



Field Hockey Canada Covid-19 Vaccination Policy

<i>Policy Name</i> COVID-19 Vaccination Policy		<i>Policy Category</i> OPERATIONS
<i>Date of Approval</i> October 19, 2021	<i>Activation Date</i> October 20, 2021	<i>Replacing Previous Version</i> n/a
<i>Approved By</i> Board of Directors		<i>Review Cycle</i>

PURPOSE

At Field Hockey Canada, we are committed to providing and maintaining a safe and healthy environment for all. Consistent with this commitment, Field Hockey Canada has established this Mandatory COVID-19 Vaccination Policy (the “Policy”). The Policy requires that, in accordance with the terms set forth below, all persons subject to this Policy (as defined in Scope, below) be fully vaccinated for COVID-19 or obtain an approved accommodation or exemption.

BACKGROUND

Field Hockey Canada has legal obligations to take every precaution reasonable in the circumstances to protect the health and safety of a worker and its stakeholders. The objective underlying this Policy is to provide a healthy and safe environment for employees, contractors, coaches, athletes, support staff and safeguard the broader communities in which they live.

SCOPE

This Policy applies to all Field Hockey Canada staff, contractors, directors, coaches, athletes, support staff and volunteers participating in a recognized FHC competition, event or other activity (Collectively “Field Hockey Canada Stakeholders”). If the building policy or competition venue does not mandate full vaccination status as a condition of employment or entry, a number of control measures will be in effect to reduce the risk of transmission. These are outlined in Field Hockey Canada’s covid-protocol which outlines our mitigating actions to minimize transmission and keep our community safe. (<https://fieldhockey.ca/covid-19-return-to-play/>).

Field Hockey Canada recognizes that different countries have different vaccination requirements for entry into the country. It is the responsibility of all FHC Stakeholders to fully understand and adhere to these requirements.

TIMING

All Field Hockey Canada Stakeholders must be fully vaccinated by November 5th, 2021. “Fully vaccinated” includes doses of a Health Canada approved vaccine, where applicable. It is the responsibility of the Field Hockey Canada Stakeholder to ensure there is sufficient time to receive both doses of the vaccine by November 5th, 2021. After November 5th, 2021, subject to relevant accommodations or exemptions, all Field Hockey Canada Stakeholders must be fully



vaccinated. Field Hockey Canada staff who fail to comply with the terms set out in this Policy may be subject to disciplinary action, up to and including termination from their employment.

PROOF OF VACCINATION

Once a Field Hockey Canada Stakeholder has been fully vaccinated, they are required to provide proof of vaccination to Field Hockey Canada. This must be provided prior to November 5th, 2021, or for any Stakeholder engaging in a FHC activity for the first time, prior to their first day of engagement. Proof can be in the form of a copy of the proof of vaccination given at the time of receiving vaccination, vaccination passport, or a letter from a medical practitioner, confirming the Field Hockey Canada Stakeholder has been vaccinated. Field Hockey Canada will only collect, use and disclose information regarding a Field Hockey Canada Stakeholder's vaccination status in accordance with its Privacy Policy and all applicable privacy laws.

EXEMPTIONS

Field Hockey Canada recognizes its responsibilities and duties under provincial human rights legislation. If a Field Hockey Canada Stakeholder is unable to be vaccinated, due to a protected ground, as defined by the Code, Field Hockey Canada has a duty to accommodate to a point of undue hardship. However, this duty to accommodate must be balanced against Field Hockey Canada's obligations to protect the health and safety of Field Hockey Canada Stakeholders. Due to the serious health threat COVID-19 presents to the public, if a Field Hockey Canada Stakeholder will not be vaccinated because of a protected ground under the Code, they must request an accommodation or exemption which falls under one of the following two categories:

- 1) Medical Condition, or;
- 2) Religious / Creed.

MEDICAL CONDITION EXEMPTION

A Field Hockey Canada Stakeholder who is requesting an exemption from this Policy on the basis of a medical condition must provide Field Hockey Canada with a letter from a medical doctor, clearly stating the reason why the Stakeholder should be exempted from receiving the vaccine. This letter will be considered information in the consideration of the exemption and does not constitute, in and of itself, an exemption.

RELIGIOUS/CREED EXEMPTION

There is no requirement under the Code to accommodate a bald refusal to be vaccinated arising from a political belief and/or principle. Political belief, such as the objection to receiving the vaccination on a principled basis, is not a protected ground under the Code. A Field Hockey Canada Stakeholder may apply for an exemption, due to religious belief or creed. Field Hockey Canada reserves the right to ask for materials in support of Field Hockey Canada Stakeholder's religious belief or creed, including a letter of support from a religious leader or community. This letter will be considered information in the consideration of the exemption and does not constitute, in and of itself, an exemption.

PROCESS TO RECEIVE AN ACCOMODATION



1) The Field Hockey Canada Stakeholder who seeks an accommodation, including an exemption, is required to submit a COVID-19 Vaccination Accommodation/Exemption Request to sahrens@fieldhockey.ca.

2) The staff member must submit an Accommodation/Exemption Request to Field Hockey Canada's CEO at sahrens@fieldhockey.ca with supporting documentation.

3) The CEO will consult with a committee of subject matter experts as deemed necessary to determine whether the accommodation, including an exemption, will be granted based on the accommodation process set out below. If additional information is required from the Field Hockey Canada Stakeholder, the CEO will follow up.

4) The CEO will confirm receipt of the Accommodation/Exemption Request. An original copy of the request email will be securely stored at Field Hockey Canada.

The accommodation process is a shared responsibility. All parties should cooperatively engage in the process, share information and consider potential accommodation solutions. Field Hockey Canada Stakeholders who are requesting an accommodation are required to:

- 1) Make the accommodation needs known to the best of their ability, preferably in writing, in a timely manner;
- 2) Answer reasonable questions or provide information about relevant restrictions or limitations, including information from health-care professionals;
- 3) Take part in discussions about possible accommodation solutions;
- 4) Cooperate with any experts whose assistance is required to manage the accommodation process;
- 5) Meet agreed-upon performance standards and requirements, once accommodation is provided; and
- 6) Work with Field Hockey Canada's administration on an ongoing basis to manage the accommodation process.

FIELD HOCKEY CANADA EVENTS

Note, due to the ever-changing COVID-19 situation, restrictions may be added, modified, or lifted in the future. If COVID-19 cases increase, if the risk of COVID-19 in areas increases significantly, and/or if there are COVID-19 outbreaks, Field Hockey Canada may have to add back, change or update health and safety protocols.

Field Hockey Canada's policy for events stipulates that:

- (a) Only fully vaccinated players and coaches may access the field of play. Masks are not required for practice or game play.



- (b) Broadcast crew, game umpires, supporting staff must be fully vaccinated to access the field/event location. Each group will wear masks in the field of play.
- (c) Host committee volunteers must be fully vaccinated to access the field/event location. Volunteers will wear masks at all times (except while eating).
- (d) Fans must be fully vaccinated to access the field/event location
- (e) Field Hockey Canada will be responsible for collecting and protecting proof of vaccination.
- (f) Field Hockey Canada's COVID-19 Protocols must be adhered to at all events:
 - Masks will be worn by any volunteer, umpire, association staff, and broadcast crew members in the field of play;
 - Strongly recommend no congregation in hotel rooms outside of your group; teams may congregate, umpires may congregate, etc.;
 - Where applicable, temperature testing may be in place to access event locations. A high temperature (greater 37.9° Celsius) will not allow access until assessed by a medical doctor. (6)
 - Other COVID testing (PCR, rapid) may be in place at any time.