



Alpine Ontario Alpin COVID-19 Vaccination Policy - Event Attendance & Participation

1. POLICY

Alpine Ontario Alpin (“AOA”) is committed to taking every reasonable precaution in the circumstances for the protection of the health and safety of employees, athletes, and all stakeholders from the hazard of COVID-19. The objective of this Policy is to provide a healthy and safe environment for employees, contractors, coaches, athletes, support staff, officials, volunteers and other participants, and safeguard the broader communities in which they operate. This Policy is intended to encourage, support, and maximize COVID-19 Vaccination rates and safety at AOA events as one of the critical preventatives and control measures for the hazard of COVID-19. AOA is also committed to compliance with all applicable public and occupational health and safety, human rights, privacy, and other laws in the development and implementation of this Policy.

2. SCOPE AND APPLICABILITY

This Policy applies to all participants in **Provincial Events** (e.g., FIS, Masters, U14, U16, Coach Education EL, DL, PL courses, and In-Person Officials Courses) **sanctioned, organized or hosted by AOA**, including but not limited to any employee, athletes, coaches, support staff, officials, volunteers, and other participants born in 2009 or earlier.

3. DEFINITIONS

“COVID-19” is the infectious disease caused by SARS-CoV-2.

“AOA Activities” means all activities related to AOA’s operations, whether conducted on or off AOA Premises, including provincial events and travel.

“AOA Premises” includes, but is not restricted to, all land, property, structures, installations, vehicles or equipment owned, leased, rented, operated, used, or otherwise controlled by AOA for the purpose of conducting AOA Activities. It does not include a Participant’s personal residence.

“Participants” includes all athletes, coaches, support staff, officials, parents, guardians, volunteers and any attendees that attend AOA Activities.

“Proof of Vaccination” refers to government issued documentation demonstrating that an individual has been Vaccinated along with government issued photo identification that matches the individual.

“Vaccine(s)” refers to a vaccine approved by Health Canada for use in Canada in relation to COVID-19.

“Vaccination” refers to the administration of a Vaccine(s) to protect individuals from COVID-19. It may include the administration of one or more doses of Vaccine.

“Vaccinated” refers to an individual who has received all doses of a Vaccine, recommended or required by Health Canada, to produce an immune response to COVID-19.

4. VACCINATION

Health Canada, the federal and provincial governments, the Public Health Agency of Canada, regional public health authorities, the Canadian Medical Association have all endorsed voluntary COVID-19 Vaccination for all adults who may safely receive a Vaccine.

AOA requires that all Participants be Vaccinated at least 14-days prior to engaging in AOA Activities or entering AOA Premises. Participants must provide proof of Vaccination prior to entering AOA Premises or participating in AOA Activities.

Participants who are not Vaccinated or do not provide adequate Proof of Vaccination may be barred from entry or use of AOA Premises and participation in AOA Activities.

5. CONTINUED APPLICATION OF HEALTH AND SAFETY MEASURES

Nothing in this Policy relieves Participants, even those who are Vaccinated, from their obligation to comply with applicable health and safety measures required or recommended by the provincial public health authorities and related AOA policies in effect to reduce the spread of COVID-19.

Furthermore, when travelling to other countries, Participants are required to follow the laws, recommended guidelines and protocols issued by local government, while out of country. At minimum, when Participants are travelling to other countries with AOA, the Participants are required to comply with applicable health and safety measures required or recommended by the Canadian Government, provincial public health authorities and related AOA policies in effect to reduce the spread of COVID-19.

6. ACCOMMODATION

a) Accommodation for Participants Who Cannot Be Vaccinated

AOA is committed to an environment free from discrimination and harassment in accordance with applicable human rights laws. AOA will accommodate Participants from the strict application of this Policy who qualify based on one or more of the protected grounds of discrimination, in the applicable human rights laws, up to the point of undue hardship.

Participants seeking accommodation are required by law to self-identify the specific prohibited ground of discrimination they believe Vaccination would infringe and also participate in the accommodation process, including, but not limited to, providing information to establish the existence of a protected grounds, related restrictions and possible methods of accommodation. To discuss possible exemptions and related accommodation under this Policy, eligible Participants should contact AOA's Competition Director at rskinner@alpineontario.ca

Participants seeking accommodation must obtain approval prior to entering any AOA Premises or participating in any AOA Activities.

7. PRIVACY

a) Short Term Participants

Short-term participation or attendance includes all participants to AOA Provincial Events and visitors that do not regularly attend AOA Premises or are not required to attend at AOA Premises for the purpose of engaging in AOA Activities.

Vaccination status information for Participants that only enter AOA Premises or take part in AOA Activities on a short-term basis will not be collected or stored after Proof of Vaccination has been verified.

b) Regular Participants and Participants that Travel with AOA

The Purposes of the Collection, Use and Disclosure of Vaccination Status Information

For regular Participants and Participants that travel with AOA, Vaccination status will be collected, and may be used and disclosed pursuant to the terms of this Policy, AOA's Privacy Policy, the *Personal Information Protection and Electronic Documents Act* ("**PIPEDA**") and other applicable provincial privacy legislation, where it exists. Vaccination status information will only be collected, used and disclosed as required for the reasonable purpose of:

1. taking all reasonable precautions during the pandemic to ensure the health and safety of everyone in AOA through appropriate health and safety planning based on Vaccination status;

2. limited disclosure, where necessary, to international federations or organizations running competitions or events or when determined to be necessary by AOA; and
3. administering this Policy.

AOA also reserves the right to disclose Vaccination status information to partners for the purposes of facilitating AOA Activities and will provide advance notice to the relevant Participant before so doing.

The collection, use or disclosure of this information will be based on the following terms:

1. Participants are to disclose their Vaccination status to AOA on a proactive and ongoing basis or otherwise as directed in accordance with this Policy and may be asked to execute their written consent in the form appended as Schedule "A" to this Policy;
2. Participants who have completed a consent form will be asked to provide a copy of their certificate of Vaccination or other appropriate government issued alternative documentation so that AOA can confirm their Vaccination status. Only the Vaccination status of the Participant will be recorded by the AOA;
3. AOA will keep the Participants' Vaccination status confidential in accordance with PIPEDA and applicable privacy and health laws. Specifically, this information will only be shared and accessed on a need-to-know basis, solely for the purposes outlined above, or to comply with a legal order to disclose the information;
4. The information will be securely stored and maintained by AOA in a separate file;
5. Participants will be able to access and rectify their personal information upon request, in accordance with applicable privacy laws; and
6. This information will only be retained for the duration of the Participant's relationship with AOA and will be destroyed thereafter. Subject to official guidance on the outcome of the COVID-19 pandemic, it may be destroyed earlier, in which case a general notification will be communicated.

8. RESPONSIBILITIES

All levels of management of AOA are responsible for the administration of this Policy in accordance with applicable law.

The organizing committee or group will be responsible for communicating specific local and regional COVID-19 rules and regulations to all participants attending.

Responsibility for the implementation and control of the measures outlined in this document lies with the event organizer, in the case of coach and officials' education and the Race Organizing Committee (ROC) for race events.

Participants are responsible for compliance with this Policy and shall comply with all applicable COVID-19 legal obligations in doing so, including with respect to public health measures such as physical distancing, wearing a mask, and staying home if they are sick.

9. AMENDMENTS

This policy is subject to periodic review and update as reasonable in the evolving nature of the pandemic, Vaccine availability and government and public health authority direction.

10. REVIEW AND APPROVAL

This Policy has been reviewed and approved by the AOA Board of Directors Executive Committee on November 29, 2021.

11. REVISION HISTORY

Reviewed November 29, 2021.