

Mandatory COVID-19 Vaccination Policy Frequently Asked Questions (FAQ)

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This document contains key links and answers to the most common questions regarding the COVID-19 vaccination policy at Holland Bloorview. If you have additional questions, please email occupationalhealth@hollandbloorview.ca, or speak with your manager or a member of the People & Culture department.

Key Links

[COVID-19 Vaccination policy](#)
[Medical Exemption Form](#)
[Non Medical Exemption Form](#)

General Overview

General questions about our policy

- [What is Holland Bloorview's vaccination policy for staff, students, trainees, volunteers, contractors and vendors?](#)
- [Why is it important to have a mandatory vaccine policy at Holland Bloorview?](#)
- [Are all staff at Holland Bloorview now fully vaccinated?](#)
- [How many were impacted by the vaccination policy?](#)
- [Are new staff required to be double vaccinated?](#)
- [Are third dose \(booster\) shots mandatory?](#)
- [Do I need to submit proof of my third \(booster\) shot?](#)
- [Will vaccinations for third dose \(booster\) shots be made available onsite?](#)

Exemptions and policy concerns

- [What qualifies as a medical exemption and human rights exemption?](#)
- [I work at Holland Bloorview and I disagree with this policy.](#)
- [Is it legal to have a vaccine mandate?](#)

Holland Bloorview Kids Rehabilitation Hospital

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A teaching hospital fully affiliated with the University of Toronto.

General questions about our policy

What is Holland Bloorview's vaccination policy for staff, students, trainees, volunteers, contractors and vendors?

Our full policy can be accessed here: [Holland Bloorview's COVID-19 Vaccination Policy](#)

Notes about the policy:

- Based on a thorough risk assessment, given the unique vulnerabilities of our client population and our current staff vaccination rate, we have gone further than the provincial [government directive #6](#) and have implemented a mandatory vaccine policy at Holland Bloorview.
- Our vaccine policy is in line with recommendations from the Ontario Medical Association, Registered Nurses' Association of Ontario and the American Academy of Pediatrics. It has been developed in concert with SickKids and CHEO.
- Our mandatory policy is supported by Ontario's Chief Medical Officer of Health, Dr. Kieran Moore, who shared this statement on August 19th, 2021 "We recognize that some organizations, where a vast majority of patients are not currently eligible to be vaccinated, will need to go beyond the minimum standard set by our directive. We support SickKids, CHEO, Holland Bloorview and others in taking these necessary measures to protect patient, family and staff safety."
- All staff, students, contractors, trainees, volunteers and vendors (including Sodexo, Buttcon and Plexus) were expected to be **fully** vaccinated by **October 15, 2021**, with the exception of only those with a documented medical or human rights exemption. This policy also applies to any agencies and external partners within the hospital (including Kindercircle, Empowered Kids Ontario and the Bloorview School Authority).

Why is it important to have a mandatory vaccine policy at Holland Bloorview?

Our top priority is the safety of our clients, families and staff. At Holland Bloorview, many of our clients are currently ineligible for COVID-19 vaccinations because of their age. The proportion of infants, children and youth with compromised immune systems at Holland Bloorview is much higher than in the general population. The rise of the variants of concern, including Delta and Omicron, which can be much more transmissible than previous strains, now accounts for almost all cases in Ontario. High levels of vaccination in eligible individuals is the best strategy to protect our vulnerable clients.

Are all staff at Holland Bloorview now fully vaccinated?

As of November 4, 2021, all staff, students, contractors, trainees, volunteers and vendors you encounter within the hospital are vaccinated with the exception of two medical exemptions.

How many were impacted by the vaccination policy?

In total, five staff were terminated due to non-compliance with our vaccination policy.

Are new staff required to be double vaccinated?

Yes. All new hires are required to be fully vaccinated and submit proof of their vaccination status or proof of approved medical or non-medical exemption prior to their start date. All candidates to any Holland Bloorview posting are made aware of our vaccination policy through My Staffing Pro (MSP)

during the application submission stage. New hires will receive further detailed information about our vaccination policy and their requirements under it during the interview and offer process..

Are third dose (booster) shots mandatory?

The provincial government has not made vaccination mandatory for healthcare workers, and it is currently not mandatory but highly encouraged at Holland Bloorview. We will inform staff if this policy changes.

Do I need to submit proof of my third (booster) dose?

Yes. If you have received your booster dose, please submit proof of vaccination to occupationalhealth@hollandbloorview.ca.

Will vaccinations for third dose (booster) shots be made available onsite?

Holland Bloorview has supported a number of opportunities to increase access for staff to get their booster shot. Please look out for all-staff bulletins for any upcoming opportunities.

In the meantime, we encourage our team to visit the [province's appointment booking portal](#). The City of Toronto also has a [vaccine clinic locator](#) that will be updated with city-operated vaccine clinics offering third doses. If you have received your booster outside of Holland Bloorview, please submit your proof of vaccination to occupationalhealth@hollandbloorview.ca.

Exemptions, ethics and privacy vaccine and policy concerns

What qualifies as a medical exemption and human rights exemption?

Medical exemptions consist of the following and must meet the following criteria:

- Proof of a severe allergic reaction or anaphylaxis after a previous dose of an mRNA vaccine
OR
- Proof of a severe allergic reaction or anaphylaxis to any of the components of the vaccine

The exemption form must be signed by a treating physician or nurse practitioner and submit to occupational health for review.

Non-Medical exemptions will be reviewed on the basis of creed in accordance with the Ontario Human Rights Code. Documentation to include:

- Formal written letter on letterhead from a faith leader, with contact information confirming your membership in the faith
- Faith's position on COVID-19 vaccination

I work at Holland Bloorview and I disagree with this policy.

Introducing a mandatory vaccine policy for Holland Bloorview was not our first choice, nor was it an easy one to make. As a health-care institution dedicated to the health of children, we know that it is the right thing to do. Like all the policies and procedures Holland Bloorview has implemented throughout

the pandemic, the vaccine mandate policy is grounded in the latest scientific evidence, with the safety of patients, families and team members at the forefront.

Is it legal to have a vaccine mandate?

Yes. We are within our rights as an Ontario employer to enforce this policy for all who do not have a medical or human rights exemption.