

## **Proof of Vaccination or Testing Frequently Asked Questions (FAQ's)**

### **Why is Parkland College implementing the Proof of Vaccination or Testing Policy?**

The College is committed to providing a safe working environment for our employees, students, community members, and the general public. Vaccination is a key element in the protection against COVID-19.

### **Who does the Proof of Vaccination Policy apply to?**

The policy applies to all College staff (including contract instructors, readers, exam invigilators, etc.), students, board members, contractors, and visitors.

**NOTE:** Our broker institutions and / or community partners may not have the same protocols as we do. When visiting other organizations representing the college, staff and / or learners are expected to comply with the host's expectations, in addition to ours. Students may receive messages from broker institutions that are different from ours.

### **When do I need to self-declare and how?**

Employees, students, contractors, students, visitors are required to self-declare by November 3, 2021. Method(s) of self-declaration will be provided soon.

### **What does fully vaccinated mean?**

Fully vaccinated means that an individual has received the required recommended number of doses of a COVID-19 vaccine, or a combination of COVID-19 vaccines, approved by Health Canada, and the last of which was received at least 14 days prior to declaring they are fully vaccinated.

### **Do I have to provide Proof of Vaccination?**

Employees, students, contractors, and visitors who have self-declared that they are fully vaccinated will be asked to provide visual verification of their vaccination record by designated staff. Proof of vaccination verification information will not be saved or stored. Tests will be destroyed in compliance with disposal requirements. Visitors and contractors entering a College location after December 10, 2021 will have to show proof of vaccination or a negative test result.

### **How often do I have to provide Proof of Vaccination?**

Once an individual has declared their COVID-19 vaccination status, they will be asked to visually verify their vaccination status once.

### **What happens if I am not fully vaccinated?**

Employees, students, contractors, and visitors who are not fully vaccinated or choose to not disclose their vaccination status will be required to provide proof of a negative COVID-19 at least every seven days beginning December 10, 2021.

**What if I am trying to meet the fully vaccinated deadline, but my vaccine schedule will put me past that date?**

The notice period provided for the effective policy date allows for adequate time to receive first and second doses and wait the 14-day period following the second dose. Testing will be required if vaccination is not complete by the effective date of December 10, 2021.

**If I am not working / learning onsite, am I still required to self-declare my vaccination status?**

Yes. All employees, students, and contractors regardless of location, must self-declare their vaccination status and provide verification when asked by the College.

**What if my program is entirely online and there is no expectation for me to come to a College location, do I still have to test?**

No, if your program is structured as entirely virtual, with no option for face-to-face learning, you will not have to provide negative test results. You will be notified if this applies to your program.

**What if I do not want to disclose my vaccination status?**

Employees, students, contractors, and visitors who are not fully vaccinated or choose to not disclose their vaccination status will be required to provide proof of a negative COVID-19 test at least every seven days, beginning December 10, 2021.

**If I had COVID and I provide blood test results that prove I have the antibodies, do I still need to be vaccinated?**

Employees, students, contractors, and visitors still need to be fully vaccinated or will be required to provide proof of a negative COVID-19 at least every seven days beginning the week of December 10, 2021.

**What if I cannot get vaccinated for medical reasons?**

Employees, students, contractors and visitors that cannot get vaccinated for medical reasons should contact HR for guidance. Learners should speak to Learner Services to help them through the medical accommodation process or speak with designated Safety personnel directly.

**What if I have questions about these vaccines?**

If you have questions about COVID-19 vaccines, please go to the following links:

- [COVID-19 advice for the public: Getting vaccinated](#)
- [COVID-19 Vaccine Question and Answer](#)
- [Vaccines for COVID-19](#)
- [COVID-19 Vaccine Hesitancy: 12 Things You Need to Know](#)

**When does testing start?**

Testing commences December 10, 2021.

**If I need a test, how will that work?**

Employees, students, contractors, and visitors who are not fully vaccinated or choose not to disclose their vaccination status will be required to provide proof of a negative COVID-19 test at least every seven days beginning December 10, 2021.

**What tests are acceptable?**

The following tests are acceptable COVID-19 tests:

- a. a polymerase chain reaction (PCR) test for SARS-CoV-2;
- b. a point-of-care antigen test for SARS-CoV-2;
- c. any other test for SARS-CoV-2 approved by the Minister of Health

Individuals requiring testing must arrange for testing from an approved testing provider found on the [Government of Saskatchewan](#) website. The testing lab will provide you with a verified, negative test certificate, including your name, type of test, date and time of sample collection, test results and will be signed by the test operator.

