



AAMAC
ACAAM

Aplastic Anemia & Myelodysplasia
Association of Canada
Association canadienne de l'anémie
aplasique et de la myélodysplasie

Covid-19 Vaccination Policy

1. PURPOSE

AAMAC is committed to providing a safe working environment for our employees, volunteers, clients, and members of the public with whom we interact regularly. The purpose of the Vaccination Policy (the "**Policy**") is to provide guidelines pertaining to the expectations and requirements of individuals, with respect to Covid-19 and vaccination.

As AAMAC provides services to immune-compromised individuals, it is critical that the organization and its personnel take any and all precautions to protect against Covid-19. AAMAC's policies are guided by the advice of the provincial health officers and workplace safety regulations in the provinces where we work, as well as the Public Health Agency of Canada and the World Health Organization.

2. SCOPE

This Policy applies to all AAMAC employees, volunteers, and contractors, collectively the "Personnel", as well as clients and members of the public who access AAMAC programs and services in person, collectively the "**Service Users**".

3. POLICY

- a. To prevent the spread of COVID-19, AAMAC requires personnel and service users to provide proof of vaccination, with vaccines approved by Health Canada.
- b. Personnel and service users may request a medical exemption to this policy provided the exemption is supported by a written statement from a licensed doctor or nurse practitioner, stating that vaccination is medically contraindicated. The statement does not need to include the reason for the exemption but must state if the reason for the exemption is temporary or permanent.
- c. AAMAC offers the following accommodations for personnel and service users who decline to get vaccinated for reasons protected by the Human Rights Act, or who are unable to complete their vaccination series for medical reasons:
 - i. Personnel may be reassigned to work that does not involve contact with the public or any AAMAC personnel

- ii. If reassignment is not possible, unvaccinated personnel may use vacation or unpaid leave (non-disciplinary) until it is safe for them to return to the workplace.
- iii. Unvaccinated clients and members of the public may access AAMAC programs and services from home, where possible.

4. CONFIDENTIALITY

AAMAC will endeavour to maintain the confidentiality of personal health information as per its privacy policy. In some cases, the requirement for AAMAC to maintain a safe working environment for personnel may supersede the individual's right to privacy.

5. PROCEDURE

- a. Upon implementation of this policy, personnel and service users will be required to provide proof of double vaccination to the AAMAC Executive Director. This proof may take the form of a printout from an official electronic health record or a signed vaccination/card certificate from a pharmacy or other authorized vaccine provider. The vaccine brand and name of the person receiving the vaccine must be clearly indicated.
- b. Personnel and service users who are not vaccinated due to medical reasons must request a medical exemption as per 3b above. Decisions related to medical exemption will be made by the Executive Director on a case-by-case basis.
- c. All personnel and service users, despite their vaccination status, must continue to observe public health measures such as frequent handwashing and social distancing.