

Administrative Policy

Employee COVID-19 Vaccination Disclosure



Program Impacted	Employee Experience & Safety <i>The City of Edmonton's staff are safe and supported to achieve their aspirations and deliver excellent services.</i>
Number	A1700
Date of Approval	August 30, 2021
Approval History	n/a
Next Scheduled Review	December 31, 2021

Policy Statement

In response to the ongoing COVID-19 pandemic, effective August 31, 2021, the City of Edmonton will be requiring all employees to disclose whether they have or have not had an approved COVID-19 vaccination. Completing this disclosure is one more way that employees will contribute to the health and safety of their workplace.

Guiding Principle

- **Disclosure** The decision to require disclosure at this time is in further support of the City's obligation to provide a safe and healthy workplace and will help the City make data-driven decisions in assessing risk and implementing hazard controls. By collecting this data, the City will have accurate and reliable data in which to determine next steps in maintaining the safety of the workplace from the hazard of COVID-19. The City attempted to obtain vaccine status data on a voluntary basis, however low participation rates resulted in insufficient information; therefore, it is necessary to proceed with making disclosure a mandatory workplace requirement.

The City is aware that this information is sensitive and is committed to collecting only the minimal amount of information necessary to assist in its COVID-19 workplace risk assessments and developing appropriate response strategies. Every step will be taken to ensure the information is collected and safeguarded in accordance with the *Freedom of Information and Protection of Privacy Act* (FOIP).