

# Proof of Vaccination & Vaccines in the Workplace - **What you need to know**

**Peel Public Health Presenters:**

Dr. Lawrence Loh – Peel Medical Officer of Health

# Agenda



- Employee Vaccination Policy
  - Workplace Safety Plans
  - Assess your risk
- Proof of Vaccination Regulations
  - Documentation
  - Verification Process and Exemptions
  - Enforcement

# Keeping Employees Safe

- Employers are required to understand and follow:
  - Occupational Health and Safety Act
  - Reopening Ontario Act
  - Peel's Section 22 Class Order for Workplaces
- Refer to these resources to understand your rights and responsibilities



# Workplace Safety Plan

- All businesses must have a COVID-19 workplace safety plan which outlines:
  - Screening, physical distancing measures, PPE use etc.
- Safety plans must also consider:
  - Promoting vaccination to workers
  - Outline actions for unvaccinated workers
  - Plans for identifying vaccination status during outbreaks



# Employee Vaccination Policy

- As part of your Safety Plan - Peel Public Health strongly recommends:
  - Assessment of the risk of COVID-19 exposure in your workplace
  - Consideration for making workplace vaccination necessary based upon that risk
- Remember! Employers must continue to take steps to protect workers from COVID-19 no matter how many of their workers are vaccinated

# Employee Vaccination Policy

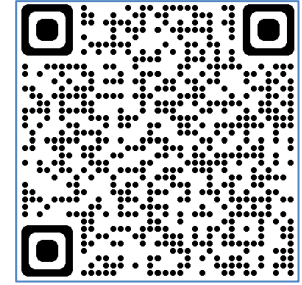
- If vaccination is determined to be a requirement at your workplace:
  - Seek legal advice before developing, implementing or enforcing vaccination policies
  - Define the measures employees must take to provide vaccination documentation
  - Outline how privacy will be protected for document collection

# New! Proof of Vaccination Now Required



- Now required for anyone 12 years or older to enter certain businesses and public spaces
- Does this apply to your business? Guidance and exemptions at [www.peelregion.ca/coronavirus/business](http://www.peelregion.ca/coronavirus/business)

# Proof of Vaccination Process



- Checking for name and date of birth on a piece of ID, which matches the vaccine receipt
- Oct 22 target launch of Ontario's phone app that creates a digital copy of vaccination receipts
- If a patron chooses not to disclose their vaccination status, they are not permitted to access areas that require it.

Ontario  Ministry of Health  
Ministère de la Santé

COVID-19 vaccination receipt / Récépissé de vaccination contre la COVID-19

Identification / Identification	
Name / Nom:	John Q. Citizen
Health card number / Numéro de la carte Santé:	XXXX-XXXX-XXXX
Date of birth / Date de naissance:	2002-12-12

Vaccination / Vaccination	
Date / Date:	2021-07-03, 1:34 pm
Agent / Agent:	COVID-19 mRNA
Product name / Nom du produit:	MODERNA COVID-19 mRNA-1273
Diluent product: / Ne s'applique pas	Not applicable / Ne s'applique pas
Lot / Lot:	
Dosage / Dosage:	0.5ml
Route / Voie:	Intramuscular / Intramusculaire
Site / Site:	Left deltoid / Deltoid gauche
You have received 2 valid dose(s) / Vous avez reçu 2 dose(s) valide(s)	
Vaccine administered by / Vaccin administré par:	
Authorized organization / Organisme agréé:	



# Proof of Vaccination Process

- Approved medical exemptions and people under 12 years old are the only permitted exemptions
  - Exemption 1: Anaphylaxis to a component of an mRNA vaccine as reviewed by an allergist
  - Exemption 2: Myocarditis/pericarditis to a previous dose, as reviewed by a specialist
- When checking receipt do not retain or store any information from the document

# Enforcement of the New Requirements

- Enforcement will be conducted by provincial offence officers including police, public health inspectors, and by-law officers
- Ministry of Labour inspectors will begin visits with an emphasis on education and localized compliance.
- Where considered appropriate, businesses can seek assistance from their local police department.

# Thank you!

Contact Region of Peel – Public Health at 905-799-7700  
Caledon at 905-584-2216  
Monday to Friday, open 8:30 am to 4:30 pm

