

MANDATORY COVID-19 VACCINATION POLICY

At Make-A-Wish[®] Canada (MAWC), we are committed to providing and maintaining a safe work environment for all. MAWC has established this Policy, considering reliable scientific evidence, government guidance and protocols, its obligations under the applicable occupational health and safety legislation and relevant human rights legislation.

The objective underlying this Policy is to provide a healthy and safe work environment for all staff, volunteers, Wish Children and their families, and the broader communities in which we all live.

Safe and reliable vaccines are an important tool to help stop the spread of COVID-19, build immunity and protect our communities. As a Foundation, we have a heightened responsibility to ensure we are doing everything we can to protect our staff, Wish Children and families. As the majority of roles at MAWC involve close contact with Wish Children, and families, and others, MAWC has determined that COVID-19 vaccination of staff and volunteers is mandatory, with certain accommodations, as set out in this Policy.

This Policy applies to all staff of MAWC (i.e., full-time, part-time, permanent and temporary) and volunteers. To clarify, the Policy applies to the following Covered Persons:

- **Full-time staff, permanent or temporary**
- **Part-time staff, permanent or temporary**
- **Volunteers (Wish Granting, in-office, members of the National Board of Directors and Chapter Advisory Boards)**

New Covered Persons are required to be fully vaccinated against COVID-19 as a condition of being hired. Application to Covered Persons is outlined below.

The Policy does not replace any COVID-19 protocols currently in place.

Unless a legislated or regulatory accommodation applies, all Covered Persons are expected and required to continue to comply with applicable health and safety measures to reduce the hazard of COVID-19, including but not limited to compliance with established screening protocols, wearing required PPE, maintaining appropriate physical distancing and self-monitoring of potential COVID-19 symptoms when at work or otherwise engaged in Make-A-Wish business.

VACCINATION REQUIREMENT

All existing Covered Persons must provide proof of full vaccination against COVID-19 by **December 6, 2021**

“Fully vaccinated” means having received the series of doses of a Health Canada approved vaccine that provides full-protection against COVID-19 at least 14 days ago. In time, this may require booster shots.

“Proof” means government-issued documentation verifying receipt of a vaccination series approved by Health Canada. Covered Persons may redact documentation to exclude any unnecessary and sensitive information, such as the type of vaccine(s) received.

Covered Persons who are not fully vaccinated and not eligible for an accommodation by the above date will no longer be eligible to enter a MAWC premises, and/or be a member of the Board of Directors, a Chapter Advisory Board or active Wish Granting or in-office volunteer.

After **November 1, 2021**, subject to relevant accommodations, all new Covered Persons joining MAWC must be fully vaccinated prior to their first day of work.

NON-COMPLIANCE WITH POLICY

Non-compliance with this policy (including forging proof of vaccination, tampering with proof of vaccination, etc.) is a serious act of misconduct and will result in disciplinary action up to and including dismissal.

ONGOING RISK ASSESSMENT

MAWC will continue to closely monitor COVID-19 risks and client requirements and re-assess the need for this policy as required.