



September 2, 2021

On August 17th 2021, the Ontario Ministry of Health announced its intention to introduce an immunization disclosure policy for all employees working in a "high risk indoor setting/facility". As such Starr Gymnastics & Parkour has taken the initiative to implement a Mandatory Vaccines Policy.

Because of the new Ontario Ministry of Health guidelines Starr Gymnastics has had to implement a Staff Vaccination Policy.

STAFF MANDATORY VACCINE POLICY:

Employee attestation and proof of vaccination

No later than September 7, 2021, all employees will be asked to affirm whether they are:

- Fully vaccinated
- Partially vaccinated
- Not vaccinated

Employees will be required to provide proof of vaccination.

Duty to accommodate

Starr Gymnastics & Parkour recognizes its responsibilities under the Ontario Human Rights Code and its obligations under collective agreements. Starr Gymnastics will make all reasonable efforts to accommodate employees with approved medical, religious, or creed-based reasons for not getting vaccinated.

Individuals who are not vaccinated

Employees who are not vaccinated must indicate one of the following reasons:

- Due to medical reason(s) - a completed medical exemption form will be required;
- Due to religion or creed - a completed religious or creed exemption form will be required;

Employees not vaccinated due to medical reasons or religious or creed reason

Employees with an approved medical, religious or creed based accommodation will be required to undergo weekly COVID-19 testing and may be required to attend a vaccine education program.

Employees Not Vaccinated who do not engage in the weekly Covid testing will be subject to additional employment conditions/restrictions which may include being placed on a Leave Without Pay until Ontario Ministry of Health removes such mandate.

Please contact Rodica Blake rblake@starrgymnastics.com with any questions.

Starr Management Team