

COLLEGE OF RESPIRATORY THERAPISTS OF ONTARIO



Vaccination

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1.0 BACKGROUND

In light of the COVID-19 pandemic, the College of Respiratory Therapists of Ontario (CRTO) has established a vaccination policy.

The CRTO recognizes the importance of being flexible and nimble. This policy is intended to be a “living document” and it may be amended as necessary. The intent of this policy is to comply, support, and strengthen directives set out by the Ontario Government with respect to public health guidance in addition to keeping CRTO personnel¹ safe to the greatest extent possible, consistent with its obligations under the *Occupational Health and Safety Act*.

2.0 POLICY STATEMENT

To protect and maintain the health and safety of CRTO personnel and the public, effective January 1, 2022, the CRTO requires that any personnel who attend in-person at the CRTO office, or CRTO worksites, or CRTO events be fully vaccinated².

The CRTO will verify vaccination status by reviewing government issued vaccination documents with accompanying government issued photo identification³ prior to any in-person attendances. This information will be kept confidential to the greatest extent possible and all information regarding vaccination status will be held securely.

3.0 PURPOSE

The purpose of this policy is to outline the CRTO’s position regarding vaccinations and the expectations that the CRTO has of personnel attending in-person meetings at the CRTO, or CRTO worksites, or CRTO events.

¹ Such as CRTO staff, Council and Committee Members, assessors, and anyone who conducts business on behalf of CRTO.

² “Fully vaccinated” as defined by the [Ministry of Health of Ontario](#) means an individual has received the full series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines, one or two doses of a COVID-19 vaccine not authorized by Health Canada, followed by one dose of a COVID-19 mRNA vaccine authorized by Health Canada, or three doses of a COVID-19 vaccine not authorized by Health Canada; and they received their final dose of the COVID-19 vaccine at least 14 days ago.

³ Such as a driver’s license or passport.



4.0 APPLICABILITY & SCOPE OF POLICY

This policy applies to CRTO staff, Council and Committee Members, assessors, anyone who conducts business on behalf of CRTO, and any member of the public attending in-person meetings at the CRTO office, or CRTO worksites, or CRTO events.

Despite being fully vaccinated, personnel may not attend the CRTO office, worksites, or events in-person if any of the following apply:

- They have tested positive for COVID-19 and are not yet considered negative and have shown proof of a negative COVID-19 test by the designated local public health unit.
- They are feeling sick or displaying any symptoms of COVID-19 (e.g., fever, chills, cough, shortness of breath). The provincial government has created a self-assessment tool⁴ that the CRTO requires be used by all personnel to assess whether they are experiencing COVID-19 symptoms.
- If they have recently (within the last 14 days) been in close physical contact with someone who tested positive for COVID-19 or with someone who is currently sick with a new cough, fever or has difficulty breathing.

If any of the above apply, please contact the Registrar to discuss further. If any personnel tests positive for COVID-19, the personnel must inform the Registrar at their earliest opportunity, and this information may be disclosed to others who may have interacted in-person with the person who tested positive in order to facilitate contact tracing.

5.0 PROTECTIVE MEASURES

In an effort to reduce the spread of infectious diseases, where personnel attend the CRTO office, or CRTO worksites, or CRTO event in-person, they must observe and participate in the following practices:

- Practise physical distancing by staying at least two metres or six feet away from others whenever possible.
- Masks should be worn at all times when with or around others.
- Hand washing should be done often, particularly upon arrival.
- Use Lysol wipes to wipe down commonly touched surfaces in the office after use (e.g., filing cabinet drawers, printers, counters, fridge handle and doorknobs).
- Cough or sneeze into your elbow or into a tissue (which should then be immediately discarded).
- Follow any additional guidance and rules in the location where the in-person visit is occurring. For example, additional personal protective equipment may be required for assessors who attend assessments on-site in hospital settings.

⁴ The tool can be accessed [here](#).



6.0 ACCOMODATION

In the event any personnel are unable to be vaccinated, they should contact the Registrar so that accommodations can be considered to facilitate participation in CRTO activities (other than in-person accommodation). The CRTO is committed to accommodating personnel as required under the *Human Rights Code*, including with respect to vaccination, up to the point of undue hardship.

7.0 AUTHORITY & RESPONSIBILITIES

The Registrar and CEO of the CRTO is responsible for administering this policy in compliance with the *Occupational Health and Safety Act* and in conjunction with public health measures set out by the Ontario Government.

8.0 CONSEQUENCES FOR NON-COMPLIANCE

The CRTO reserves the right to deny or revoke access to any personnel wishing to attend in-person meetings at the CRTO office, or CRTO worksites, or CRTO events should any personnel fail to comply with this policy.

9.0 RELATED DOCUMENTS

- [Occupational Health and Safety Act](#)
- [The Ontario Human Rights Code](#)

10.0 ABBREVIATIONS

CRTO – College of Respiratory Therapists of Ontario

11.0 CONTACT INFORMATION

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