

# FAQs Regarding Michener's COVID-19 Vaccination Policies

## Q: What is the definition of “fully vaccinated”?

A: Double vaccination remains the definition of fully vaccinated. Michener continues to strongly encourage all eligible individuals to get dose #3. [Book an appointment](#).

Staff should report their dose #3 information at [staffvaccination@michener.ca](mailto:staffvaccination@michener.ca). Students should report their dose #3 information at HealthServices [HealthServices@michener.ca](mailto:HealthServices@michener.ca).

Please see the Ontario [public health notice](#) regarding vaccination status.

## Q: Ontario has said that K-12 teachers will be provided with N-95 masks. Will Michener staff receive N95 masks too?

A: The K-12 population is not fully vaccinated. Michener has a mandatory vaccination policy for all students, staff and faculty.

UHN Infection Prevention and Control (IPAC) still does not recommend N95s outside of providing direct care for a patient who is suspected/confirmed to have COVID-19. IPAC has not seen transmission to other workers on units with COVID who wear medical masks. The majority of transmission onsite continues to occur in break spaces where staff are unmasked and not distancing.

N95s are also very difficult to wear for long stretches of time and people tend to touch them, adjust them or take them off for ‘breathers’ when they shouldn’t – this can increase the possibility of self-contamination.

The highest risk for transmission still occurs between two unmasked people within two metres of each other. Distancing and masks are key for safety.

## Q: Is the COVID-19 Vaccine mandatory?

A: Yes. Ontario's Chief Medical Officer of Health has instructed Michener and other post-secondary institutions to develop, implement and ensure compliance with a COVID-19 vaccination policy, which mandates that all staff and students, unless they have an approved exemption pursuant to the *Ontario Human Rights Code*, must be fully vaccinated against COVID-19.

## Q: Is there a deadline to receive both doses of the vaccine?

A: Yes. Michener requires all staff and students to receive **both doses** of a Health Canada- approved COVID-19 vaccine by **October 22, 2021**. In order to have received both doses by October 22, staff and students should receive their first dose no later than **September 24, 2021**.

## Q: Are contractors/visitors on campus required to abide by these guidelines?

A: Yes, the policy applies to contractors and visitors, including those accompanying a patient to the Chiropody Foot Clinic. For information on requirements for contractors and visitors, read the [UHN Policy for Essential Care Partners and Individuals](#).

### **Q: How do I let Health Services know that I have received my COVID vaccine?**

A: **Staff:** Proof of vaccination for **staff** must be submitted to Michener Health Services via [staffvaccination@michener.ca](mailto:staffvaccination@michener.ca). If you do not have a copy of your vaccination receipt, please go to [ontariohealth.ca](http://ontariohealth.ca) to download your COVID-19 Vaccine records from the Ministry of Health. You will need your OHIP card to do this – it takes about a minute.

**First-Year Students:** All first-year students were required to upload their health requirements documentation on the Student Portal under the Health Service tab, prior to August 31, 2021.

**All Returning Students:** All returning students were required to upload their health requirements documentation on the Student Portal under the Health Service tab by September 7, 2021.

### **Q: What will happen to me if I am not vaccinated after October 22, 2021?**

A: If a staff member or student without an approved exemption (medical or other ground pursuant to the *Human Rights Code*) is not fully vaccinated after **October 22, 2021** (without both vaccine shots), they will no longer be able to work or attend class on-site at Michener.

### **Q: What if I fail to disclose my vaccination status?**

A: A failure of staff and students to disclose to UHN and/or Michener Health Services their vaccination status may result in discipline up to and including the termination of their employment. In the case of students, a failure to disclose may result in the withdrawal from their studies in accordance with the [Michener's Withdrawal Policy](#).

### **Q: I believe that I cannot take the vaccine due to a medical condition. What is it that I need to do?**

A: You must have a physician or registered nurse complete a form that clearly outlines a documented medical reason for not being fully vaccinated against COVID-19, and the effective time period for the medical reason (i.e., permanent or time-limited).

To apply for an approved medical exemption, a physician or registered nurse must complete [COVID-19 Vaccine Medical Exemption Form](#). You must apply for an approved medical contraindication by September 24, 2021 in order to give Health Services sufficient time to review your request.

