

THUNDER BAY HIKING ASSOCIATION

COVID-19 POLICY

MEMBERSHIP AND PUBLIC

EFFECTIVE DATE: TBD

1. Scope

- 1.1.** This Policy applies to all Thunder Bay Hiking Association Inc. (“TBHA”) members, guests, and any other individuals (the “Individuals Subject to this Policy” or the “Individuals”) who seek to attend all TBHA activities and events (“TBHA activities”).

2. Purpose

- 2.1.** The COVID-19 pandemic has caused significant morbidity and mortality. COVID-19 is spread primarily through respiratory droplets. Those with certain pre-existing medical conditions are at a higher risk for more severe symptoms after contracting COVID-19.¹
- 2.2.** COVID-19 remains a serious health risk in our community. The ongoing spread of variants of concern means we must make every reasonable effort to protect our community, including our membership and guests at TBHA activities, against the virus.
- 2.3.** The TBHA is dedicated to ensuring the health and safety of all those who attend TBHA activities. The TBHA has created this Policy to assist in providing a safe environment for all who attend TBHA activities.
- 2.4.** Full vaccination has been shown to be effective in reducing COVID-19 virus transmission and protecting vaccinated individuals from severe consequences of COVID-19 and COVID-19 variants. Given the continuing spread of COVID-19 within Ontario, the compelling data demonstrating a higher incidence of COVID-19 among the unvaccinated population and the increasing levels of contact between individuals as businesses, services, and activities have reopened, it is important for those who attend TBHA activities to be Fully Vaccinated to protect themselves against serious illness, as well as to provide indirect protection to others, including members of the public.
- 2.5.** The vaccines currently approved in Canada have been shown to be safe and effective against symptomatic COVID-19.² At this time, a number of those vaccines require multiple doses to be effective.

¹ Public Health Agency of Canada, “COVID-19 signs, symptoms and severity of disease: A clinician guide” (18 September 2020): <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/guidance-documents/signs-symptoms-severity.html>.

² National Advisory Committee on Immunization, “Recommendations on the use of COVID-19 vaccines” (12 January 2021): <https://www.canada.ca/en/public-health/services/immunization/national-advisory-committee-on-immunization-naci/recommendations-use-covid-19-vaccines.html>. (“NACI Recommendations”)

3. Policy

- 3.1.** As of the effective date of this Policy, all Individuals are required to be fully vaccinated in order to attend TBHA activities, subject to Section 5 of this Policy. Individuals are considered fully vaccinated after receiving the full series of a COVID 19 vaccine, a combination of COVID-19 vaccines approved by Health Canada, or a single dose of a single dose vaccine (e.g., two doses of a two-dose vaccine series, or one dose of a single-dose vaccine). Individuals are only considered fully vaccinated if they received their last dose at least 14 days before the date of their attestation (“Fully Vaccinated”).
- 3.2.** In order to ensure compliance with the requirement in 3.1, all individuals are required to confirm they are Fully Vaccinated by way of acknowledgment when signing up for attendance at TBHA activities (the “Acknowledgement”).
- 3.3.** Refusal to provide the Acknowledgement, absent a reason acceptable to the TBHA, or any exemptions under Section 5, shall render an Individual ineligible to attend TBHA activities.

4. Privacy

- 4.1.** The TBHA is committed to protecting the privacy and security of personal information. Any information reported under this Policy will be treated as confidential by the TBHA and will be used or disclosed by the TBHA only for the purposes of this Policy and administering infection control procedures related to the TBHA activities, including contact tracing.

5. Accommodation under the Ontario *Human Rights Code*

- 5.1.** Should Individuals be unable to comply with this Policy due to medically substantiated or any other substantiated reason protected by the Ontario *Human Rights Code* (the “Code”), such individual must identify to the TBHA that such non-compliance is based on a ground protected by the *Code* and the nature of the claimed exemption, including the time period for which the exemption will apply, if applicable. This information must be provided at least one business day (defined as Monday to Friday from 9:00 am to 5:00 pm) prior to attempting to attend TBHA activities in order to ensure the information can be adequately reviewed by the TBHA.
- 5.2.** The TBHA reserves the right to ask for additional information to substantiate the exemption request.
- 5.3.** The TBHA is committed to accommodating Individuals under Section 5.1 up to the point of undue hardship where a person is unable to comply with the Policy due to *Code*-protected reasons. Such situations will be assessed on a case-by-case basis and in accordance with Section 6 of this Policy.
- 5.4.** Requests under this Section must be made to **INFO** at least 24 hours prior to attendance at TBHA activities, following which you will receive information regarding the accommodation available, or be contacted by a designated member of the TBHA Board to

discuss the claimed exemption. This process need only be engaged in at the first instance of the Individual seeking attendance at TBHA activities.

5.5. Nothing in this Policy is intended to contract out of or circumvent the TBHA's obligations under the *Code*. In the event of a discrepancy between this Policy and the *Code*, the latter authority shall govern.

6. Alternatives to Vaccination only for *Code*-Related Substantiated Exemptions

6.1. Individuals who are not Fully Vaccinated due to a protected ground under the *Code*, shall be accommodated to the point of undue hardship in order to attend TBHA activities.

7. Other COVID-19 Protective Measures

7.1. All Individuals must continue to comply with applicable provincial and municipal protocols and rules with respect to physical distancing, masking, screening, PPE and any other measures intended to reduce the risk of transmission of COVID-19.

7.2. Any protocols or rules for carpooling are solely within the discretion of the driver and are not the responsibility of the TBHA. No member is guaranteed carpooling.

8. Review of Policy

8.1. This Policy will be regularly reviewed and updated to reflect the latest scientific research, guidance and legislation from the Ontario government, the Chief Medical Officer of Health, the federal government, Ministry of Health, the Public Health Agency of Canada, Public Health Ontario, Local Health Units and any other relevant health authorities.

8.2. Those with questions regarding the Policy may contact the President and your inquiry will be directed accordingly.

Last Updated on: March 21, 2022