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COVID-19 Vaccination or Testing Policy

(Established based on the SPCC Board decision of September 8, 2021)

PURPOSE

The Sherwood Park Curling Club (SPCC) is committed to providing and maintaining as safe and healthy an environment as possible for all. Consistent with this commitment, SPCC has established this COVID-19 Vaccination or Test 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, be tested regularly or obtain an approved accommodation or exemption.

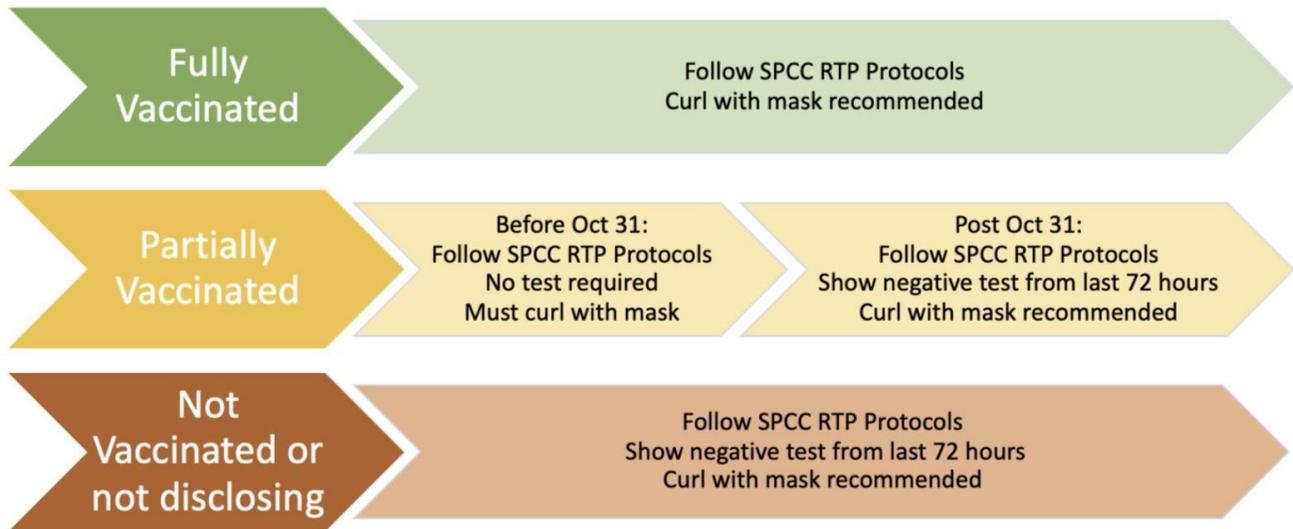
BACKGROUND

Sherwood Park Curling Club 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 as healthy and safe an environment as possible for staff, club members, coaches, volunteers and visiting athletes; and to safeguard the broader communities in which they live.

SCOPE

This Policy applies to all SPCC staff, club members, coaches, volunteers and visiting athletes who are eligible to be vaccinated (12 years and older) (Collectively “SPCC Stakeholders”). The Policy is limited to **on- ice activities** while the remainder of the club activities are subject to the most current Provincial Public Health Orders and/or the Strathcona County Bylaws.

REQUIREMENTS



The SPCC 2021-22 Return to Play (RTP) Protocols - Sep 10 ver can be found [here](#).

Before October 31, 2021 if partially vaccinated curlers prefer to not wear a mask on ice, they will be asked to provide a negative COVID test result received within the 72 hours preceding their access to the ice.

Note for the purposes of this policy:

Fully vaccinated is defined as being at least 2 weeks past receiving your second of two doses of a [Health Canada approved COVID-19 vaccine](#).

Partially vaccinated is defined as being less than 2 weeks past receiving your second dose of an approved COVID-19 vaccine. This includes all those who have only received 1 dose of a 2 dose vaccine.

For members under 12 years of age

Tailored safety protocols will be implemented to maintain the health and safety of these participants.