If you are a member of staff, you are required to provide the documentation for review to Michener's Director, People Consultants at [teniayo.araba@uhn.ca](mailto:teniayo.araba@uhn.ca), titled "Michener Exemption Request."

If you are a student, you are required to provide the documentation for review to Michener's Health Services at [HealthServices@michener.ca](mailto:HealthServices@michener.ca)

### **Q: If I am medically exempt from taking the COVID-19 vaccine, can I keep my job and return to work? As a student, can I continue with my academic program? If I do return to work or school, will I be required to continue doing the rapid antigen test kits?**

A: If Health Services determines that you have a valid medical exemption, you will be able to return to work or school, but will have to continue to do the rapid antigen tests (see below for details on the rapid antigen tests).

**Q: I believe that I cannot take the vaccine due to non-medical grounds under the Human Rights Code. What is it that I need to do?**

A: You must provide a written request that clearly outlines a reason pursuant to the *Human Rights Code* which exempts you from getting the COVID-19 vaccine.

You must complete the [Exemption under the Ontario Human Rights Code](#) to apply for an exemption based on non-medical grounds under the *Human Rights Code*. You must apply for an exemption by no later than **September 24, 2021** and submit all documentation for review via Michener's People and Culture Department by email to either [natasha.kuzmanov@uhn.ca](mailto:natasha.kuzmanov@uhn.ca) or [jacqueline.silvera@uhn.ca](mailto:jacqueline.silvera@uhn.ca) titled "Michener Exemption Request."

Medical Radiation Sciences students **must** apply through the University of Toronto for non- medical exemptions through the University's Vaccination Exemption Request Portal via the [Enterprise Service Centre \(ServiceNow\)](#) and submit the notice exemption to [HeathServices@michener.ca](mailto:HeathServices@michener.ca).

**Q: If I am exempt based on non-medical grounds under the Human Rights Code from taking the COVID-19 vaccine, can I keep my job and return to work? As a student, can I continue with my academic program? If I do return to work or school, will I be required to continue doing the rapid antigen test kits?**

A: If it is determined that you have a valid exemption pursuant to the *Human Rights Code*, you will be able to return to work or school but will have to continue to do the rapid antigen tests. Students should note that clinical placements may not accept Michener's exemption so completion of your studies may not be possible.

**Q: When do I need to take a rapid antigen test?**

A: If you are deemed exempt following review of the medical and non-medical exemption documentation, you will be required to participate in the self-administered COVID-19 testing program and will be provided with rapid antigen testing kits that must be self-administered at home.

Similarly, within the fourteen-day period following being fully vaccinated, you will also be required to participate in the self-administered COVID-19 testing program before returning to work or school at Michener. You will be required to provide a negative test within the previous 48 hours of coming on-site to Michener.

Rapid test kits can **only** be used by the staff and students who receive them.

For staff planning to travel, the previous requirements for reporting international travel and testing rigorously afterwards are no longer required due to concerns for preserving rapid and PCR testing. Travel is still discouraged and please adhere to federal and local regulations, including ongoing changes. Self-monitoring is required.

**Q: What should a contractor or visitor do if they have a valid exemption and need to enter the building?**

A: Anyone with an approved exemption must submit proof of a negative COVID-19 test performed within the past 48 hours. Rapid antigen test kits are available at Reception.

**Q: How will my personal information be shared when I submit my proof of vaccination?**

A: Upon request, Michener will disclose the statistical information to the Ministry of Colleges and Universities and/or the Ministry of Health. Michener will provide no identifying information to the Ministry. Michener may also internally use the information for employment administration purposes and health and safety purposes.

UHN's Health Services department is collecting and receiving information from Michener staff solely for the purpose of supporting Michener in reviewing requests for medical exemptions of its staff. Such information will not be used by UHN for any other purpose.

**Q: In a previous UHN FAQ, it was stated that those employees working remotely may not need to receive mandatory COVID-19 vaccination. How will this be addressed in light of the Remote Working Policy?**

A: The intent of the Remote Work Policy is to allow our employees flexibility in how the work is performed, Michener employees who are expected to be on site, even if very infrequently, must be compliant with the COVID-19 Vaccine Policy.