**Is a negative test from the Saskatchewan Health Authority (SHA) accepted as proof of a negative test for employees in the workplace?**

No. A test from the Saskatchewan Health Authority or any other provincially-funded self-test will NOT be accepted as proof of negative test results for employees under policy OPR D-42.

**Who will pay for the test?**

Employees, students, contractors, and visitors will be required to personally pay for regular COVID-19 testing. **Student testing services will be provided at no cost until January 31, 2021. As of February 1, 2022, all tests will be at the individual's own cost, on their own time.**

**Will I be compensated for time off to acquire a test, including travel to receive the test?**

Employees, students, contractors, and visitors will not be compensated for the cost of administering the test or travelling to obtain the test. Testing will be done on individual's personal time at their personal cost.

**Will I need to provide proof of negative COVID-19 tests on a weekly basis if I have recovered from COVID-19 in the past 90 days?**

If an unvaccinated individual has recovered from contracting COVID-19 and has completed a period of self-isolation as directed by Public Health, they are required to resume providing proof of a negative test as per OPR D-42. It is recommended that the individual request a point-of-care antigen test for SARS-CoV-2 from an approved testing site, as it is less likely to detect residual COVID-19 following recovery. Tests used by the college are rapid antigen tests. If a positive result is detected, the college will consult with SHA.

**My 5-11-year-old child is now eligible for the COVID-19 vaccination. What kind of leave can I use to get my child vaccinated?**

Employees may request Pressing Necessity (PN) leave, if they have accruals available, or use vacation leave, banked time or other leave provisions. Employees must work with their supervisor to arrange a mutually acceptable time to ensure operational requirements are met. It is important for supervisors to be flexible and support employees' ability to get their children vaccinated. Supervisors can contact HR for guidance.

**I didn't use my three hours for my vaccination, can I use it to take my child to get vaccinated?**

No. The Occupational Health and Safety Regulations, 2020 were amended to allow for paid time off from work for an employee to get one dose of the COVID-19 vaccine and that time does not extend to others. Employees may request PN leave, if they have accruals available, vacation leave, or other leave provisions.

**Does this violate human rights and medical privacy, why is the College able to do this?**

The College has an obligation to protect the health and safety of students and staff. We have decided vaccination is the best way to do this. We are permitted to collect personal information for a purpose that relates to an existing or proposed program or activity of the College. We need to collect some personal information about vaccination status in order to administer this program. The College is committed to protecting the privacy of College community members. We will only be collecting the least amount necessary and limiting access, use and retention of the information. Requests for accommodation will be considered in alignment with The Saskatchewan Human Right Code.

**How do I know my privacy/data is safe with the College?**

This information will be protected in accordance with the College's Freedom of Information and Protection of Privacy Policies and Saskatchewan's The Local Authority Freedom of Information and Protection of Privacy Act. The College is developing a secure system to collect vaccination information. Access to this information will be limited. Only those who have a need to know to administer and enforce this program may have access to this information on an identifiable level and information will only be retained as long as is necessary to support the program.

**How is the privacy of the health status of staff and students going to be protected and who at the college will know their status?**

This information will be protected in accordance with the College's Freedom of Information and Protection of Privacy Policies and Saskatchewan's The Local Authority Freedom of Information and Protection of Privacy Act. The College is developing a secure system to collect vaccination information. Access to this information will be limited. Only those who have a need to know to administer and enforce this program may have access to this information on an identifiable level and information will only be retained as long as is necessary to support the program.

**How long (in years) will the College hold declaration of immunization status/proof of regular COVID-19 testing for?**

The College will only retain this information as long as is necessary to support the program.

**What other COVID-19 health and safety measures are in place at the Colleges?**

All current COVID-19 health and safety measures, including the current Public Health Order of masking in all public spaces on campuses, enhanced cleaning, frequent handwashing, staying home if unwell, and self-health checks are all in place across the college.

**What if I need mental health supports?**

It is important that you make your mental health a priority, especially during this time. Contact your EFAP provider if you need support.

Parkland College EFAP services can be accessed as follows for employees:

- LifeWorks: <https://parkland-college.lifeworks.com> or 1-844-880-9142
- Pure Fusion Health Services (306-782-7820), <http://www.purefusionhealth.com>

Parkland College students can access the following supports:

- Contact Learner Services
- Visit [mywellnessplan.ca](http://mywellnessplan.ca)

*Information obtained in developing these FAQ's was taken from the Saskatchewan Government Taskroom and the University of Saskatchewan webpage.*