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## CHRISTCHURCH SCHOOL OF GYMNASTICS POLICY MANUAL

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### SECTION 1: FINANCIAL & RISK VACCINATION POLICY

<p><b>Policy Rationale</b></p>	<p>The Delta variant of COVID-19 has proved to be a game changer and carries significantly higher risks of transmission than previous strains of the virus. Vaccination is widely considered critical to protecting people's health and safety, by reducing the risk of transmission and minimising the clinical impacts of COVID-19 infection.</p> <p>Under current legislative settings, all organisations can require visitors to their facilities, and/or participants in activities that they run, to be vaccinated as a condition of entry, subject to having undertaken a risk assessment to inform a final policy decision.</p> <p>When the new COVID-19 Protection Framework comes into force, vaccination status will be a key feature in determining what is possible under different settings (green, orange, red). This policy sets out CSG's COVID-19 vaccination requirements as they apply to employees, and contractors, and to all members and volunteers including coaches, officials, managers, athletes and parents, and all people entering the facility.</p>
<p><b>Policy statement(s)</b></p>	<p>We recognise that COVID-19 poses a very real and serious risk to the safety of our staff, members and volunteers, and in accordance with our health and safety obligations, we are required to take reasonably practicable steps to put in place control measures to manage and minimise (or eliminate) any such risk.</p>
<p><b>Policy Implementation and Related Procedure Documents</b></p>	<p><b>CSG Requirements</b></p> <p>Based on the risk assessment undertaken by CSG, the club will be a Vaccine Mandated Facility. Under the Governments Covid-19 (Traffic Light) Protection Framework, only those people who are age eligible with a current Vaccination Pass, and children under 12 years 3 months will be able to access CSG facilities.</p> <p>CSG will require proof of vaccination prior to entry to CSG's facility for those eligible.</p> <p><b>Vaccination Status</b></p> <p>Information regarding vaccination status is collected for the purposes of our health and safety management planning, implementing this policy, and to identify any relevant support measures (related to Covid-19). CSG will hold this information in accordance with the Privacy Act 2020.</p> <p>You are not required to give this information and if you choose not to provide proof of having received the vaccine, or do not wish to disclose your vaccination status then we will respect your personal choice and right to that privacy. In the interests of health and safety,</p>

	<p>those unable or unwilling to provide proof of vaccination when requested, will be treated as though they have not been vaccinated.</p> <p>Exemptions</p> <p>CSG respects the rights of individuals to choose whether to be vaccinated and acknowledges that there may be medical reasons or circumstances, for not being vaccinated, for which you may seek an exemption. Where an employee seeks an exemption from the Ministry of Health from the requirement to be vaccinated, CSG will require them to provide Ministry of Health confirmation.</p> <p>Even where an exemption from being vaccinated is obtained by an individual, CSG may have to determine whether it can still safely manage the relevant risks posed by that individual not being vaccinated, and whether any accommodations can be made.</p> <p>For CSG employees this may involve steps such as working from home, providing alternative duties, or redeployment where practical, but depending on the role, this may not always be possible. Termination of employment is also an option, but this will be used as a last resort, and only after CSG has explored and considered other alternative options first.</p> <p>For CSG members (including coaches, officials, athletes, parents and other visitors), this is likely to be more challenging given the nature of our settings and operations. As a result, unvaccinated members over 12 years 3 months should expect to be denied entry or participation rights because of their non-vaccinated status.</p> <p>CSG acknowledges that best practice in the minimisation and mitigation of the impacts of COVID-19 is evolving rapidly (e.g. the potential introduction of rapid antigen testing). Given this, CSG confirms to its members its intention to work in good faith, as new information and recommendations come to hand, and to do its utmost to introduce the latest and complementary measures to further minimise risks.</p> <p>CSG notes that this policy is based upon the information currently available from Government and Ministry of Health and is subject to change as we learn and understand more about how New Zealand manages the fight against COVID-19 in our communities and workplaces. In addition, the Government may mandate that CSG takes certain steps. This policy may be revoked, amended or replaced at CSG's sole discretion on reasonable notice in the circumstances at that time.</p>
<p><b>Legislative Compliance Considerations &amp; Related Policies</b></p>	<ul style="list-style-type: none"> <li>• Covid- 19 Risk assessment</li> <li>• Business Continuity Plan</li> <li>• Pandemic Policy and Plan</li> </ul>

<p><b>Review Protocol</b></p>	<p>First Produced: 18 November 2021</p> <p>Past Versions: 18 November 2021</p> <p>Date Reviewed: 26 November 2021</p> <p>Next Review: November 2022</p> <p>Policy Reviewed By: Audit, Finance &amp; Risk Committee</p> <p>This policy will be closely monitored by the CEO and Health &amp; Safety Officer. A Pandemic Management Team, led by the CEO, will take responsibility for managing the COVID-19 safety plan and reviewing and updating this policy and risk assessment as needed in consultation with the Board.</p>
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