



CROSS COUNTRY SKI ASSOCIATION OF MANITOBA

COVID-19 VACCINATION POLICY – EVENT ATTENDANCE & PARTICIPATION

1. INTRODUCTION

Cross Country Ski Association of Manitoba (CCSAM) is committed to taking every reasonable precaution in the circumstances for the protection of the health and safety of employees, athletes, volunteers, and stakeholders from the hazard of COVID-19. This Policy is intended to encourage, support and maximize COVID-19 Vaccination rates and safety at CCSAM, as one of the critical preventatives and control measures for the hazard of COVID-19. CCSAM is also committed to compliance with all applicable public and occupational health and safety, human rights, privacy, and other laws in the development and implementation of this Policy.

2. SCOPE AND APPLICABILITY

This Policy applies to all participants of CCSAM Events, including but not limited to athletes, volunteers, spectators, and other attendees.

3. DEFINITIONS

“**COVID-19**” is the infectious disease caused by SARS-CoV-2.

“**CCSAM Events**” refers to all events hosted and/or organized by CCSAM or a CCSAM Member Club and included on the CCSAM Event Calendar and published on the CCSAM website, whether conducted on or off CCSAM Member Club Premises, including events and travel. CCSAM updates the Event Calendar in consultation with CCSAM Member Clubs.

“**CCSAM Member Club**” refers to a Club as defined by CCSAM which has applied for and been granted membership with CCSAM

“**CCSAM Affiliated Club Premises**” includes, but is not restricted to, all land, property, structures, installations, vehicles, or equipment owned, leased, rented, operated, used, or otherwise controlled by CCSAM Affiliated Club’s for the purpose of conducting CCSAM Events. It does not include a Participant’s personal residence.

“**Participants**” includes all athletes, support staff, parents, guardians, volunteers and any attendees that attend CCSAM Events.

“**Proof of Vaccination**” refers to government issued documentation demonstrating that an individual has been Vaccinated along with government issued photo identification that matches the individual.

“**Vaccine(s)**” refers to a vaccine approved by Health Canada for use in Canada in relation to COVID-19.

“**Vaccination**” refers to the administration of a Vaccine(s) to protect individuals from COVID-19. It may include the administration of one or more doses of Vaccine.

“**Vaccinated**” refers to an individual who has received all doses of a Vaccine, recommended or required by Health Canada, to produce an immune response to COVID-19.

4. VACCINATION

Health Canada, the federal and provincial governments, the Public Health Agency of Canada, regional public health authorities, the Canadian Medical Association have all endorsed voluntary COVID-19 Vaccination for all adults who may safely receive a Vaccine.

CCSAM requires that all Participants be Vaccinated at least 14-days prior to engaging in CCSAM Events or entering the CCSAM Affiliated Club Premises. Participants must provide proof of Vaccination prior to entering the CCSAM Affiliated Club Premises or participating in CCSAM Events.

Participants who are not Vaccinated or do not provide adequate Proof of Vaccination may be barred from entry or use of CCSAM Affiliated Club Premises and participation in CCSAM Events.

5. CONTINUED APPLICATION OF HEALTH AND SAFETY MEASURES

Nothing in this Policy relieves Participants, even those who are Vaccinated, from their obligation to comply with applicable health and safety measures required or recommended by the provincial public health authorities and related CCSAM and CCSAM Affiliated Club’s policies in effect to reduce the spread of COVID- 19.

Furthermore, when travelling to other provinces, Participants are required to follow the laws, recommended guidelines and protocols issued by local government, while out of the province of Manitoba. At minimum, when Participants are travelling to other provinces with CCSAM, the Participants are required to comply with applicable health and safety measures required or recommended by Canadian provincial public health authorities and related CCSAM policies in effect to reduce the spread of COVID-19.

