



COVID-19 Safe Campus Policy

This document is the parent policy for any College procedures or regulations. Questions regarding this policy are to be directed to the identified Policy Administrator.

Policy Statement:

The Board of Governors of Northern Lakes College is committed to protecting the health and safety of all students, employees, and community members who access our campuses. Together we have obligations to ensure the health and safety of everyone who enters an NLC campus. Vaccination against COVID-19 is the most effective means to prevent the spread of the virus, to prevent outbreaks on our campuses, and to protect our students, employees, and community members.

| | |
|------------------------------|---|
| Sponsor: | Governance |
| Policy Owner: | Board of Governors |
| Policy Administrator: | Executive Director, Human Resources and Health & Safety |
| Approved By: | Board of Governors |
| Approval Date: | October 21, 2021 |
| Effective Date: | October 21, 2021 |

| | |
|--------------------|---|
| Objective: | To identify COVID-19 vaccination requirements to be implemented to support the health and safety of all NLC students, employees, and community members accessing Northern Lakes College facilities. |
| Guidelines: | <ol style="list-style-type: none">1. Northern Lakes College is committed to protecting the health and safety of its students, employees, and community members.2. Vaccination against COVID-19 is the most effective means to prevent the spread of COVID-19, to prevent outbreaks on campuses and in student residences, to support onsite education delivery, and to protect students, employees, and the communities we serve.3. From October 4 to November 14, 2021 all students, employees, and community members, 12 years of age and older, accessing campuses are required to be partially vaccinated against COVID-19 (14 days must have elapsed since the dose was administered), provide proof of negative test within the past 72 hours or show an approved exemption in order to access any NLC campus or activities.4. Beginning November 15, 2021, all students, employees, and community members, 12 years of age and older, accessing campuses are required to be fully vaccinated (14 days must have elapsed since the second dose was administered) or provide an approved exemption.<ol style="list-style-type: none">a. The verification of data as described in #3 and #4 above may be administered by Accessibility Services for students, and Senior Manager or immediate Supervisors for employees. Students and Employees must be prepared to provide proof upon entering a campus or upon request. Identification may also be required.b. For approved exemptions a proof of a negative COVID-19 PCR or rapid test |

| | |
|---------------------|--|
| | <p>taken within the past 72 hours may be required depending on the exemption request.</p> <ol style="list-style-type: none"> 5. For community members 12 years of age and older, proof of vaccination, proof of negative test, or an approved exemption must be presented upon entering a campus. Identification is also required. 6. Proof of vaccination, proof of negative test, or an approved exemption may be collected to protect the health and safety of NLC students, employees, and community members. This information will be securely and confidentially retained, accessed, and used only as necessary to determine the ability to attend one of our campuses or activities. 7. Northern Lakes College will reasonably accommodate an NLC student, employee or community member who is unable to be vaccinated or tested for COVID-19 due to a medical reason, or other protected grounds under the Alberta Human Rights Act. 8. Proof of vaccination, exemptions, and proof of negative test information are collected under the authority of Section 33(c) of the Freedom of Information and Protection of Privacy Act (Alberta) and shall be used, accessed, and disclosed in accordance with the legislation and all applicable laws. 9. Students requiring campus access and failing to comply with this Policy may be required to withdraw. 10. Employees failing to comply with this Policy may be placed on a non-disciplinary unpaid leave of absence until they satisfy the Vaccination Requirements or NLC exercises its discretion, based on the purposes of this Policy, to end the leave of absence. 11. Community members failing to comply with this Policy will not be permitted on campus. |
| Definitions: | <p><i>Vaccinations Approved by Health Canada</i> includes, Moderna Spikevax COVID-19 vaccine, Pfizer – BioNTech Comirnaty COVID-19 Vaccine, AstraZeneca Vaxzevria COVID-19 Vaccine; and Janssen (Johnson & Johnson) COVID-19 vaccine.</p> <p><i>Fully Vaccinated</i> is a person is considered fully vaccinated 14-days following the second dose of a Health Canada approved COVID-19 two-dose vaccine, or 14-days following a Health Canada approved COVID-19 single-dose vaccine.</p> <p><i>Partially Vaccinated</i> a person is considered partially vaccinated 14-days after the initial dose of a Health Canada approved COVID-19 two-dose vaccine.</p> <p><i>Proof of Vaccination</i> refers to:</p> <ol style="list-style-type: none"> a. a picture or paper record of a valid Alberta Health Services, My Health Records, pharmacy, First Nations, or physician immunization record prominently displaying; the name, type of vaccine, and date of administration; b. valid Government of Alberta vaccination QR code; c. an immunization record from another Canadian province or territory displaying the name, type of vaccine and date of administration; |