PROOF OF VACCINATION

Members:

Prior to accessing the curling ice all SPCC Members will be required to provide proof of vaccination in person at which time SPCC Administration will review the documentation and upon validation the member will sign a [consent form allowing SPCC to record the members vaccination status](#). No copy will be made of the health documentation. Proof can be in the form of a copy of the proof of vaccination given at the time of receiving vaccination, [MyHealth Alberta](#) web page or app, or a letter from a medical practitioner, confirming the SPCC Member has been vaccinated.

Upon validation of documentation and completion of the consent form, SPCC cards will be provided to members who have met the full vaccination criteria. Members who are partially vaccinated will be provided the card two weeks after their second dose upon the provision of full vaccination documentation to Club Administration.

Staff or Volunteers:

New staff members and non-SPCC member volunteers must provide proof of vaccination prior to commencement of their first shift.

Visiting Athletes for Events:

Prior to accessing the curling ice all visiting Athletes will be required to provide proof of vaccination in person at which time SPCC Administration will review the documentation. No copy will be made of the health documentation. Proof can be in the form of a copy of their applicable Alberta Health Services or other public health authority forms. To be considered “fully vaccinated” by the Sherwood Park Curling Club Athletes must meet [Health Canada requirements](#).

PRIVACY PROTECTION

The personal information is collected under the authority of sections 33(c) of the Alberta Freedom of Information and Protection of Privacy Act (PIPA).

The personal information collected will be used, disclosed and protected, in accordance with Part 2 of PIPA.

- Use of Information: To facilitate as healthy and safe an environment as possible for on-ice activities at SPCC.
- Disclosure of Information: No personally identifiable information related to the collection of Stakeholders' vaccination status will be released outside the Business manager's office, unless legally required.
- Protection of Information: All formats of personally identifiable information related to the collection of Stakeholders' vaccination statuses will be stored in a secure manner and all electronic and physical documents will be destroyed no later than the commencement of the 2022-23 season.

Further information about the collection, use and disclosure of personal information involved, can be requested from the Business Manager at manager@sherwoodparkcurling.com.

EXEMPTIONS

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

1. Medical condition, or;
2. Religious Beliefs

Medical Condition Exemption

A SPCC Stakeholder who seeks an accommodation, including an exemption from this Policy on the basis of a medical condition must provide SPCC 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 Belief Exemption

A SPCC Stakeholder may apply for an exemption, due to their religious belief . SPCC reserves the right to ask for materials in support of SPCC Stakeholder’s religious belief, 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 Exemption

1. The SPCC Stakeholder who seeks an accommodation, including an exemption, is required to submit a COVID-19 Vaccination Accommodation/Exemption Request with supporting documentation to manager@sherwoodparkcurling.com.
2. The **SPCC Business Manager** will consult with a sub-committee of the SPCC Executive 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 SPCC Stakeholder, the **Business Manager** will follow up.
3. The **Business Manager** will confirm in writing SPCC’s decision of the Accommodation/Exemption Request. An original copy of the request email will be securely stored with

SPCC .

The accommodation process is a shared responsibility. All parties should cooperatively engage in the process, share appropriate information and consider potential accommodation solutions. SPCC 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 and safety standards and requirements, once accommodation is provided; and
6. Work with SPCC administration on an ongoing basis to manage the accommodation process.

TESTING REQUIREMENTS

To participate in on-ice activities SPCC Stakeholders, who do not meet the vaccination requirements outlined above or who chose not to disclose their vaccination status will be required to complete regular COVID-19 tests. Before any on-ice activity, individuals must present a negative test result obtained within the past 72 hours.

Both Rapid COVID-19 Antigen Screening (Rapid) tests and polymerase chain reaction (PCR) tests will be accepted prior to participation in on-ice activities. All testing shall be at the cost of the Stakeholder.

Should you have any questions or concerns, please contact:

Manager@sherwoodparkcurling.com or President@sherwoodparkcurling.com.