**Q: I am a Michener student moving into residence. Where can I access vaccine information and policies for Michener's residence?**

A: Please visit the [Student Residence page](#) on Michener's website and click on COVID-19 Protocols in the top menu.

**Q: Can you please advise as to the approved legal status of any vaccine and if it is experimental?**

A: All vaccines required as part of the terms and conditions of employment with UHN have been approved by Health Canada. Health Canada resources on COVID-19 vaccine can be located at: [Vaccines for COVID-19](#).

**Q: Can you please provide details and assurances that the vaccine has been fully, independently and rigorously tested against control groups and provide the subsequent outcomes of these tests?**

A: Information on clinical trials can be found at: [Conducting a COVID-19 drug and vaccine clinical trial](#).

**Q: Can you please advise as to the entire list of contents of the vaccine I am to receive?**

A: In Canada there are 4 authorized vaccines, those include: Pfizer-BioNTech, Janssen (Johnson & Johnson), Moderna, and AstraZeneca. More information about each vaccine, including its contents are available on Government of Canada website. Here is a link for each vaccine:

- [Pfizer-BioNTech COVID-19 vaccine: What you should know](#)
- [Moderna COVID-19 vaccine](#)
- [AstraZeneca / COVISHIELD COVID-19 vaccine](#)
- [Janssen \(Johnson & Johnson\) COVID-19](#)

**Q: Can you please advise of any adverse reactions associated with this vaccine since its induction?**

A: For detailed list of potential symptoms please go to: [COVID-19 vaccine safety: Summary of weekly report on side effects following immunization](#)

**Q: Can you please tell us what processes are different following the vaccination deadline of October 22 2021?**

**A: Michener Staff, Faculty and students** confirm their vaccination status by swiping their Michener ID when they arrive at 222 St Patrick Street. All people entering 222 St Patrick Street must complete daily screening and confirm with a green PASS from Uhnscreen.ca or by answering specific screening questions at reception.

**UHN Staff** confirm their vaccination status by showing their UHN ID when they arrive at 222 St Patrick Street. All people entering 222 St Patrick Street must complete daily screening and confirm with a green PASS from Uhnscreen.ca or by answering specific screening questions at reception.

**Visitors, contractors, vendors, students and faculty without Michener issued ID, and those accompanying patients for chiropody appointments,** confirm their vaccination status by showing their government issued vaccination verification when they arrive at 222 St Patrick Street. All people entering 222 St Patrick Street must complete daily screening and confirm with a green PASS from Uhnscreen.ca or by answering specific screening questions at reception.

**Q: I have an approved medical exemption, what do I need to do to enter 222 St. Patrick Street?**

A: Michener Staff, Faculty and Students who are exempt following review of medical and non-medical exemption documentation, are required to participate in the self-administered COVID- 19 testing program and will be provided with rapid antigen testing kits that must be self-administered at home. A negative test must be posted to the Thrive App within 48 hours of coming on-site to 222 St Patrick. Similarly, within the fourteen-day period following being fully vaccinated, you will also be required to participate in the self-administered COVID-19 testing program before returning to work or school at Michener. Rapid test kits can only be used by the staff, faculty or students who receive them.

**Q: What are the processes for Non-Michener staff or students who have a medical exemption?**

A: Rapid test kits are available at reception for those visitors, contractors, vendors, students and faculty without Michener issued ID, and those accompanying patients for chiropody appointments, who have an approved exemption. These self-administered tests must be completed onsite in a private room and a negative result received prior to proceeding to your activity at Michener. Please consider the time delay in your plans as testing takes approximately 20 minutes.

**Q: Are contractors/visitors on campus required to abide by these guidelines?**

A: Yes, the policy applies to contractors and visitors, including those accompanying a patient to the Chiropody Foot Clinic. Michener has formerly adopted the **UHN Policy 1.20.020: Mandatory COVID-19 Vaccination for Contractors, Business Visitors and Study Visitors** [UHN's Mandatory COVID-19 Vaccination for Contractors, Business Visitors and Study Visitors](#).