

COVID-19 VACCINATION POLICY

November 5, 2021

This policy is amended as of November 5, 2021, and replaces all previously-communicated versions, including within the Staff Handbook, the Artist COVID-19 expectations rider, and orientation materials.

Any questions regarding the following policy or its application should be directed to the Managing Director at evan@wctlive.ca

PREAMBLE

COVID-19 is a serious medical condition and has had a devastating impact on Canadians and others across the globe. WCT adopts this policy to protect the health and well-being of our employees and our customers, having considered the following:

- WCT accepts the scientific and medical evidence that COVID-19 vaccines are highly effective at reducing the effects of COVID-19 and as well, limiting transmission to other individuals; and
- COVID-19 continues to be transmitted throughout the province, unvaccinated individuals are particularly vulnerable, and are the vast majority of those hospitalized with COVID-19.

At all times, WCT adheres to the legislation, regulations and health orders in effect. WCT accepts the advice of the PHO that vaccinations are the best way to protect our employees and limit the transmission of COVID-19 amongst our staff and guests. Unvaccinated staff are at higher risk of getting COVID-19 and of serious illness. Consistent with our values, we are proceeding carefully and thoughtfully in this regard. The Leadership may take time to evaluate our organizational response, and will issue policy to meet new requirements in a timely manner. Those directives may replace or amend the provisions below. WCT reserves the right to amend our COVID-19 response & vaccination policy at any time.

WCT has an obligation to provide a workplace and a public environment in our buildings that is free of the spread of communicable diseases, including of COVID-19. Given that in our workplace it may not always be possible to enact physical distancing and/or wear PPE to protect oneself and our staff may come in contact with members of the public, WCT has the following Vaccination Policy in effect.

POLICY

WCT requires that staff, volunteers and Artists within the organization be fully vaccinated against COVID-19 prior to the start of employment/engagement (previously this was required as of October 24, 2021). We have asked for voluntary disclosure of vaccination status in order to meet sound health and safety practices, to ensure adequate staffing and to avoid further closures.

WCT does have the legal right to request vaccination status. Employees also have the legal right to “not provide their personal information”. If that is your position, WCT respects your decision; however, if WCT does not know your vaccination status, we are left with no other choice in order to meet our health and safety obligations, and we will have to treat refusals to disclose as equivalent to unvaccinated.

We ask that you be prepared to voluntarily disclose your vaccination status. WCT does not automatically require proof of vaccination to be submitted, however, WCT reserves the right to request proof of vaccination at any time. Those choosing not to disclose their vaccination status when asked, will be considered unvaccinated and will be placed on an unpaid leave of absence.

Note that entry to our premises for organized events may require proof of vaccination (see below).

COLLECTIVE AGREEMENTS

Where staff or artists are working under a collective agreement, the terms of that agreement, along with any applicable riders, may supersede this policy.

EXEMPTIONS

It is a fundamental term and condition of your ongoing employment/engagement that you provide satisfactory proof that you are fully vaccinated against COVID-19 and that you comply with governmental and Public Health orders and recommendations with respect to repeat vaccinations and/or boosters, as well as any other pandemic/epidemic control measures affecting the workplace. These requirements are subject only to valid legal or medical exemptions, in which case you are required to provide satisfactory information, in writing, as to how a legal or medical exemption may apply to you. Exemption requests are made confidentially and in writing through the Managing Director.

In the case of an exemption, exempt individuals may also be required to comply with enhanced measures to reduce the potential for COVID-19 transmission in the workplace. These may include, but are not limited to:

- wear a mask any time they are in a WCT workplace; and
- maintain 2-meters physical distancing at all times within the workplace; and
- not utilize break/lunch/green rooms/common areas; and
- undertake twice-weekly rapid screening for COVID-19.; and
- limit all interaction and exposure to the general public.

WCT will regularly review its protocols and will take evidence-based measures proportional to the risks and consequences of communicating or contracting COVID-19.

PROCEDURES

- At time of writing, we currently require that all, staff, volunteers and artists be fully vaccinated against COVID-19. The previous version of the policy required that full vaccination be in place by October 24, 2021, and we are now past that date. 'Fully vaccinated' is defined by the Province of BC as having received 2 doses of any WHO-approved COVID-19 vaccine.
- WCT reserves the right to check for proof of vaccination – and the organization may elect at any time to enforce this requirement without notice. Please have your proof of vaccine on hand with you when at our venues.
- WCT may elect to visually inspect/scan your proof of vaccine and will not keep a copy of your QR Code.
- We will not keep documentation of your proof of vaccine on hand without your permission, and if that step is needed in the future, we will ask you for a release to store this information securely. This information will be kept in aggregate and will only be accessible by the Managing Director.
- Exemptions to this policy are not granted automatically and must be requested, considered by the organization and responded to. To request an exemption, please reach out, confidentially to the Managing Director. You may do so by email or by requesting a confidential meeting. Exemption requests must provide sufficient information to allow the organization to determine, in keeping with the policy, the protected grounds under which an exemption is sought.

PROOF OF VACCINE REQUIREMENT FOR ENTRY TO PERFORMANCES

The following policy adheres to the Province of BC's Provincial Health Order, announced on August 23, 2021:

WCT requires that all individuals entering our premises for the purpose of attending a group organized activity to be fully vaccinated against COVID-19 at least 14 days prior to entering the premises. WCT will adhere to the checking of vaccination status as required by the Province from time to time, including the requirement for the checking of proof of vaccine & photo ID based on a patron's age.

EXEMPTIONS

Exemptions to the Proof of Vaccination health order will only be permitted as outlined by the Province of BC.

- Children under the age of 12 may enter the premises provided they are in the care of a fully vaccinated adult over the age of 18.

PROCEDURES

- All individuals entering the venue through the public/main entrance during an event's ingress will be subject to a check for Proof of Vaccine and Photo ID, per the above.
-