



School Policy:	COVID-19 Policy for Employees, Third-Party Contractors, Visitors, and Volunteers
Category:	Human Resources
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Approved By:	Head of School
Contact Person:	School Nurse

PURPOSE

Strathcona-Tweedsmuir School (STS) is committed to taking all necessary steps to maintain a safe and healthy work environment for all employees, students, and other community members including visitors, volunteers and third-party providers while on the STS Campus.

Recognizing the critical public health emergency created by the COVID-19 pandemic, and the challenge posed by the pandemic to the safe operation of STS, the importance of an education in the lives of children, their parents, and communities, and that STS is a place where large numbers of students and employees congregate and disperse from, STS supports and encourages, for the protection of its members, employees, students, and the general public, reasonable policies that may be mandated by the Province of Alberta.

STS has adopted this Policy in keeping with our Mission, Vision, and Values and with the health and safety of all individuals as our top priority, to reduce the transmission, serious illness, and possible death resulting from COVID-19 within our facilities and on our campus.

This Policy is part of STS's extensive health and safety protocols designed to protect all members of our community including the significant percentage of our student population that is ineligible, at the time of this Policy's implementation, to be vaccinated.

This Policy complies with Human Rights legislation such that when an individual is not able to be vaccinated on the basis of a medical condition, or other protected ground under the [Alberta Human Rights Act](#), STS will accommodate the individual to the point of undue hardship.

This Policy is intended to be temporary in nature and will be rescinded when appropriate. This Policy will be reviewed regularly to ensure information and directives are accurate and applicable.

DEFINITIONS

"Approved Vaccine" means a COVID-19 vaccine or combination of vaccines approved by Health Canada or the World Health Organization.

"Fully Vaccinated" means, currently, that at least 14 days have passed since completing the full series of an Approved Vaccine or combination of Approved Vaccines. This definition may change as the vaccinations and guidance from local public health authorities continue to evolve.

"COVID-19 Test" means a Health Canada approved rapid antigen, rapid PCR, or lab-based PCR test.

"Employee" means individuals on the STS payroll (i.e. administration, teachers, support staff, guest teachers, and contracted employees).

"Third Party Contractor" means companies entering into a contract with STS to provide services to STS, its students, and/or employees.

"Visitors/Volunteers" means individuals 18 years of age and older who are not employed by STS and who will enter, and be in, the school for more than 5 minutes.

REQUIREMENT

Employees, Third-Party Contractors, and Volunteers/Visitors are required to review and complete the [COVID-19 Self-Assessment](#) each and every day they will be on the campus or in the School. If they answer “yes” to any of the questions, they are not permitted on the campus or in the School.

HEALTH AND SAFETY MEASURES

Everyone must continue to observe all other COVID-19 protocols and/or policies, as well as all other health and safety policies and procedures regardless of vaccination status (e.g. screening questionnaires, proper wearing/use of mask or face covering and PPE, maintenance of appropriate physical distancing, proper hand hygiene, and self-isolation if and when necessary).

STS will continue to closely monitor its COVID-19 risk mitigation strategy and the evolving public health situation and reserves all rights to implement additional or other COVID-19 related health and safety measures, and/or amend this Policy as appropriate.

GENERAL INFORMATION

The making of a false or misleading statement including, but not limited to, a false attestation or screening questionnaire or the submission of false or misleading information or documentation for any purpose under this Policy shall constitute a violation of this Policy which may result in disciplinary action.

PRIVACY

All personal information collected by STS pursuant to this Policy will be held in strict confidence and will be used only for the specific purposes described in this Policy.

SOURCES

- <https://www.teachers.ab.ca/News%20Room/NewsReleases/Pages/ATA-Supports-Vaccine-Mandates-for-Teachers-and-Other-School-Staff.aspx>
- <https://www.alberta.ca/covid19-vaccine.aspx>
- <https://www.qp.alberta.ca/documents/Acts/A25P5.pdf>
- <https://www.alberta.ca/assets/documents/covid-19-relaunch-guidance-industry-initiated-covid-19-testing.pdf>