

Vaccination Verification at TRIUMF

Beginning December 17, TRIUMF will require verification of at least one dose of an approved COVID-19 vaccine. This requirement is outlined in Human Resources Policy 40 – COVID Vaccination Verification Policy.

Why are we requiring verification of vaccination?

We are taking this action to safeguard our community.

Informed by guidance from public health officials, community feedback, and similar policies at our member universities, we have determined that these proactive measures offer the an additional layer of protection to our community.

While the decision to be vaccinated is a personal one, science has shown that vaccination protects yourself and those around you against COVID-19. TRIUMF is implementing this policy in order to prioritize the safety of our staff, students, and users

Who does this policy apply to?

All Appointees, all Employees, and those Visitors with site access are affected by this policy.

What will be required of me because of this policy?

Human Resources Policy 40 (COVID-19 Vaccination Verification Policy) requires that all TRIUMF all Appointees, all Employees, and those Visitors with site access must confirm their vaccination status with TRIUMF.

What information do I need to disclose?

When verifying vaccination status, you will need to include:

- Whether you have received all recommended doses of the vaccine
- Your immunization dates
- The dates of any Ministry of Health-recommended booster immunizations

Full details can be found in the COVID-19 Vaccination Verification Policy Administration Procedures.

When does this policy come into effect?

December 17, 2021: provide verification of having received at least one dose of an approved COVID-19 vaccine

January 17, 2022: provide verification of full vaccination (NOTE: exceptions to this deadline may be granted to accommodate recommended time periods between doses)

What happens if I do not verify my vaccination status by these deadlines?

Appointees and Employees who do not provide verification of vaccination and are also ineligible for accommodation will have their TRIUMF privileges restricted, including having no access to the TRIUMF site.

Employees who do not provide verification of their vaccination by the stated deadlines will be placed on unpaid leave, with the option to request to use vacation pay and/or ATO or banked lieu time.

Employees have until February 17, 2022 to provide verification. Continued non-compliance beyond this date may result in termination of employment at TRIUMF.

All Visitors who have access or wish to have access to the TRIUMF site must provide verification by the deadlines above; otherwise, their privileges will be restricted to electronic access only.

I am unvaccinated – can I seek an accommodation?

If you are unvaccinated due to medical reasons or for reasons protected under the BC Human Rights Code, please contact confidential@triumf.ca to request an accommodation.

For accepted exemptions, we will work with you directly to explore appropriate accommodations.

I am working from home – does this policy still apply to me?

Yes – all Appointees, all Employees, and those Visitors with site access must declare their vaccination status irrespective of where they are working.

As we return to onsite work, it is important that individuals have access to TRIUMF as work requires. This policy is being applied across TRIUMF to ensure a fair baseline is set that does not privilege any groups over others and that the safety of all is prioritized.

How will this impact contractors?

Any individuals who require access to TRIUMF facilities but are not registered as formal Visitors must provide verification of their vaccination status before entering the site.

How will my data be protected?

All verification and collection of data will be done in accordance with the BC personal Information Protection Act and Human Resources Policy 34 – Privacy (Document 10499).

Vaccination status will be verified by a member of Environment, Health, and Safety (EH&S) under the direction of the Director, Human Resources. This information will be stored and maintained separately from other employment records and will be destroyed as soon as there is no business, legal, or operational need to retain it.

How long will the policy last?

This policy will remain active until TRIUMF Leadership deems it is no longer necessary in order to keep our community safe.

Who should I contact if I have questions?

This policy will be carried out by Human Resources and EH&S, with support from groups across site.

General questions regarding the policy can be directed to covid-19-ehs@triumf.ca

Confidential Human Resources questions can be sent to confidential@triumf.ca