

# Administrative Policy

## COVID-19 Vaccination

<b>Program Impacted</b>	Employee Experience & Safety <i>The City of Edmonton's staff are safe and supported to achieve their aspirations and deliver excellent services.</i>
<b>Number</b>	A1701A
<b>Date of Approval</b>	March 3, 2022
<b>Approval History</b>	September 16, 2021
<b>Next Scheduled Review</b>	September 30, 2022

### Policy Statement

As an employer with a strong commitment to health and safety, the City of Edmonton will take every reasonable step to protect the health, safety and welfare of its employees and others from the hazard of COVID-19. The City has determined that it is necessary for the protection of its workplace to maximize COVID-19 vaccination rates of its employees as a further control measure in mitigating the hazard of COVID-19. This policy, and any related procedures, outline the requirement for all employees to be fully vaccinated against COVID-19, unless exempt on the basis of a protected legal ground.

### Background and Current Situation

The City of Edmonton has closely monitored the hazard of COVID-19 since the outset of the pandemic and has continued to review, revise, and adjust its hazard controls in response to emerging science, workplace data and public health directives. Alberta declared a state of public health emergency as a result of COVID-19 cases and hospitalizations continuing to rise, largely in unvaccinated Albertans. Given the data, circumstances in Alberta and the information gathered on the vaccination rates of employees through the Administrative Policy and Procedure A1700: *Employee COVID-19 Vaccination Disclosure*, the City has determined that it is necessary to implement a COVID-19 vaccination policy as another layer to the City's workplace controls against the hazard of COVID-19.

## Guiding Principle

The purpose of this policy is to prescribe the requirement for employees to be fully vaccinated against COVID-19 in accordance with the following guiding principle:

- **Health and Safety:** The City of Edmonton has legislated obligations to provide a safe and healthy workplace. Our Safe Cultural Commitment supports the value we place on respecting and protecting the physical, mental and emotional well-being of each other and those we serve.
  - The City manages the risks related to COVID-19 through the hierarchy of hazard controls (engineering controls, administrative controls and personal protective equipment). When a hazard cannot be managed by a single method, such as an engineering control, a combination of controls are used.
  - Having a maximally vaccinated workforce is an effective engineering control to further protect against the hazards of COVID-19. Vaccinations help reduce the risk of spread at the workplace and lower the risks of severe outcomes.
  - The City will continue to consider and pursue reasonable workplace accommodations for those persons who are unable to be vaccinated due to reasons protected by the *Alberta Human Rights Act*.

## Review

This policy may be reviewed and revised before its scheduled review date if the circumstances warrant.