



NORTH TORONTO AQUATIC CLUB COVID-19 VACCINATION POLICY

Approved by the Board of Directors on September 24, 2021

A. Purpose

Keeping the North Toronto Aquatic Swim Club (the “Club”) community safe and healthy while having staff and swimmers in pools is a critical Club priority. The Club has the responsibility to ensure it is doing everything it can to protect its swimmers, employees, board members, volunteers and families.

Vaccination is one of the most effective tools in the fight against COVID-19. To continue to protect the health and safety of all participants, the Club is currently restricting participation to those eligible to receive the vaccine (“Club Participant”) and is requiring participants be fully vaccinated as a condition of participating in Club activities in accordance with defined timelines.

B. Policy

As a condition of participating in any Club activity (including, but not limited to, any in-pool or dryland program), Club Participants are required to be fully vaccinated according to current government rules against COVID-19, with a vaccine that is approved for use in Canada.

This policy is effective immediately.

The Club will review this policy regularly to consider updates as public Covid-19 circumstances evolve. In the event Public Health authorities recommend a booster shot or third vaccination dose, this policy will be updated to include the updated requirements.

Your support and cooperation to comply with this policy and continuing to comply with the existing Covid-19 measures is greatly appreciated. All efforts are in place to protect the Club’s participants, employees, volunteers, board members and the community at large.

C. Proof of Vaccination

All Club Participants are required to be fully vaccinated (including the 14-day period after receiving their completed dose) two weeks before participating in Club programming.

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Club Participants will be required to show a designated member of the Club the document received with their second dose of vaccine (or, only dose of a 1-dose vaccine) or other proof of vaccination the Club deems acceptable.

We encourage Club Participants to contact the Club at info@ntac.ca to arrange a time to show proof of vaccination via zoom before program start dates.

Alternatively, Club Participants will be required to show proof of vaccination to a designated Club member on the first day they attend the Club facilities to participate in programming.

D. Protecting Vaccination Status Information

The designated Club member will record vaccination status and will not retain copies of vaccination proof.

All documentary records about COVID-19 vaccinations and accommodations for Club Participants will only be collected, used, retained, or disclosed by the Club as may be necessary for legitimate operational purposes or as directed or requested by governmental authorities or as may be required for legal purposes. Records will be destroyed when no longer required.

E. Accommodations

The Club will comply with the Ontario Human Rights Code (OHRC) and provide accommodation up to the point of undue hardship to any Club Participant who is unable to be vaccinated for substantiated medical reasons and/or on grounds protected under the OHRC.

If a Club Participant cannot provide the Club with satisfactory evidence of vaccination, the following will be taken into consideration: (i) the Club Participant's reason for not being vaccinated; and (ii) documentation to substantiate a medical or protected ground reason for not being vaccinated.

Any Club Participant requiring accommodation must provide the Club with documentation to substantiate their reason for not being vaccinated. Where accommodation is not possible without undue hardship, the Club Participant will not be permitted to be involved in any sanctioned Club activity for the duration of the pandemic or until such time that COVID-19 no longer poses a significant public health risk.

The Club reserves the right to have accommodation medical documentation reviewed by applicable medical specialists and to make appropriate inquiries to verify the authenticity of a creed/religion-based claim.

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Any Club Participant who is granted accommodation must undergo regular COVID-19 testing and must provide evidence to the Club of a negative test twice weekly during such time as the Club Participants is actively involved in sanctioned Club activities.

The Club is not responsible for any costs related to Covid-19 testing.

F. Unvaccinated Club Participants

Any Club Participant who is not fully vaccinated pursuant to this policy is not eligible to participate in Club programming until such time as they present satisfactory evidence to the Club that they are fully vaccinated.

This Section does not apply any individual who has been granted an accommodation in accordance with Section E of this policy.

G. Employees and volunteers

Employees are subject to a workplace vaccination policy that requires vaccination.

This policy applies to volunteers and any non-employees permitted to participate in Club activities or attend Club premises.