

**Toronto Waldorf School  
Policy and Procedure Manual**

**APPROVED BY:** Board of Directors

**NUMBER:**

**UPDATED:** September 17, 2021

**CATEGORY:** All

**PREPARED BY:** Director of Finance and Administration

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**COVID-19 Immunization Disclosure Policy and Testing Requirements**

**PURPOSE**

At **Toronto Waldorf School** (the “**School**”) we are committed to providing and maintaining a safe school environment for all. Consistent with this commitment and in compliance with the August 19, 2021 (updated September 14, 2021 ) directive from the Ontario Ministry of Education, the School has established this COVID-19 Immunization Disclosure Policy and a description of testing requirements (the “**Policy**”).

The Policy requires all employees of Toronto Waldorf School and any frequent school visitors or volunteers providing services in the school such as

- Students on educational placement,(e.g., teacher candidate practicums)
- Volunteers
- Those who provide professional services to children at school (such as psychologist, behavioural therapist, speech-language pathologist, etc ; and
- Visitors, including third-party contractors including tutors and private music teachers.

to undertake one of the following:

1. Provide proof of full vaccination against COVID-19 to the school nurse at the start of the school year, or in the case of a new employee, prior to the start of their employment; or
2. Provide the school nurse with a documented medical reason for not being vaccinated against COVID-19 in the form of a letter or note signed by a medical physician (see updated details

regarding medical exemption below), or

3. Complete any educational program required by the Ministry of Education for private school employees, link here <https://www.youtube.com/watch?v=lylv8yFnjcM> who are not vaccinated against COVID-19 and have not provided a documented medical reason, and meet with the school nurse about the benefits of vaccination and the specific impact of being unvaccinated at the Toronto Waldorf School.

In addition, any person not fully vaccinated against COVID-19 or who has not provided proof of vaccination and is thus deemed to be considered unvaccinated, is required to be tested for COVID-19 using a COVID-19 test (for example, a rapid anti-gen test) administered by the school nurse twice per week or as frequently as determined by the school administration in consultation with the school nurse. If the person's test result is positive, the person must immediately leave the school property and follow any subsequent direction issued by the school and/or municipal or provincial health directions and regulations.

All information provided to the school nurse under this policy, including vaccination status and test results, shall be kept confidential and only used for health and safety purposes and to ensure compliance with this policy. The school nurse may advise the Director of Finance and Administration and the Pedagogical Administrator that an employee has not complied with the requirements laid out in the policy.

In addition to the above vaccination disclosure expectation, all employees are expected to comply with all safety measures instituted by the school to prevent the spread of COVID-19 in the school environment, these measures include wearing a medical mask at all times indoors except when eating and distanced, handwashing, and agreeing to a regular rapid anti-gen test at a frequency that is determined by COVID-19 numbers in the local community as directed by the school's administration in consultation with the school nurse.

No visitor providing a service to the school shall be allowed on-site at the school unless they have

provided the school nurse proof of double-vaccination against COVID-19, or proof of a COVID-19 test (the type of test to be determined by the school nurse) administered by a medical professional within 72 hours of the person's visit in the case of a PCR test or 24hrs in the case of a rapid anti-gen test.

No employee shall be subjected to any harassment based on vaccination status. Employees should ensure that they are aware of the steps to follow in the school's Workplace Harassment policy should they wish to report any harassment.

The details of measures to be taken for the management of COVID-19 exposure in school may change from time to time as determined by direction from the Ontario Ministry of Education, the Ontario Ministry of Health, and York Public Health and as new COVID-19 health information becomes available. Employees and the Board Executive will be notified of any changes to this policy. The Board of Directors will review and update this policy no later than the November 2021 Board meeting.

The consequences of non-compliance with the expectations laid out in this policy could include discipline measures up to and including termination of employment.

The school administration will request that parents provide the school nurse confidentially with the COVID-19 vaccination status of students at the school on the understanding that any student the school nurse does not have the COVID-19 vaccination status of shall be assumed to be unvaccinated against COVID-19.