COVID-19 Policy

Scope

This policy applies to all ALPHA CAREER COLLEGE (ACC) students, including students on work placements, employees, clients, contractors, visitors and/or any other attendees on Alpha campus, at affiliated facilities.

Key definitions

Accepted vaccine

A COVID-19 vaccine that has been approved for use by Health Canada and/or the World Health Organization.

Campus(es)

ALPHA CAREER COLLEGE owned or leased grounds, buildings, and instructional spaces.

Client

An individual or company that comes to campus to access educational services provided by ALPHA CAREER COLLEGE.

Contractor(s)

An individual or company that provides services, materials and/or labour on campus.

Creed/religion exemption

Grounds to be exempted from getting a COVID-19 vaccine based on an established, personally held creed or religion.

COVID-19 Policy

Fully vaccinated

Having received the completed series of an accepted COVID-19 vaccine. An individual is considered fully vaccinated 14 days (about 2 weeks) after receiving their completed dose.

Grace period

The period, as determined by ALPHA CAREER COLLEGE, that a student or employee can attend an ALPHA CAREER COLLEGE campus after receiving their first dose of an accepted two-dose vaccine before receiving their second dose, provided that the vaccines are reasonably available.

Medical exemption

Grounds to be exempted from getting a COVID-19 vaccine based on the risk of substantive injury and/or disability.

Proof of vaccination

Proof of vaccination, in the form of an official dose administration receipt, is required by all individuals coming on campus.

Undue hardship

Special or specified conditions that partially or fully exempt a person or organization from performing a legal responsibility to avoid an unreasonable or disproportionate burden or obstacle.

Visitors and/or any other attendees

Individuals seeking to enter ALPHA CAREER COLLEGE campuses who are not ALPHA CAREER COLLEGE students, employees, clients or contractors; individuals seeking to enter
ALPHA CAREER COLLEGE 's facilities who do not live or work in those facilities

COVID-19 Policy

Policy

1. Policy Statement

1. To protect the health and safety of our community, ALPHA CAREER COLLEGE is requiring that individuals be fully vaccinated as a condition to come on campus effective September 7, 2021.
2. ALPHA CAREER COLLEGE's on-campus activities, as well as this policy, will continue to be subject to federal, provincial and local public health regulations related to the COVID-19 pandemic.
3. Public health guidance on measures for fully vaccinated, partially vaccinated and unvaccinated individuals may continue to evolve and could affect this policy.

2. Accepted vaccines

1. ALPHA CAREER COLLEGE will accept the COVID-19 vaccines approved by Health Canada and/or the World Health Organization (WHO). As of the date of the implementation of this policy, the accepted vaccines are Moderna and Pfizer.

2. Individuals who have been vaccinated with a vaccine other than those approved by Health Canada and/or the WHO will not be allowed on campus until 14 days after either having received their approved single-dose vaccine or the first dose of an approved double-dose vaccine.

3. Proof of COVID-19 vaccination

1. Individuals coming on campus will be required to provide proof of having been fully vaccinated with an accepted vaccine or of having received the first dose of a two-dose vaccine.

COVID-19 Policy

2. Individuals coming on campus will be required to upload their dose administration receipt using the ALPHA CAREER COLLEGE Safe App.
3. Personal health information, including attestations and other proofs of vaccination, collected by ALPHA CAREER COLLEGE will be stored in accordance with ALPHA CAREER COLLEGE's Freedom of Information and Protection of Privacy Policy and Personal Health Information Protection Act Statement.
4. Individuals' private health information will not be disclosed alongside any other identifying data.
5. Individuals who make false attestations about, or provide false documents related to, being vaccinated may be subject to disciplinary actions, up to and including expulsion for students, termination for employees, voiding of contracts for clients and contractors and removal/restriction from campus for visitors and/or any other attendees; such individuals could also be at risk of criminal liability.

4. Partial COVID-19 vaccination grace period

1. Individuals who have received the first dose of an accepted two-dose vaccine will, after a minimum of 14 days (about 2 weeks) from receiving the first dose, be able to participate in on-campus activities, for a grace period that allows them to receive a second dose, provided that the vaccines are reasonably available for those individuals.
2. Individuals who are not fully vaccinated may be required to follow additional health and safety precautions not applicable to fully vaccinated individuals.
3. At the end of the grace period, individuals will not be permitted on campus until they have received their second dose of an accepted vaccine.
4. Restrictions applied during the grace period will continue for 14 days (about 2 weeks) after the second dose is administered.
5. Vaccination grace periods will not be extended to clients, contractors, visitors and/or any other attendees.

COVID-19 Policy

5. Exemptions

1. ALPHA CAREER COLLEGE will consider on an individual basis requests from students and employees for exemptions on medical grounds and/or because of their creed/religion.
2. To continue to protect the health and safety of the campus community, at the sole discretion of ALPHA CAREER COLLEGE, students or employees with an approved exemption to being vaccinated may be accommodated through measures other than being granted access to campus.
3. Requests for medical exemptions will be considered upon completion and presentation of ALPHA CAREER COLLEGE's Request for Medical Exemption form. ALPHA CAREER COLLEGE reserves the right to have the form reviewed by applicable medical specialists.
4. Requests for creed/religion exemptions will be considered upon completion and presentation of ALPHA CAREER COLLEGE's Request for Creed/Religion Exemption form. ALPHA CAREER COLLEGE reserves the right to make the appropriate inquiries to verify the authenticity of a creed/religion-based claim.
5. Exemptions will not be extended to clients, contractors, visitors and/or any other attendees.
6. All exempted students must go through a short education course about the benefits of vaccinations.

6. Accommodations for students and employees

1. Only those students and employees with a medical and/or creed/religion exemption will be considered for accommodation.
2. To continue to protect the health and safety of the campus community, at the sole discretion of ALPHA CAREER COLLEGE, students or employees with an approved exemption to being vaccinated may be accommodated through measures other than being granted access to campus.

COVID-19 Policy

3. Individuals who receive a medical and/or creed/religion-based exemption and are legally required to be accommodated will be accommodated to the point of undue hardship.
4. Accommodation will not be extended to clients, contractors, visitors and/or any other attendees.
5. All students exempted from providing proof of vaccination must submit a negative COVID-19 test on a weekly basis.

7. Clients, contractors, visitors and/or any other attendees

1. Clients who choose not to be fully vaccinated will not be allowed on ALPHA CAREER COLLEGE campuses.
2. Contractors must ensure that all their employees on ALPHA CAREER COLLEGE campuses are fully vaccinated. Individuals not fully vaccinated will not be allowed on ALPHA CAREER COLLEGE campuses.
3. Sending an employee who is not fully vaccinated to ALPHA CAREER COLLEGE campus will be deemed cause for ALPHA CAREER COLLEGE to terminate the contract with that contractor.
4. For the Fall Term 2024, ALPHA CAREER COLLEGE campuses will remain open to visitors and/or any other attendees except individuals on approved, official ALPHA CAREER COLLEGE business.
5. Approved visitors and/or any other attendees must comply with this policy.