

MANDATORY COVID-19 VACCINATION POLICY

Policy Preamble:

COVID-19, including the Delta variant, is highly contagious and could lead to severe illness, hospitalization and even death. Vaccination against COVID-19 is one of the most effective ways to protect individuals from spreading the virus, contracting the virus or becoming severely ill if contracted.

The health and safety of all participants is a priority, Ringette Canada is therefore committed to taking every precaution to protect their health and safety from COVID-19.

Consistent with this commitment, Ringette Canada has established this Mandatory COVID-19 Vaccination Policy (the “**Policy**”). The Policy requires that, in accordance with the terms set forth below, all persons subject to this Policy (as defined in Scope, below) be fully vaccinated for COVID-19.

Scope

This Policy applies to athletes, team personnel, officials or employees participating in a Ringette Canada Led and Sanctioned Event, who are legally eligible to get vaccinated in Canada.

1. Definitions:

- a) “**Accepted COVID-19 Vaccine**” means a COVID-19 vaccine that has been approved for use by Health Canada.
- b) “**Affected Persons**” means athletes, team personnel, officials or employees participating in a Ringette Canada Led and Sanctioned Event, who are eligible to get vaccinated in Canada and are 12 years of age and older.
- c) “**Fully Vaccinated**” means having received the required completed series of an Accepted COVID-19 Vaccine. An individual is considered Fully Vaccinated 14 days after receiving their final dose as or otherwise stated in the applicable province.
- d) “**Proof of Vaccination**”
 - i) Acceptable documents serving as evidence of COVID-19 vaccination include:
 - (1) A digital or physical Dose Administration Receipt.
 - (2) Medical records signed by a licensed health care provider on that provider’s letterhead indicating person receiving the vaccine, vaccine name and date(s) of administration. Other forms of evidence that applicable provincial government identifies are acceptable.
- e) “**Ringette Canada Led and Sanctioned Event**” means the Canadian Ringette Championships, National Ringette League Regular Season Games, High Performance Camps, any in-person meeting or training session organized by Ringette Canada.

2. Policy Statement

- a) In order to attend Ringette Canada Led and Sanctioned Events, Affected Persons must show proof of identification and Proof of Vaccination to a designated individual of Ringette Canada.
- b) In addition to this Policy, Ringette Canada Led and Sanctioned Event will be subject to all applicable laws and to federal, provincial, and local public health regulations related to the COVID-19 pandemic. Local Public Health Units which have stricter guidelines will take precedence over this Policy. Participants accessing those locations hosting Ringette Canada Led and Sanctioned Event must abide by the permit conditions of use.
- c) Ringette Canada reserves the rights to apply additional health and safety protocols than those mandated by government and/or the sport venue at its sole discretion.
- d) Public health guidance on measures for Fully Vaccinated, partially vaccinated, and unvaccinated individuals continue to evolve and it is expected that amendments to this Policy may occur as a result and Ringette Canada may amend this Policy at any time at its sole discretion.

3. Zero-Tolerance

- a) Ringette Canada has a zero-tolerance stance towards any behaviour that would be deemed as contrary to our Code of Conduct, including but not limited to, verbal or physical threats, verbal abuse, harassment, or aggression. Participants who behave in such a manner towards any representative of Ringette Canada or facility location staff, will be subject to a discipline under the Ringette Canada Discipline & Complaints Policy.

4. Vaccination Requirement and Records

- a) Effective **October 18th, 2021**, all Affected Persons are required to provide Proof of Vaccination to a designated representative of Ringette Canada to participate in a Ringette Canada Led and Sanctioned Event or activity.

5. Exemptions

- a) Ringette Canada recognizes its duties under provincial human rights legislation to provide exemptions or accommodations in accordance with applicable human rights legislation.

6. Reporting and Record Keeping

- a) Copies of Proof of Vaccination will not be retained by Ringette Canada. Ringette Canada may only record that Proof of Vaccination has been provided.

7. Unvaccinated Affected Persons

- a) Any Affected Person who has not provided satisfactory evidence that they are Fully Vaccinated by October 18th 2021, will no longer be eligible to participate in or attend in person any Ringette Canada Led and Sanctioned Event until such time as they present satisfactory evidence that they are Fully Vaccinated in accordance with this Policy.

8. Compliance

- a) Individuals who make false attestations about, or provide false documents related to, being vaccinated will be subject to disciplinary actions, up to and including permanent expulsion and termination of employment for just cause from Ringette Canada.

9. Accommodation

- a) If an Affected Person is unable to receive a vaccination due to a medical condition or other grounds protected by applicable provincial human rights legislation, the Affected Person may seek approval from Ringette Canada to attend a Ringette Canada Led and Sanctioned Event without proof of vaccination.
- b) Requests must be submitted in writing to the Executive Director at covidquestions@ringette.ca at least two weeks before the start of the Ringette Canada Led and Sanctioned Event. This request must include documentation supporting the Affected Person's position that they are exempted from receiving a COVID vaccination under human rights legislation.
- c) Ringette Canada shall establish the process by which accommodations requests will be received and reviewed.
- d) This process is a shared responsibility. All parties should cooperatively engage in the process, share information, including answering reasonable questions or provide information about relevant restrictions or limitations, and consider potential solutions.
- e) The Executive Director may grant or refuse the request to attend a Ringette Canada Led and Sanctioned Event without proof of vaccination. The Executive Director may also grant the request with conditions, such as masking and physical distancing.
- f) The decision of the Executive Director is final.

10. Enforcement

If the enforcement of any provisions of the Policy becomes illegal in any province, such illegal provisions shall be deemed severed from the Policy and the remaining provisions shall remain in full force and effect in that province. If the enforcement of the entire Policy becomes illegal in any province, the Policy shall not apply in that province.

This Policy is subject to review annually.

Date of last review: March 2022

The publication of Ringette Canada policies will be in the English and French languages. In the case of conflicting interpretations, the English version will prevail.