



## **XCSO COVID-19 Vaccination Policy - Event Attendance & Participation**

### **1. Preamble**

Cross Country Ski Ontario will continue to follow our process to date with the approval of COVID Return to sport protocols by the Board of Directors. XCSO is implementing a vaccination mandate for all participants at competitions, training camps and events as we follow indicators from the government, public health guidance, and other sports organizations. This is also supported by Nordiq Canada. Reasonable accommodations will be made based on direction from the Ontario Human Rights Commission policy statement on vaccination mandates.

While predominantly an outdoor sport where risk is lower, our sport has a significant reliance on indoor spaces due to inclement weather, cold temperatures, and wax facilities. It is incumbent on XCSO to mitigate risk and maintain the safety of all participants including those who have health issues, and those who are unable to be vaccinated due to eligibility or a medical exemption.

### **2. Policy**

**Cross Country Ski Ontario** (the “**Organization**”) is committed to taking every reasonable precaution in the circumstances for the protection of the health and safety of employees, athletes, and all stakeholders from the hazard of COVID-19. This policy is intended to encourage, support and maximize COVID-19 safety at the Organization. Vaccination is a critical preventative and control measure for the hazard of COVID-19. The Organization is also committed to compliance with all applicable public and occupational health and safety, human rights, privacy, and other laws in the development and implementation of this policy.

### **3. Scope and Applicability**

This policy applies to all attendees of events organized or hosted by the Organization, including but not limited to athletes, coaches, wax technicians, team support personnel, officials, volunteers, and other participants. Competitive events at district and provincial race series are specifically included. This policy extends to all participants regardless of age, but is not intended to exclude participants who are recently eligible for vaccination, but were previously ineligible. Children who recently became eligible for vaccination but who are not presently fully vaccinated are allowed to participate in competitions. The club or organizing committee will exercise judgement in including these participants. It is the responsibility of the parents of these young athletes to ensure they comply with other pandemic response requirements, such as masking and social distancing.



#### 4. Definitions

**“COVID-19”** is the infectious disease caused by SARS-CoV-2.

**“Organization Activities”** means all activities related to the Organization’s operations, whether conducted on or off Organization premises, including events and travel.

**“Organization Premises”** includes, but is not restricted to, all land, property, structures, installations, vehicles or equipment owned, leased, rented, operated, used, or otherwise controlled by the Organization for the purpose of conducting Organization Activities. It does not include a participant’s personal residence.

**“Participants”** includes all athletes, coaches, officials, support staff, parents, guardians, volunteers and any attendees that attend Organization activities.

**“Proof of Vaccination”** refers to government issued documentation demonstrating that an individual has been Vaccinated along with government issued photo identification that matches the individual. In Ontario, a QR code or a 2<sup>nd</sup> dose vaccination receipt is acceptable.

**“Vaccine(s)”** refers to a vaccine approved by Health Canada for use in Canada in relation to COVID-19.

**“Vaccination”** refers to the administration of a vaccine(s) to protect individuals from COVID-19. It may include the administration of one or more doses of Vaccine.

**“Vaccinated”** refers to an individual who has received all doses of a vaccine, recommended or required by Health Canada, to produce an immune response to COVID-19. The Government of Ontario defines fully vaccinated [HERE](#).

**“Club”** refers to a registered Cross Country Ski Ontario club as per our membership policy

**“District”** refers to the Districts of Cross Country Ski Ontario: Lake Superior Ski District, Southern Ontario District, Northern Ontario District, National Capital District

## 5. Vaccination

Health Canada, the federal and provincial governments, the Public Health Agency of Canada, regional public health authorities, the Canadian Medical Association have all endorsed voluntary COVID-19 vaccination for all adults who may safely receive a vaccine.

**The Organization requires that all Participants be fully vaccinated at least 14-days prior to engaging in Organization activities or entering the organization premises.** Participants must provide proof of vaccination prior to entering the Organization premises or participating in Organization activities.

Participants who are not vaccinated or do not provide adequate proof of vaccination may be barred from entry or use of Organization premises and participation in Organization activities.

