

FAQs for Employees – Vaccine Mandate

Lambton College Employees

Why is Lambton making COVID-19 vaccinations a condition of being on campus in Fall 2021 and Winter 2022?

To help ensure the health and safety of our College community and our broader community, to give our students the fullest possible College experience, and to aid in the resumption of our applied research activities, we have decided that all students, faculty, staff, contractors and guests who will be on a Lambton College campus will be required to be fully vaccinated against the COVID-19 virus.

On August 17, 2021, the Government of Ontario identified Post-Secondary Institutions as a high-risk setting for COVID-19, and specifically the Delta variant of the virus. Ontario's Chief Medical Officer of Health has instructed all post-secondary institutions in Ontario to have a vaccine policy in place by September 7, 2021.

Where can I view the vaccination policy?

Lambton College's [COVID-19 Vaccination \(4000-3-11\) policy](#) can be found at on the Lambton College website.

How long will the vaccination policy be in effect?

At this time, the vaccination policy will be in effect on September 7, 2021, and will be in effect until further notice. Lambton College will follow provincial, Ministry of College's & Universities and pandemic provincial guidelines as we continue to reassess our processes moving forward.

How will I show proof that I am vaccinated?

For information about providing proof of vaccinations, please visit the [How to Submit Proof of Vaccinations](#) section on our Vaccinations & Campus Safety webpage. Lambton College will also accept the provincially approved enhanced COVID-19 Vaccine Certificate with QR code.

What exemptions is Lambton approving?

If you cannot be vaccinated due to medical reasons or other protected grounds under the Ontario Human Rights Code, you will be considered for an exemption. Please be aware that approved exemptions will result in an accommodation plan. Exemptions and accommodation plans are reviewed and issued on an individual basis. Please visit myLambton.ca for a step-by-step process for applying for an exemption.

What is the process to file an exemption and receive an accommodation plan?

1. Please visit mylambton.ca and review the [How to Request an Exemption](#) section of our Vaccinations & COVID-19 Protocol webpage.

I am choosing not to be vaccinated. What are my options?

Lambton College encourages all staff, students, contractors and guests to be vaccinated against COVID-19. If you cannot be vaccinated due to medical reasons or other protected grounds under the Ontario Human Rights Code, you will be considered for an exemption. Once an exemption application is filed, an accommodation plan for the employee may include COVID-19 rapid antigen testing. COVID-19 rapid antigen testing will only be accepted as part of an approved accommodation plan. Lambton College requires all employees to upload proof of COVID-19 vaccination to the Lambton Safe App by November 26, 2021. This includes employees who are currently working remotely. If an employee does not have an approved exemption, and not compliant to the COVID-19 Vaccination Policy, their direct supervisor and Human Resources will reach out with next steps.

Can employees attend a vaccination appointment during regularly scheduled work hours?

Arrangements to attend vaccination appointments should be arranged with your supervisor.

Obtaining vaccinations:

- Using this link <https://covid-19.ontario.ca/book-vaccine/>
- Or by calling 1-888-999-6488
- You may also be able to book an appointment at a pharmacy such as Shoppers Drug Mart or Rexall, or by contacting your family physician.

What if I experience an adverse reaction to COVID vaccination as part of my employment?

Employees who experience an adverse reaction should report to their Public Health Unit and follow [Reporting of Injury or Illness \(4000-3-3\)](#) policy.

We encourage all staff and to receive medical information from their physician.

Who needs to show proof of vaccination after September 7, 2021?

Every person entering ANY Lambton College building (owned or leased) as of September 7, 2021 will need to provide proof of vaccination (staff, faculty, student, contractors or guests), an approved exception or accommodation. This will be completed via the Lambton College Safe App or myLambton.ca, much like the screening process we have developed and used successfully to enter Lambton College since Summer 2020.

Designated entrances will continue to be secured and screening will be in place.

Facilities

Will masks and physical distancing be required on campus?

As per the provincial mandate requiring the use of masks or face coverings within enclosed publicly accessible spaces, mask use will remain mandatory for every person who accesses the campus. All persons should make every effort to maintain a physical distance (two metres) away from others and encourage collective compliance.

Do I need to be vaccinated if I am picking up something from campus and staying outside (e.g., curbside locker contents or purchases from the Campus Shop)?

Lambton's vaccination policy applies to those in all indoor areas of the College, including vehicles operating as part of the College (e.g., fleet and rental).

Has the College updated the ventilation system for those working and studying on campus?

Measures have been taken to reduce the recirculation of air inside a building and exhaust potentially contaminated air as much as possible. Measures have been taken to increase the supply of fresh outdoor air as much as possible to achieve optimum general dilution of the air inside the building. Filters with Minimum Efficiency Reporting Value (MERV) of 10 or greater are used for re-circulating air before it is supplied back into the general air supply.

How will contactors, clients and visitors confirm their vaccination status?

All contractors, clients and visitors will confirm their vaccination status by showing proof that they are fully vaccinated at the designated screening entrances on campus.

How will my personal health information be protected?

Personal health information, including proof of vaccination, collected by Lambton College will be stored in accordance with Lambton College's [Confidentiality & Privacy of Information & Records \(2000-7-1\) policy](#) and Ontario's Freedom of Information and Protection of Privacy Act.

Will there still be active screening at entrances to the campus?

Yes, screening will still be mandatory and available at designated campus locations.

I'm fully vaccinated, do I still need to wear Personal Protective Equipment (PPE)?

Yes, PPE protocols remain in place regardless of vaccination status. Please refer to the Roadmap to Reopening for more detail.

I've already had COVID-19/have COVID-19 antibodies. Do I need the vaccine?

Yes. Those who have previously tested positive for COVID-19 will be required to be vaccinated unless they have an approved exemption or accommodation.

Public Health

What vaccines will Lambton accept?

Lambton College will accept the COVID-19 vaccines approved by Health Canada and/or the World Health Organization (WHO).

I have not been vaccinated but would like to be. What do I do?

How to Access Vaccines

In Ontario, you can book a vaccine appointment:

- Using this link <https://covid-19.ontario.ca/book-vaccine/>
- Or by calling 1-888-999-6488

You may also be able to book an appointment at a pharmacy such as Shoppers Drug Mart or Rexall, or by contacting your family physician.

I received one or both of my COVID-19 vaccines in Ontario. How can I find a record of my vaccination?

Enhanced vaccine certificates can be obtained from the government of [Ontario COVID-19 Vaccine website](#). You will need to have a green photo health (OHIP) card (you will need numbers on both sides of the card, expired cards will be accepted)

How can I learn more about the COVID-19 vaccine?

Dr. Michel Haddad, Chief of Staff, Bluewater Health spoke to available staff and faculty on August 19, 2021. To review this information session please see

- [See Dr Michel Haddad's session](#)

Lambton Public Health has a very in-depth list of Frequently Asked Questions about COVID-19 vaccinations, provincial roll, vaccine development, safety and immunity. We encourage all members of the Lambton community to inform themselves about the benefits of the vaccination and how they assist in preventing the spread of the virus.