| | |
|--|---|
| | <p>d. Canadian armed forces immunization record, displaying the name, type of vaccine and date of administration.</p> <p>Proof of Negative Test refers to documentation provided by privately paid organization that shows a negative result for COVID-19 PCR or rapid test taken within 72-hours at time of presentation. This cannot be from Alberta Health Services or Precision Laboratories.</p> <p>Community members includes the Board of Governors, Community Education Committees, contractors, visitors and other individuals formally associated with Northern Lakes College.</p> <p>Campus/Facility means all College owned, operated or leased spaces and properties, including but not limited to: offices; employees and student residences and third-party housing; classrooms; labs; libraries; study areas; recreational and sports facilities; Cafeteria; buildings; loading areas; College vehicles; outdoor areas and mobile and ancillary buildings.</p> |
|--|---|

| | |
|--|--|
| Related Northern Lakes College Documents: | <p>Governance – Freedom of Information and Protection of Privacy Policy</p> <p>Governance - Health and Safety Policy</p> <p>Human Resources - Employees Code of Conduct Policy</p> <p>Human Resources - Fraud Policy</p> <p>Human Resources - COVID-19 Safe Campus Program for Employees Procedure</p> <p>Student Services - COVID-19 Safe Campus Program for Students Procedure</p> <p>Student Services - Student Conduct Procedure</p> <p>Collective Agreement between the Board of Governors of Northern Lakes College and the Alberta Union of Provincial Employees Local 071 Chapter 009</p> <p>Collective Agreement between the Faculty Association of Northern Lakes College and The Board of Governors of Northern Lakes College</p> <p>Terms and Conditions of Employment for Excluded Staff</p> <p>Terms and Conditions of Employment for Management Exempt</p> <p>Terms and Conditions of Employment for Senior Management</p> <p>NLC-HR206 - Medical or Protected Ground Exemption Request</p> |
| Related External Information: | <p>Alberta Occupational Health and Safety Act and Code</p> <p>Freedom of Information and Protection of Privacy Act</p> <p>Alberta Human Rights Act</p> <p>Government of Alberta COVID-19</p> |
| Stakeholders Consulted: | <p>Northern Lakes College AUPE: Sep 23, 2021; Sep, 29, 2021</p> <p>Northern Lakes College Faculty Association: Sep 23, 2021; Sep 29, 2021</p> <p>President's Advisory Team: Sep 20, 2021; Sep 21, 2021; Sep 22, 2021; Sep 27, 2021; Sep 28, 2021; Sep 29, 2021; Oct 1, 2021</p> <p>Senior Leadership Team: Sep 20, 2021; Sep 21, 2021; Sep 22, 2021; Sep 27, 2021; Sep 28, 2021; Sep 29, 2021; Oct 1, 2021</p> |
| Next Review Date: | October 21, 2026 |
| Revision History: | <p>September 29, 2021: NEW</p> <p>October 1, 2021: Update to sections 3, 7, 9, 10 & 11; testing, accommodation, and dates implemented</p> <p>October 21, 2021: Addition of 72-hour testing, removal of date implementation</p> |