6. ACCOMMODATION

a) Accommodation for Participants Who Cannot Be Vaccinated

CCSAM is committed to an environment free from discrimination and harassment in accordance with applicable human rights laws. CCSAM will accommodate Participants from the strict application of this Policy who qualify based on one or more of the protected grounds of discrimination, in the applicable human rights laws, up to the point of undue hardship.

Participants seeking accommodation are required by law to self-identify the specific prohibited ground of discrimination they believe Vaccination would infringe and also participate in the accommodation process, including, but not limited, to providing information to establish the existence of a protected grounds, related restrictions and possible methods of accommodation.

To discuss possible exemptions and related accommodation under this Policy, eligible Participants should contact Karin McSherry, Executive Director of CCSAM.

Participants seeking accommodation must obtain approval prior to entering any CCSAM Affiliated Club Premises or participating in any CCSAM Events.

7. PRIVACY

a) Short Term Participants

Short-term participation or attendance includes spectators to CCSAM events and visitors that do not regularly attend Organization Premises or are not required to attend at CCSAM Affiliated Club Premises for the purpose of engaging in CCSAM Events. Vaccination status information for Participants that only enter CCSAM Affiliated Club Premises or take part in CCSAM Events on a short-term basis will not be collected or stored after Proof of Vaccination has been verified.

b) Regular Participants and Participants that travel with CCSAM

The Purposes of the Collection, Use and Disclosure of Vaccination Status Information

For regular Participants and Participants that travel with CCSAM, Vaccination status will be collected, and may be used and disclosed pursuant to the terms of this Policy, the CCSAM Privacy Policy, the *Personal Information Protection and Electronic Documents Act* (“**PIPEDA**”) and other applicable provincial privacy legislation, where it exists. Vaccination status information will only be collected, used and disclosed as required for the reasonable purpose of:

1. taking all reasonable precautions during the pandemic to ensure the health and safety of everyone in CCSAM through appropriate health and safety planning based on Vaccination status;
2. limited disclosure, where necessary, to international federations or organizations running competitions or events or when determined to be necessary by CCSAM; and
3. administering this Policy.

CCSAM also reserves the right to disclose Vaccination status information to partners for the purposes of facilitating CCSAM Events, and will provide advance notice to the relevant Participant before so doing.

The collection, use or disclosure of this information will be based on the following terms:

1. Participants are to disclose their Vaccination status to CCSAM on a proactive and ongoing basis or otherwise as directed in accordance with this Policy and may be asked to execute their written consent in the form appended as

Schedule “A” to this Policy;

2. Participants who have completed a consent form will be asked to provide a copy of their certificate of Vaccination or other appropriate government issued alternative documentation so that CCSAM can confirm their Vaccination status. Only the Vaccination status of the Participant will be recorded by CCSAM.

3. CCSAM will keep the Participants' Vaccination status confidential in accordance with PIPEDA and applicable privacy and health laws. Specifically, this information will only be shared and accessed on a need-to-know basis, solely for the purposes outlined above, or to comply with a legal order to disclose the information;
4. The information will be securely stored and maintained by CCSAM in a separate file; and
5. This information will only be retained for the duration of the Participant's relationship with CCSAM and will be destroyed thereafter. Subject to official guidance on the outcome of the COVID-19 pandemic, it may be destroyed earlier, in which case a general notification will be communicated.

8. RESPONSIBILITIES

All levels of management of CCSAM are responsible for the administration of this Policy in accordance with applicable law. Participants are responsible for compliance with this Policy, and shall comply with all applicable COVID-19 legal obligations in doing so, including with respect to public health measures such as physical distancing, wearing a mask, and staying home if they are sick.

9. AMENDMENTS

CCSAM will review this policy and update it as required and as reasonable in the evolving nature of the pandemic, Vaccine availability and government and public health authority direction.

10. REVIEW AND APPROVAL

This Policy has been reviewed and approved by the CCSAM Board of Directors on Wednesday November 10, 2021.

11. REVISION HISTORY