



January 19, 2022

COVID-19 Mandatory Vaccination Policy

This policy has been developed for the Brampton Flight Centre (BFC) in accordance with the instructions from the Office of the Chief Medical Officer of Health for Ontario and guidelines from the Ontario Ministry of Colleges and Universities (MCU) to help protect everyone (members, students, staff, employees, contractors and visitors) who enters the BFC facility or is required to be in close contact with another person at BFC, and to reduce the risk of COVID-19 transmission.

In accordance with the government directives, as of September 7, 2021, BFC requires that everyone who enters the BFC facility, or is required to be in close contact with another person at BFC, be fully vaccinated against COVID-19 except as described below.

As such, everyone who enters the BFC facility or is required to be in close contact with another person at BFC must provide:

- a) Proof of full vaccination against COVID-19; or
- b) Written proof of a medical reason, provided by a physician that sets out:
 - i) a documented medical reason for not being fully vaccinated against COVID-19, and
 - ii) the effective time-period for the medical reason.

A person is considered to be fully vaccinated against COVID-19 if,

- a) they have received,
 - i) the full series of a COVID-19 vaccine authorized by Health Canada, or any combination of such vaccines,
 - ii) 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
 - iii) three doses of a WHO-approved COVID-19 vaccine not authorized by Health Canada; and
- b) they received their final dose of the COVID-19 vaccine at least 14 days before entering the BFC facility.

Proof of full vaccination must be the electronic or paper receipt provided at the time of vaccination along with government-issued photo identification. We will record that the

individual has shown proof of full vaccination so that for future visits the individual will not be required to present a vaccination receipt.

Anyone who has a medical exemption from being vaccinated against COVID-19 must submit to an antigen or molecular test no more than 7 days prior to their visit to the BFC facility and provide written proof of a negative test result upon entry to the facility. Failure to do so will result in the person being denied entry to the facility.

Note that the cost of COVID-19 testing will be at the individual's expense, unless specifically authorized by the General Manager.

An educational package on the benefits of COVID-19 vaccination has been compiled and is available on the BFC website at:

<https://www.bramptonflightcentre.com/2021/09/08/covid-19-updates/>

BFC is committed to fulfilling its obligations under Ontario and Canadian Human Rights legislation and as such, will assess any request for accommodation in accordance with these obligations. Accommodation requests will be assessed on a case-by-case basis and BFC may request additional information as necessary. Anyone requesting accommodation in relation to this Policy must disclose their need for accommodation to the General Manager, provide supporting documentation to substantiate the reason that they are unable to be vaccinated against COVID-19 and cooperate in BFC's efforts to accommodate.

Statistical data collected regarding the number of individuals who have either provided proof of being fully vaccinated against COVID-19 or have provided a documented medical reason for not being fully vaccinated against COVID-19 may from time-to-time be submitted to MCU in a non-identifiable format. MCU may disclose this statistical information and may make it publicly available.

For more information regarding this Policy, please email the General Manager, Allan Paige, at allan@bramfly.com.