

January 5, 2022

## COVID-19 Vaccination Policy - Event Attendance & Participation

### 1. POLICY

BIATHLON MANITOBA (the “**Organization**”) 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. This Policy is intended to encourage, support and maximize COVID-19 Vaccination rates and safety at the Organization as one of the critical preventatives and control measures for the hazard of COVID-19. The Organization 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 attendees of events organized or hosted by the Organization, including but not limited to athletes, volunteers, and other participants.

### 3. DEFINITIONS

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

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

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

“**Participants**” includes all athletes, support staff, parents, guardians, volunteers, officials, coaches and any attendees that attend Organization Activities who are eligible to get vaccinated in Manitoba.

“**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, if:

- (a) they have received a full series of a vaccine for COVID-19 that is approved for use in Canada by Health Canada or any combination of vaccines for

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COVID-19 that have been approved for use in Canada by Health Canada and at least 14 days have passed since they received their last vaccine dose;

- (b) they have received one or two doses of a vaccine for COVID-19 that has not been approved for use in Canada by Health Canada and they have also received one dose of the Pfizer-BioNTech or Moderna vaccine for COVID-19 and at least 14 days have passed since they received their last vaccine dose; or
- (c) they have received three doses of a vaccine for COVID-19 that has not been approved for use in Canada by Health Canada and at least 14 days have passed since they received their last vaccine dose.

## **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.

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

Participants who are not Vaccinated or do not provide adequate Proof of Vaccination may be barred from entry or use of Organization Premises and participation in Organization 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 Organization policies in effect to reduce the spread of COVID-19.

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

## **6. ACCOMMODATION**

### **a) Accommodation for Participants Who Cannot Be Vaccinated**

The Organization is committed to an environment free from discrimination and harassment in accordance with applicable human rights laws. However, pursuant to the [Order](#) of the Chief Provincial Public Health Officer, admission of unvaccinated individuals who are 12 years of age and older is restricted to persons who provide proof from the Government of Manitoba that there is a medical reason that the individual is unable to receive a vaccine for COVID-19. Biathlon Manitoba is not legally permitted to grant

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accommodation for any other reason.

## **7. PRIVACY**

Information regarding vaccination status and identification will be verified on entry, and will not be collected or retained.

## **8. RESPONSIBILITIES**

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

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**

The Organization will review this policy and update it as required and 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 Biathlon Manitoba Board of Directors on January 24, 2022.