



LIFESAVING SOCIETY

*The Lifeguarding Experts*

## **Lifesaving Society Ontario Covid-19 vaccination and testing policy for staff, trainers and volunteers**

September 20, 2021

The Lifesaving Society Ontario Board of Directors has adopted a Covid-19 Vaccination and Testing Policy for its staff, trainers and volunteers, effective September 20, 2021.

In summary:

- **Staff:** must provide proof of full vaccination.
- **Trainers:** must provide proof of full vaccination to work as part of the service agreements between Lifesaving Society Ontario and its community partners.
- **Volunteers:** must provide proof of full vaccination prior to their visit to the Society's headquarters or in-person participation at an event in which they are interacting with other volunteers.

The purpose of this policy is to establish the expectations and requirements of staff performing duties on behalf of Lifesaving Society Ontario with respect to Covid-19 and vaccination. This policy applies to all permanent and temporary employees, contract trainers and volunteers including members of activity councils, council of officers, board of directors, as well as area chairs, coaches and lifesaving sport officials. Non-compliance may result in discipline up to and including termination of employment or termination of engagement.

Information relating to an individual's vaccination status, proof of vaccination records and/or the reason(s) for not receiving a Covid-19 vaccination will be treated as strictly confidential by Lifesaving Society Ontario, and will not be disclosed unless required by applicable law.

Lifesaving Society Ontario is committed to providing a safe working environment for our staff, trainers, volunteers and the community public and private sectors with whom we interact with regularly, both onsite and off-site, and; we are committed to being a responsible community employer in the effort of reducing the number of Covid-19 cases.

All questions about the policy, its implementation or consequences should be submitted in writing to CEO Brian Miess ([brianm@lifeguarding.com](mailto:brianm@lifeguarding.com)) as soon as possible.

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