our events. Your attendance at an

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event and your provision of information about your vaccination or testing status constitutes your consent to our collection, use or disclosure of information for the purposes set out in this policy.

Personal information we collect from you is managed in accordance with the terms and conditions of our privacy policy. If there is conflict between this policy and our privacy policy, the terms of this policy will prevail and govern.

Refunds

If you are not vaccinated and cannot produce a negative test in the manner contemplated in this policy, you may not attend the event. You may contact us to enquire about a refund of any fees you have paid us in connection with the event.

Information

We recognize that some attendees and staff may be vaccine hesitant and that there is a great deal of misinformation circulating online. Attendees and staff are encouraged to visit <https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19/vaccines.html> for guidance on this subject.

REVIEW OF POLICY

COVID-19 numbers are subject to change, as are public health orders. This policy will therefore be subject to periodic review and revision, as circumstances dictate.

CONTACT

If you require an accommodation in relation to this policy, or if you otherwise have questions about these matters, please contact events@csae.com.