



<b>Policy</b>	Workplace & Participant Safety Related to COVID-19
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**BridgePoint Center for Eating Disorder Recovery  
Workplace & Participant Safety Related to COVID-19 Policy**

**1. Purpose:**

The COVID-19 pandemic continues to challenge the health and safety of our community. BridgePoint Center for Eating Disorder Recovery (“BridgePoint”) remains a community-based service organization. Key programs are provided in an in-person or face-to-face manner, and employees work in close proximity with participants in a higher risk residential setting.

BridgePoint accepts its responsibility to provide a healthy and safe workplace and to implement policies and protocols in compliance with Provincial guidelines, while ensuring that as many services and programs as possible are able to continue. To that end, BridgePoint is committed to implementing every reasonable precaution and preventative measure for the protection of the health, safety and wellbeing of employees, members of the Board of Directors of BridgePoint who may come onsite, contractors and visitors to BridgePoint facilities. Vaccination is a key element in the protection against the hazard of COVID-19.

The objective of this policy is to implement a mandatory vaccination program as an effective method of limiting the spread and potentially severe consequences of COVID-19.

**2. Applicable to:**

All BridgePoint employees, the Board of Directors of BridgePoint, contractors and visitors at BridgePoint facilities, whether as participants in on-site programs or as guests.

**3. Requirement:**

All BridgePoint employees, the Board of Directors of BridgePoint, contractors and visitors at BridgePoint facilities will be required to be fully vaccinated by November 30, 2021. For the purposes of this policy, “fully vaccinated” means two weeks after a person has received a single dose of a single course COVID-19 vaccination approved for use in Canada, or two weeks after a person has received the second dose of a dual course COVID-19 vaccination approved for use in Canada. Should any further doses, including booster shots, be considered necessary or advisable in the circumstances, including being recommended by the relevant health authorities, employees desiring to be considered having Full Vaccination Status may need to receive such further doses (or booster shots).

All BridgePoint employees, the Board of Directors of BridgePoint, contractors and visitors at BridgePoint facilities are required to continue to comply with all other applicable health and safety measures and workplace protocols to reduce the hazard of COVID-19, including but not limited to masking.

Fully vaccinated on-site participants in BridgePoint programs may continue to test via onsite rapid antigen tests on a weekly or more frequent basis. Any positive rapid antigen test result will result in immediate removal from the program and the requirement to follow up with a COVID-19 test at a Saskatchewan Health Authority (“SHA”) approved testing facility.

Fully vaccinated employees, members of the Board of Directors of BridgePoint and contractors will be required to continue to test via onsite rapid antigen tests, at such intervals as may be directed by BridgePoint, not less than weekly.

This policy is intended to be temporary and will remain in effect only as long as it is required to ensure the health and safety of BridgePoint employees and other third parties. BridgePoint will follow all public health orders from local health authorities and any other Federal or Provincial government directives and will advise when the policy is no longer in effect.

#### **4. Proof of Vaccination:**

BridgePoint will require proof of vaccination for BridgePoint employees, members of the Board of Directors of BridgePoint, contractors and visitors to BridgePoint facilities. Proof means documentation verifying receipt of vaccination approved by the Saskatchewan Health Authority. In cases where individuals have received vaccinations out of province or out of country, BridgePoint will accept documentation verifying receipt of vaccination from an authorized medical health authority.

Individuals who are required to do so must disclose their vaccination status to BridgePoint in a [declaration form](#) approved for use by BridgePoint.

Employees, members of the Board of Directors of BridgePoint and contractors will be required to update their vaccination status as they obtain each dose of a COVID-19 vaccination approved for use in Canada.

#### **5. Non-Compliance:**

Any BridgePoint employee, member of the Board of Directors of BridgePoint or contractor who is unable or unwilling to provide proof that they are fully vaccinated by November 30, 2021 will be required to participate in a regular COVID-19 testing program, at such intervals as may be directed BridgePoint, however not less than weekly, and to provide confirmation of a negative test result from a test administered within the previous 72 hours, each time that the test is administered, in a form to be provided by BridgePoint. [Approved testing](#) must be in the form of polymerase chain reaction (PCR) testing or as approved by SHA and must be completed on the individual's own time and at the individual's expense. Self-administered test results will not be considered as valid proof of negative COVID-19 results.

