



JFS VOLUNTEER VACCINATION POLICY

Background

Jewish Family Services ("JFS") is committed to providing a safe working environment for our employees, volunteers, clients and the communities in which we operate (the "Stakeholders") by taking reasonable, preventative measures to reduce the risks associated with COVID-19. Scientific data and government authorities have confirmed that immunization against COVID-19 is the most effective means to prevent the spread of the virus and minimize its significant negative effects. Therefore, vaccination is the most effective tool to protect our vulnerable clients and other Stakeholders from the virus and allow us to continue to provide uninterrupted essential services to the community.

We believe that requiring all JFS employees and volunteers to be fully vaccinated is the best way to protect one another and our communities and is critical to helping end the pandemic. As such, we will now be requiring all volunteers to have received at least one dose of a COVID-19 vaccine by January 17, 2022, second dose as of February 21, 2022 and fully vaccinated by March 7, 2022 (per the current public health measures guidelines).

The purpose of this Vaccination Policy (the "Policy") is to provide information regarding the expectations and requirements for our volunteers with respect to COVID-19 vaccination.

1. PURPOSE

COVID-19 is a serious risk and the health and safety of our Stakeholders is our highest priority. After careful consideration, it was determined that alternate measures alone are not sufficient to adequately protect our Stakeholders. As such, COVID-19 vaccination requirements will be used in conjunction with other safety measures such as masks, physical distancing, good hygiene and strong cleaning protocols, as appropriate.

This Policy outlines JFS' COVID-19 vaccination policy and describes the procedures in place to provide proof of vaccination and timing for compliance.

This Policy shall be reviewed regularly, and at least every four (4) weeks, to ensure alignment with public health measures and regulations, and to confirm that it adequately covers the health and safety risks it addresses.

2. SCOPE

This Policy applies to all JFS volunteers. Every JFS volunteer is obligated to comply with this Policy to protect themselves, other workers and volunteers and the public in the workplace or wherever they are representing JFS. A failure to comply with this Policy may result in disciplinary action as set out below.



3. DEFINITIONS

Fully Vaccinated means having received the full series of a COVID-19 vaccine approved by Health Canada or a combination of vaccines approved by Health Canada (including boosters as made available). An individual is considered fully vaccinated 14 days after receiving your second dose. Your booster dose does not affect your proof of vaccination.

Vaccination Document(s) is a valid and legitimate proof of vaccination document issued by a health care professional or the BC Government. This includes the document(s) issued at the time of vaccination and the vaccination record that can be obtained from health authorities.

Volunteer means any individual who is volunteering, in-person, as a representative of JFS, for example, drivers, committee members, friendly visitors, etc.

4. PROCEDURE

A. Requirement to be Fully Vaccinated

All JFS volunteers must be Fully Vaccinated against COVID-19 as of March 7, 2022. In order to comply with this deadline:

- JFS volunteers must have received at least one vaccination shot no later than January 17, 2022; and
- JFS volunteers must have received their second vaccination shot no later than February 21, 2022

B. Proof of Vaccination

Before the stated vaccination deadlines have expired, JFS volunteers will be required to provide their vaccination status to JFS as communicated by JFS via email, via the website, phone or in-person.

5. Considerations for Accommodation from Policy

Anyone who is not vaccinated, must submit in writing an explanation as to why they are not vaccinated and request an accommodation to be exempted from the requirements. Anyone requesting an accommodation should include any supporting medical documentation.

Generally, exceptions to this Policy will only be granted for medical reasons or other legal grounds recognized under the BC Human Rights Code.

Personal choice to not receive vaccination for COVID-19 is not an acceptable justification.



6. Confidentiality and Privacy

Individual COVID-19 vaccination status is confidential and private information. JFS will protect individual privacy as much as reasonably possible while maintaining the integrity of the Policy and will comply with all applicable privacy legislation.

The information collected will only be retrieved and used for the purpose of ensuring the health and safety of the Stakeholders in the event of a COVID-19 outbreak or to comply with Public Health Orders. This information will only be kept for as long as public health conditions make it necessary or prudent to do so.

Vaccination documentation of our volunteers will be verified with an uploaded copy into volunteer database or by email and will be deleted immediately upon verification and where necessary, in-person or via video conference as agreed upon with JFS representatives.

Volunteers are asked to maintain mutual respect and integrity regarding vaccination status of JFS employees and volunteers and are discouraged from discussing vaccination status openly within the workplace or client work site. JFS will not tolerate any bullying or harassment of any individuals relating to vaccination status or individual beliefs about vaccines.

7. Compliance with this Policy

If a JFS volunteer fails to comply with this Policy, such failure will be in breach and may be a disciplinary matter. Steps will be considered to remove any volunteer from the workplace or volunteer assignment.

Last updated: December 30, 2021