



Rugby Alberta COVID-19 Vaccination Policy

Introduction

Rugby Canada and all provincial member unions are committed to your Health and Safety and to providing and maintaining a safe, competitive environment.

Accordingly, Rugby Alberta is implementing a Vaccination Policy for all rugby participants in Alberta.

This Policy has been adapted specifically for Rugby Alberta to align with Alberta legislation.

The Rugby Alberta COVID Vaccination Policy strongly recommends that all persons subject to this Policy be vaccinated for COVID-19 and provide documentation upon registration.

This Policy complies with the general measures and recommendations to help combat the spread of COVID-19 as established by Public Health Canada and Alberta Health Services. However, additional safety policies may be applied based on local requirements.

Rugby Canada and the provincial unions have legal obligations to take every precaution reasonable in the circumstances to protect the health and safety of both the rugby community and the public. This policy request strongly recommends all participants, including players, social members, match officials, team staff, coaches, and volunteers involved in Rugby Alberta Sanctioned Activities.

However, Rugby Alberta has divided the policy recommendations into two specific target areas.

The Domestic Game - STRONGLY RECOMMENDS within Domestic Rugby, including all – Players, Coaches, Officials and Volunteers, that participants be fully vaccinated.

Representative Rugby – Requires all Edmonton Gold; Calgary Mavericks; other Regional ARC teams; Alberta Wolfpack representative players, Coaches; Managers and Trainers; to be fully vaccinated if necessary to meet competition requirements.

1. General Comments

- 1.1 Participant includes players, social members, team staff, match officials, coaches, and volunteers involved in Rugby Alberta Sanctioned Activities.
- 1.2 All Participants taking part in the Sanctioned Activity are encouraged to follow all guidelines indicated in this Policy. Any falsified records provided to Rugby Alberta may lead to a disciplinary process.
- 1.3 Provincial and regional COVID health orders and venue operator health and safety protocols must be followed at all Rugby Alberta Sanctioned Activities. This includes but is not limited to required COVID testing, limitation in the number of Participants in the venue, daily health attestations, mask mandates, social distancing mandates and other such measures required by health authorities.
- 1.4 Sanctioned Activity means any game, on-field practice, outdoor or indoor training, training and education courses or any other activity involving Participants that Rugby Alberta approves.
- 1.5 Rugby Alberta reserves the right to apply additional health and safety policies than those mandated by the government and/or the sports venues at its sole discretion.

2. Implementation

- 2.1 All Participants are strongly encouraged to be fully vaccinated before registering for the 2022 season. All participants in the Representative Rugby category must be fully vaccinated if necessary to meet competition requirements. This includes Edmonton Gold, Calgary Mavericks, other Regional ARC teams, and Alberta Wolfpack programs.
- 2.2 Fully vaccinated means the required doses of a Health Canada-approved vaccine.
- 2.3 A Participant will be considered fully vaccinated if they can present a valid government record or QR code.
- 2.4 It is the responsibility of a Participant to ensure that they receive the required doses of a COVID vaccine.

3. Policy for Participants at Sanctioned Activities

- 3.1 All Participants wishing to participate in Sanctioned Activities are requested to follow any specific local facility, health and municipal guidelines and requirements and provide proof of full vaccination as necessary.
- 3.2 If required, proof of vaccination will be verified by the member organization of the Participant.
- 3.3 Proof must be in the form of valid provincial proof of vaccination documentation.

- 3.4 The Participants vaccination status can be verified by a Rugby Alberta or sub-union Staff Member.
 - a. The Participants must still complete a *Consent to Record Vaccination Status* during the verification processes.
 - b. Rugby Alberta will only collect, use, and disclose information regarding a Participant's vaccination status in accordance with all applicable privacy laws.
- 3.5 Rugby Alberta is committed to creating a safe, positive, and inclusive environment where all Participants can participate in sport and are treated with respect and fairness. Rugby Alberta has a zero-tolerance policy for any intimidating and/or inflammatory behaviour and comments from Participants (and their parents/guardians) towards any member of Rugby Alberta or member clubs requesting information or enforcing the terms of this Policy. Any abusive behaviour and harassment will be reported, and the Participant may be subject to disciplinary action.
- 3.6 No refunds will be issued for players or teams because local facilities, health, municipal government, or competition guidelines will change vaccination requirements.
- 3.7 No refunds will be issued for players or teams because of an illness COVID or otherwise affecting their ability to participate in a sectioned or scheduled rugby activity.

4. Exemptions

- 4.1 Section 4 is only applicable to those Participants required to be vaccinated under the Rugby Alberta COVID-19 Vaccination Policy.
- 4.2 Suppose an individual cannot receive a vaccination due to a medical condition. In that case, the Participant may seek approval to attend and/or participate in Sanctioned Activities without proof of vaccination.
- 4.3 Generally, there is no requirement under provincial human rights legislation to accommodate a refusal to be vaccinated arising from a political belief and/or principle. Political belief, such as the objection to receiving the vaccination on a principled basis, is not protected under this legislation.
- 4.4 This process is a shared responsibility. The Participant must co-operatively engage in the process, share information, answer reasonable questions, provide information about relevant restrictions or limitations, and consider potential solutions.
- 4.5 Requests must be submitted in writing to info@rugbyalberta.ca, allowing a minimum of two weeks to consider the request. This request must include

documentation supporting the Participant's medical position that they are exempted from receiving a COVID vaccination.

- a. A Participant requesting an exemption from this Policy based on a medical condition must provide Rugby Alberta with a letter from a Medical Internist (Specialist) clearly stating why the Participant should be exempted from receiving the vaccine. This letter will be considered information and does not constitute, in and of itself, an exemption.
- b. A letter from a Family Physician (GP or MD) will not be considered.

4.6 Rugby Alberta will confirm receipt of the Exemption Request by email. An original copy of the requested email will be securely stored.

4.7 If additional information is required from the Participant, Rugby Alberta will follow up.

4.8 By applying for an exemption, a Participant consents to their application and supporting documentation being shared and reviewed by Rugby Alberta and other subject matter experts as required.

4.9 Rugby Alberta does not allow for alternatives to being fully vaccinated other than those noted in section 4. However, Rugby Alberta reserves the right to grant alternative conditions, such as weekly proof of a negative COVID test, masking, and social distancing in the future.

4.10 The decision of Rugby Alberta is final.

5. Spectators

5.1 Rugby Alberta is not extending the requirements of this Policy to spectators at present. However, spectators must follow the guidelines and requirements established by public health authorities regarding vaccination requirements to attend events.

5.2 Spectators must follow the health and safety policies of any venue hosting a Sanctioned Activity.

5.3 Further, Rugby Alberta reserves the right to implement a vaccine mandate as a condition of continued spectator involvement, if necessary, in the future.

6. Return to Play Policies

6.1 Rugby Alberta's Return to Play policies remain in effect and must be followed by all Participants.

6.2 Rugby Canada's Return to Play Medical Committee may have to add, change, or update health and safety these policies as necessary.

7. Modification

7.1 Rugby Alberta reserves the right to amend this Policy from time to time as circumstances change.