

Policy Name:	VACCINATION REQUIREMENTS – COVID-19		
Policy #:	AD 5.11	Last Updated:	2021-10-15
Issued By:	SUPPORT SERVICES BUREAU	Approved By:	SURREY POLICE BOARD
		Review Frequency:	AS REQUIRED

RELATED POLICIES

AD 5.9 Duty to Accommodate

1. PURPOSE

- 1.1. To ensure the health and safety of Surrey Police Service (SPS) Employees and those with whom these individuals interact.
- 1.2. To ensure Employees and Applicants understand SPS’s commitment to implementing health and safety policies that meet or exceed the requirements imposed by the Provincial Health Officer (PHO), WorkSafeBC, and other recommended health and safety guidelines in response to the COVID-19 pandemic.
- 1.3. To define SPS’s COVID-19 vaccination requirements for specific groups covered in the scope of this policy.
- 1.4. To identify how COVID-19 vaccination information will be collected, used, and disclosed by SPS in accordance with applicable laws.

2. SCOPE

- 2.1. This policy applies to all Members and Applicants.

3. POLICY

- 3.1. The COVID-19 pandemic has given rise to significant health and safety risks in the Workplace. SPS has implemented multiple actions, programs, and safety measures to address these risks.
- 3.2. The PHO and other government officials have repeatedly affirmed vaccination as the most effective protection against COVID-19.
- 3.3. SPS continues to implement precautions for the protection of the health and safety of Employees and those with whom these individuals interact from the hazards to health, safety and life posed by COVID-19.
- 3.4. Vaccination is a key element in protection against the hazards to health, safety and life posed by COVID-19. This policy is designed to maximize COVID-19 vaccination rates among those within the scope of this policy.
- 3.5. An individual covered by this policy is Fully Vaccinated, seven (7) days after they have received all required doses of an approved vaccine. An approved vaccine is a COVID-19 vaccine that has been approved by Health Canada. Over time, the PHO may require additional vaccinations or actions for an individual to be identified as fully vaccinated.
- 3.6. The science, pandemic response, and public health direction continue to evolve, and this policy will be amended as additional orders, guidelines and other information becomes available.

4. PROCEDURE

- 4.1. This policy is effective October 15, 2021 (Effective Date).
- 4.2. From the Effective Date forward, Members are required to be Fully Vaccinated by November 30, 2021 and are required to be Fully Vaccinated and provide Proof of Vaccination to the Inspector, Employee Services Section (ESS) or designate following the procedures established by the Chief Constable, within two (2) weeks of the Effective Date.
- 4.3. Applicants will be notified that after the Effective Date, their employment with SPS will be conditional on providing SPS with Proof of Vaccination.

Exemptions/Accommodation

- 4.4. SPS will consider requests for an accommodation under this policy on an individual basis under the *BC Human Rights Code*. Such a request should be made to the Inspector, ESS (or designate). SPS may require supporting written documentation to support the exemption/accommodation

process. Individuals with an approved exemption/accommodation may be required to follow other health and safety protocols.

- 4.5. Members who provide false information or documentation as proof of vaccination are subject to disciplinary action up to and including termination of employment.
- 4.6. Applicants who provide false information or documentation as proof of vaccination will have their application process terminated and/or employment offers rescinded.
- 4.7. This policy complements and is not intended to replace or contradict PHO orders, public health guidance, WorkSafe BC requirements or Ministry of Health guidelines which may establish additional health and safety measures and procedures.
- 4.8. SPS will collect, use, and disclose personal information about health status, including proof of vaccination, in accordance with the *Freedom of Information Protection of Privacy Act* and the *BC Public Health Act*. This personal information will only be used to the extent necessary for implementation of this policy, for administering health and safety protocols, and infection and prevention control measures in the Workplace.
- 4.9. SPS will limit access to personal information about health status on a strict need-to-know basis and only for the purposes described above. SPS may disclose personal information about health status to its service providers, professional advisors as necessary for the purposes set out in this policy, to other police agencies SPS Members are seconded to, or to other third parties as permitted or required by law.

APPENDIX A: DEFINITIONS

“Applicant” means a person who is not a current SPS Employee, who is seeking an employment position with SPS.

“Approved Vaccine” means a COVID-19 vaccine that has been approved for use by Health Canada.

“Employee” means an Employee of SPS (including Members and civilian staff).

“Fully Vaccinated” means seven (7) days after an individual has received all required doses of an Approved Vaccine.

“Member” means a Sworn Police Officer appointed by the Surrey Police Board.

“Proof of Vaccination” means government-issued documentation which indicates that an individual has been Fully Vaccinated with an Approved Vaccine.

“Vaccination Status” means whether an individual has not been vaccinated, or partially vaccinated (7 days after receiving the first dose of a two-dose Approved Vaccine or less than the complete number of doses of a multiple-dose Approved Vaccine), or Fully Vaccinated.

“Workplace” means anywhere activities directly related to the business of SPS occur, including social events where there is potential for adverse effect on the Workplace or any location travelled to for a work-related reason.

APPENDIX B: REFERENCES

Freedom of Information and Protection of Privacy Act, R.S.B.C. 1996, c. 165

Public Health Act, S.B.C. 2008, c. 28