
Immunization Disclosure Policy

Purpose

The purpose of this policy is to outline organizational expectations with regards to COVID-19 immunization disclosure.

Contingent upon vaccine availability, all eligible individuals, are strongly encouraged to receive a COVID-19 vaccine, unless there is a medical reason to not receive a vaccine.

Background

Kinder College Early Learning Centre (KCELC) recognizes the importance of immunization of individuals regularly interacting and providing services to children due to the nature of their work and potential for exposure in the community. This COVID-19 immunization policy aims to protect the child care program's population including children, staff, volunteers, students on educational placements and any person providing child care or other services to a child in care.

COVID-19 is an acute respiratory illness caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It may be characterized by fever, cough, shortness of breath, and several other symptoms. Asymptomatic infection is also possible. The risk of severe disease increases with age but is not limited to the elderly and is elevated in those with underlying medical conditions.

Application of the Policy

The Immunization Disclosure Policy will apply to the following groups of individuals, except where the individual works remotely and the individual's work does not involve in-person interactions:

- Employees of the child care centre;
- Volunteers;
- Students on an educational placement;
- Any person who provides child care or other services to a child who receives child care (e.g., special needs resourcing consultant)
- Contractors and other individuals who frequently attend the premises

Policy

The Chief Medical Officer of Health has directed all licensed child care programs to develop, implement and ensure compliance with a COVID-19

immunization disclosure policy. All individuals covered by this policy must provide one of the following:

1. Proof of all required doses of a COVID-19 vaccine approved by the World Health Organization; or
2. A document, completed and supplied by a physician or registered nurse in the extended class that sets out:
 - a. A documented medical reason for not being fully vaccinated against COVID-19; and
 - b. the effective time period for the medical reason (i.e., permanent or time- limited).

If the effective time period of a medical exemption provided pursuant to paragraph 2b. has expired, the centre will ensure within 30 days of the medical exception expiring, that the individual provides either proof of vaccination, an extension to the medical exemption with a renewed date or proof of completing an education session.

Educational session

The educational session has been approved by and/or provided by KCELC and addresses all of the following learning components:

- how COVID-19 vaccines work;
- vaccine safety related to the development of the COVID-19 vaccines;
- benefits of vaccination against COVID-19;
- risks of not being vaccinated against COVID-19; and
- possible side effects of COVID-19 vaccination.

A video has been provided by the Ministry of Education and developed in collaboration with 19 to Zero, an independent, non-profit organization representing a coalition of academics, public health experts, behavioural economists and creative professionals. 19 to Zero works to engage and educate people on the scientific evidence around COVID-19 and COVID-19 vaccines. The video is evidence based and serves to educate individuals on the importance, safety and efficacy of COVID-19 vaccination. Here are the links to the videos:

In English:

<https://www.youtube.com/watch?v=lylv8yFnjcM>

<https://www.youtube.com/watch?v=FWJlgD68LZs> (with ASL interpretation)

In French:

<https://www.youtube.com/watch?v=MbmfnSEkDPg>
<https://www.youtube.com/watch?v=DNEW5rcHv7A> (avec interpretation en LSQ)

Support for Vaccination

KCELC will provide the following supports for people subject to this policy to receive a vaccine:

(for example: paid time off, assistance with booking vaccine appointment, peer-to-peer support, etc.)

Testing Requirements

Child care programs must require that individuals who are not fully vaccinated submit to regular rapid antigen testing. Individuals subject to testing requirements must provide verification of negative test results **at least two times per week** as an added measure to protect childcare settings from the risk of COVID-19. To support this process, the Ministry asks to inform those required to undertake testing of the following instructions:

- o Testing is to take place at an individual's residence prior to attending work.
- o Testing should be implemented consistently on a weekly basis with at least 3 days between tests, and conducted Sunday to Friday.
- o Testing should not take place more than 48 hours before attending work.

Example Scenarios:

Test 1: Monday; Test 2: Thursday; Repeat,

Test 1: Friday; Test 2: Tuesday; Repeat, or

Test 1: Sunday; Test 2: Wednesday; Repeat.

This handout explains how an individual can self-administer a COVID-19 rapid test kit:

English: <https://www.ontariohealth.ca/sites/ontariohealth/files/2021-08/PASPCOVID19-Self-Testing%20Instrucitons.docx>

French: <https://www.ontariohealth.ca/sites/ontariohealth/files/2021-08/PASP-COVID19-Self-Testing%20Instructions-FR.docx>

Please note, rapid antigen screening is only for individuals who are asymptomatic. Anyone who has symptoms should seek testing at their local assessment centre consistent with provincial testing guidance.

This is mandatory for all licensed child cares. A positive result on a rapid antigen test is considered a preliminary (presumptive) positive and requires confirmation with a PCR test.

Any individual that receives a preliminary positive result on a COVID-19 rapid antigen test, is required to:

1. **Seek a confirmatory** PCR test immediately (ideally within 48 hours) at a designated testing centre.
2. **Isolate** immediately until the result of their confirmatory test is known.
3. **Safely return to work only after they receive a negative result on a confirmatory test at a designated testing centre.**

Any positive confirmatory test is routinely reported to the local public health unit, consistent with public health legislation, to support case and contact management and surveillance.

An employer has no obligation to inform a public health unit of an employee's rapid antigen test result (regardless of whether it was positive or negative). **If an individual has had a laboratory-confirmed COVID-19 infection they should not participate in antigen testing for 90 days following the date of their positive COVID-19 test result.** These individuals should immediately resume COVID-19 rapid antigen testing after the 90th day from the date of their positive COVID-19 PCR result.

Please note, rapid antigen point-of-care tests provided to licensed child care programs are intended for individuals that are covered by the immunization disclosure policy. These tests are not intended to be used to screen children. Licensees are expected to maintain their current screening protocols for children and are encouraged to use the provincial COVID-19 school and child care screening tool.

Collection and Disclosure of Statistical Information

The centre must collect and maintain statistical information that includes:

- I. The number of Required Individuals that provided proof of being fully vaccinated against COVID-19;
- II. The number of Required Individuals that disclosed receiving additional doses exceeding the number of doses required for full vaccination against COVID-19 (collection of proof of additional doses);
- III. The number of Required Individuals that provided a documented medical reason for not being fully vaccinated against COVID-19;

-
- IV. The number of Required Individuals that completed an educational session about the benefits of COVID-19 vaccination in accordance with this policy; and
 - V. The total number of the Required Individuals to whom these instructions apply.

The centre must also disclose the Statistical Information to EDU in the manner and within the timelines specified by EDU. EDU may seek additional detail within the requested Statistical Information outlined above which will also be specified in the request. EDU may further disclose this Statistical Information and may make it publicly available.

Confidentiality Statement

As per s. 77 of O. Reg 137/15 made under the Child Care and Early Years Act, 2014, KCELC is required to report such statistical information to the Ministry of Education as may be required. No identifying information will be provided to the ministry in relation to this policy; all statistical information will be provided in aggregate form.