



T H E F R E E M E T H O D I S T C H U R C H I N C A N A D A ™

## **Free Methodist Church in Canada – October 6, 2021** **Ministry Centre: Mandatory COVID-19 Vaccination Policy**

The health and safety of Free Methodist Church in Canada (“FMCiC”) Ministry Centre employees, volunteers, and those who are served on the premises is a priority. FMCiC is committed to taking every precaution reasonable in the circumstances for the protection of the health and safety of those individuals from the hazards of COVID-19. Vaccination is a key element in the protection of individuals against the hazards of COVID-19.

As a result, all new and current employees and volunteers are encouraged to be fully vaccinated against COVID-19. This Policy is designed to maintain a safe workplace and protect the health and safety of employees, volunteers, and those who are served on the premises.

Ministry Centre employees must also adhere to the FMCiC’s guidelines regarding vaccination.

### **A. Background**

Full vaccination has been shown to be effective in reducing COVID-19 transmission and protecting vaccinated individuals from the severe health consequences of COVID-19 and COVID-19 variants, including the Delta variant which is currently circulating in Ontario.

As COVID-19 continues to spread within Ontario, the data demonstrates a higher incidence of COVID-19 amongst the unvaccinated population. With the increasing levels of contact between individuals since businesses, services, and recreational activities have reopened, we feel that it is important that FMCiC employees and volunteers be fully vaccinated in order to protect themselves against COVID-19 and to provide indirect protection to others, including colleagues. If FMCiC employees and volunteers choose not to be vaccinated, then we require continued stringent adherence to other COVID-19 public health guidelines, as well as, where applicable, COVID-19 testing.

### **B. Application**

This policy applies to all current FMCiC employees and volunteers and all new FMCiC employees and volunteers beginning on November 30, 2021 onwards.

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### **C. Support for Vaccinations**

FMCiC supports employees and volunteers in obtaining their COVID-19 vaccination. FMCiC will allow employees to schedule their vaccination appointments during work hours, and employees will be paid for the time spent receiving their vaccinations during work time.

### **D. Continued Compliance with All Health and Safety Precautions**

D.1. FMCiC employees and volunteers are expected and required to continue to comply with applicable health and safety measures to reduce the hazard of COVID-19, including but not limited to:

- i. compliance with established workplace controls, such as wearing a mask or face covering;
- ii. maintaining appropriate physical distancing;
- iii. self-monitoring and reporting of potential COVID-19 symptoms when at work and/or volunteering; and
- iv. quarantine after travel, or exposure to COVID-19, as per public health guidelines.

D.2. Employees and volunteers who are unable to become vaccinated due to a substantiated claim under the Ontario *Human Rights Code*, R.S.O. 1990, c. H.19 may be required take additional infection and prevention control measures such as:

- i. The use of additional PPE, frequent COVID-19 testing, worker relocation, and modified work or reassignments.
- ii. Testing will be required by non-fully-vaccinated employees when they are in direct contact with churches, leaders and lay members, in a FMCiC event (for example, Staff Learning Day, MEGAP, SCOD, BOA, New Pastor Orientation).

### **E. Reporting Vaccination Status (confidential)**

E.1. Employees must disclose their vaccination status to the Bishop.

E.2. FMCiC will maintain vaccination disclosure information in accordance with privacy legislation. This information will only be used to the extent necessary for implementation of this policy, for administering health and safety protocols, and for infection and prevention control measures in the workplace.

E.3. Employees and volunteers may also be required to disclose their vaccination status by law or to otherwise give effect to this Policy, including, but not limited to, situations where employees and volunteers are directed

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to stay home as a result of COVID-19 screening (e.g., after experiencing COVID-19 symptoms, a COVID-19 exposure, or a travel related quarantine).

#### **F. Accommodation in Accordance with the Ontario *Human Rights Code***

Employees who are not able to obtain a COVID-19 vaccine for a reason related to a protected ground under the Ontario *Human Rights Code* can request accommodation by submitting a “Request for Accommodation” form.

All accommodation requests require written proof of the need for accommodation (e.g., in the case of a request for a medical accommodation, medical documentation along with the form and must be submitted to the Chair of the Personnel Team.

#### **G. Regular Antigen Point of Care Testing for COVID-19**

G.1. FMCiC employees and volunteers who are not fully vaccinated as of November 30, 2021 will be required to produce a negative rapid antigen test at least 1 day prior to attending the premises as per section D.2.ii above. This test will be taken at the employee/volunteer’s own cost and must be submitted to the Bishop via e-mail.

G.2. Individuals that test positive with the Antigen Point of Care test, must not come to work and arrange a confirmatory COVID-19 test at a Covid Assessment Center.

#### **H. Consequences of Non-Compliance with this Policy**

Employees who do not comply with this policy may be subject to discipline, up to and including termination of their employment.

#### **I. Contact**

I.1. Should you have any questions regarding this new Policy, please contact the Bishop.

I.2. If it is determined that additional measures and/or precautions are necessary FMCiC may implement new measures to protect employees and volunteers, and the individuals they interact with, from COVID-19 and may amend this policy accordingly and/or communicate the required additional precautions to employees and volunteers.