



**Swim Ontario COVID-19 Provincial Team and Event Activity Vaccination Policy and Procedure:**

**Preamble**

The health and safety of Swim Ontario employees, stakeholders, and clients is of the utmost priority. Swim Ontario is committed to taking every precaution reasonable in the circumstances for protection from the hazard of COVID-19. Swim Ontario has an obligation under law to maintain a safe and healthy workplace for employees.

Vaccination is a key element in the protection against the hazard of COVID-19. Full vaccination has been shown to be effective in reducing COVID-19 virus transmission and protecting vaccinated individuals from severe consequences of COVID-19 and COVID-19 variants including the Delta variant currently circulating in Ontario.

Given the continuing spread of COVID-19, including the Delta variant, within Ontario, the compelling data demonstrating a higher incidence of COVID-19 among the unvaccinated population, and the increasing levels of contact between individuals as businesses, services, and activities have reopened, it is crucial for all Swim Ontario employees to be fully vaccinated in order to protect themselves against serious illness from COVID-19 as well as to provide indirect protection to others, including colleagues. Swim Ontario employees are addressed under a separate policy.

Due to the nature of some of Swim Ontario's activities, including the possibility of interacting with medically vulnerable populations or populations ineligible to receive the COVID-19 vaccine (e.g. minors under 12), and the nature of the workplace which can include pools where masks cannot be worn, there is a reasonable and bona fide requirement in the interest of the protection of health and safety that certain individuals involved in the activities of Swim Ontario be fully vaccinated against COVID-19.

**Application**

This policy applies to all athletes, volunteers, parents and other participants or attendees to Swim Ontario teams or events.

Any relevant legislation, regulation, or other policies that individuals covered under this policy might be subject to that impose a more stringent COVID-19 vaccination requirement shall supersede this policy.

This policy will apply to all Swim Ontario funded in person selection based programs and events such as, the Ontario Swimming Academy (OSA), Para Ontario Swimming Academy (POSA), and Swim Ontario, training camps, and tour teams for participants 12 and over.

This policy will also apply to the following Swim Ontario hosted competitions, Ontario Junior International (OJI); the Ontario Swimming Championships and the Ontario Youth/Junior Swimming Championships.



### Policy Statement

The COVID-19 vaccine is readily available for those 12 and over. All coaches, SO staff, Team Managers/Chaperones and athletes attending in-person training camps, as a condition of selection to that activity, must provide proof of vaccination, as described in Ontario Regulation [364/20: RULES FOR AREAS AT STEP 3 AND AT THE ROADMAP EXIT STEP](#) at Schedule 1, s. 2.1(5).

Recognizing that there are unique circumstances in which vaccination may not be possible (i.e., due to medical exemption), where someone is able to demonstrate and provide proof of a valid exemption under the *Ontario Human Rights Code* or a valid medical exemption, in accordance with [Ministry of Health guidance](#), they will be accommodated to the degree of undue hardship.

All participants will be required to show their proof of vaccination and identity to a designated Swim Ontario staff or designated volunteer. This designated person will be responsible for creating a list of participants and “proof of vaccination” confirmations that they must be willing to attest to.

This list will include participant names, confirmation of “proof of vaccination” and the date on which the “proof of vaccination” was reviewed and confirmed. It is recognized that this list contains personal information, and at all times Swim Ontario will act to ensure that only those individuals required have access to the list.

Due to the evolving nature of the pandemic these policies will be revised/updated as public health directives and the science evolve.

This policy goes into effect on **September 29, 2021**.