## 6. Continued Application of Health and Safety Measures

Nothing in this policy relieves participants, even those who are vaccinated, from their obligation to comply with applicable health and safety measures required or recommended by the provincial public health authorities and related Organization policies in effect to reduce the spread of COVID-19.

Furthermore, when travelling to other countries, participants are required to follow the laws, recommended guidelines and protocols issued by the local government, while out of the country. At minimum, when participants are travelling to other countries with the Organization, the participants are required to comply with applicable health and safety measures required or recommended by provincial public health authorities and related Organization policies in effect to reduce the spread of COVID-19.

## 7. Accommodation

### a. Accommodation for Participants Who Cannot Be Vaccinated

The Organization is committed to an environment free from discrimination and harassment in accordance with applicable human rights laws as defined by the [Ontario Human Rights Code](#). The Organization will accommodate participants from the strict application of this policy who qualify based on one or more of the protected grounds of discrimination, in the applicable human rights laws, up to the point of undue hardship. The Ontario Human Rights Commission has issued a [policy statement on vaccination mandates](#).

Participants seeking accommodation are required by law to self-identify the specific prohibited ground of discrimination upon which they believe vaccination would infringe and also participate in the accommodation process, including, but not limited to, providing information



to establish the existence of a protected grounds, related restrictions and possible methods of accommodation.

Participants who are not able to obtain a COVID-19 vaccine for a reason related to a protected ground set out in the Ontario Human Rights Code can request accommodation.

All accommodation requests require written proof of the need for accommodation to be submitted along with an initial position on how participation could be reasonably accommodated by the Ontario Cup or District race series host while maintaining the health and safety of all employees and participants.

In the case of a request for a medical accommodation, medical documentation from a physician or nurse practitioner, including whether a medical reason is permanent or time-limited is required, and written documentation will only be acceptable until recognized medical exemptions are integrated digital vaccine certificate program.

Requests for accommodation are to be made in confidence to the Cross Country Ski Ontario Executive Director 30 days in advance of the competition registration closing date. By virtue of the required vaccination disclosure process, all substantiated accommodations will be disclosed to the Local Organizing Committee Competition Secretary.

Requests for accommodation will be reviewed by an XCSO appointed subcommittee. In the course of this review, details of the request may be disclosed to the individual's local public health unit, the Ontario Human Rights Commission, or XCSO legal counsel, for the purposes of seeking advice and guidance. The accommodation review process will include discussion with the participant and/or the participant's family to establish reasonable accommodations as required or allowed by the Ontario Human Rights Code and applicable law.

#### **b. Covid-19 Testing**

Participants who remain unvaccinated due to a substantiated Ontario Human Rights Code related accommodation will be required to take additional infection and prevention control measures, including

- Providing proof of a negative Rapid Antigen COVID-19 test, and
- self-isolating if exposed to COVID-19.



## **8. Privacy: The Purposes of the Use and Disclosure of Vaccination Status Information**

Ontario regulations prohibit the retention of **any** information related to proof of vaccination status

For all Participants, Vaccination status will be confirmed, and may be used and disclosed pursuant to the terms of this Policy, the *Personal Information Protection and Electronic Documents Act* (“**PIPEDA**”) and other applicable provincial privacy legislation, where it exists. Vaccination status information will only be collected, used and disclosed as required for the reasonable purpose of:

- a) taking all reasonable precautions during the pandemic to ensure the health and safety of everyone in the Organization through appropriate health and safety planning based on vaccination status;
- b) administering this Policy.

The collection, use or disclosure of this information will be based on the following terms:

- a) Participants are to disclose their vaccination status to the Organization or event host organization via the Verify Ontario Mobile App used to scan Ontario Government’s Enhanced Vaccination Certificate QR code

## **9. Responsibilities**

All levels of management of the Organization are responsible for the administration of this Policy in accordance with applicable law.

Participants are responsible for compliance with this Policy, and shall comply with all applicable COVID-19 legal obligations in doing so, including with respect to public health measures such as physical distancing, wearing a mask, and staying home if they are sick.

## **10. Amendments**

The Organization will review this policy and update it as required and as reasonable in the evolving nature of the pandemic, vaccine availability and government and public health authority direction.

## **11. Approval**

This policy has been reviewed and approved by the Cross Country Ski Ontario Board of Directors on November 24, 2021