Subject to this policy, any BridgePoint employee who fails to provide proof that they have been fully vaccinated, or who fails to participate in regular testing by **November 30, 2021** will be subject to discipline, up to and including termination; any member of the Board of Directors of BridgePoint who fails to provide proof that they have been fully vaccinated, or who fails to participate in regular testing by November 30, 2021, will be subject to removal from the Board of Directors; and any contractor who fails to provide proof that they have been fully vaccinated, or who fails to participate in regular testing by November 30, 2021, will be subject to having their contract terminated.

Visitors to BridgePoint facilities, including participants and guests, who fail to provide proof that they have been fully vaccinated, will be denied access to all BridgePoint facilities. Participants will be allowed to maintain access to BridgePoint services by applying for BridgePoint's virtual program options.

Any employee who makes a false attestation about, or who provides false documents related to vaccination status will be subject to discipline up to and including termination; any member of the Board of Directors of BridgePoint who makes a false attestation about, or who provides false documents related to vaccination status will be subject to removal from the Board of Directors; and any contractor who makes a false

attestation about, or who provides false documents related to vaccination status will be subject to having their contract terminated.

Any visitor to BridgePoint facilities who makes a false attestation about, or who provides false documents related to vaccination status will be subject to removal from the facility.

#### **6. Protection of Privacy:**

BridgePoint recognizes the right to privacy of personal information of individuals while also recognizing the need to collect, use and disclose personal information for appropriate business purposes. All BridgePoint employees, members of the Board of Directors of BridgePoint, contractors and visitors remaining as on-site participants in BridgePoint programs will be required to present proof of their vaccination status to BridgePoint and to complete a declaration of vaccination status (or accommodation request) that will be retained in that person's confidential file. The declaration form will only be used to the extent necessary for the implementation and enforcement of this policy and only for so long as the policy is in effect, at which time it will be removed and destroyed. BridgePoint will not maintain vaccination disclosure information. Visitors to BridgePoint facilities who are guests will be required to provide proof of vaccination at the time of entry to any BridgePoint facility.

#### **7. Accommodations:**

BridgePoint will comply with its obligations under *The Saskatchewan Human Rights Code* (the "Code"), as applicable, and will consider accommodations to the point of undue hardship for any individual who is unable to be vaccinated for substantiated medical reasons and/or on grounds protected under the Code. All requests for accommodation must be provided in [a request form approved](#) for use by BridgePoint.

#### **8. Related Policies & References**

[The Employers' COVID-19 Emergency Regulations](#)

[Employee Screening Tools](#)

[Saskatchewan Human Rights Code](#)

[The Occupational Health and Safety Regulations, 2020](#)

[Government of Saskatchewan COVID-19 Information](#)

Some trusted online sources with credible information include:

- [Government of Saskatchewan COVID-19 Vaccine Information](#)
- [Government of Canada COVID-19 Vaccine Information](#)
- [World Health Organization COVID-19 Information](#)
- [Centers for Disease Control and Prevention COVID-19 Vaccine Information](#)

How to Book an Approved Test:

[Where to get Tested | Testing Information | Government of Saskatchewan](#)



## Appendix A – Declaration of COVID-19 Vaccination

I, \_\_\_\_\_, have read and understood BridgePoint’s **Workplace & Participant Safety Related to COVID-19 Policy** and the supplementation information provided on vaccine-related measures and the directives that were provided to me.

My status with regard to vaccination against COVID-19 is (*check one*):

\_\_\_\_\_ completed all doses for vaccination with a Health Canada-approved vaccine. Please arrange a time to provide or visibly show proof of vaccination status if you have not already done so.

\_\_\_\_\_ applying for an exception or accommodation, with documentation attached.

\_\_\_\_\_ I will provide a negative test to the employer every 7 days from a private health care provider at my own cost and on my own time.

Printed Name: \_\_\_\_\_ Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Note: You may be able to access a copy of your COVID-19 Vaccination Certificate from MySaskHealthRecord at the following internet address:

<https://www.ehealthsask.ca/MySaskHealthRecord/MySaskHealthRecord>

*Use of Information:* The information in the declaration above, and the employer’s verification document will be considered confidential and protected information. Once verified by the Executive Director or designate, all personal health documentation will be returned.