



CANADA SNOWBOARD VACCINATION POLICY

POLICY STATEMENT: To ensure clarity of the Canada Snowboard Vaccination for all sanctioned events, courses and memberships.

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| Policy Category: | Memberships – Insurance – Events - Programs - High Performance |
| Approval Authority: | Executive Director |
| Department: | Executive |
| Approval Date: | November 12, 2021 |
| Next Review Date: | Ongoing |

Revision Date(s) Approval: December 9, 2022 (Changes in Red)

1. PURPOSE

Canada Snowboard is committed to providing and maintaining a safe and healthy environment for all our stakeholders and safeguarding the broader communities in which they live and play. Further, Canada Snowboard is committed to compliance with all applicable public and occupational health and safety, human rights, privacy, and other laws in the development and implementation of this Policy. Consistent with this commitment, Canada Snowboard has established this COVID-19 Vaccination Policy (the “Policy”) requiring that, in accordance with the terms set forth below, and activities detailed in Appendix A, all persons subject to this Policy (as defined in Scope and Applicability, below) be fully vaccinated for COVID-19 or obtain an approved accommodation or exemption.

**Please note that Canada Snowboard is committed to following each of the respective Provincial/Territorial policies or mandates in which it operates and would apply the Provincial/Territorial policy or mandate.*

2. SCOPE AND APPLICABILITY

This policy applies to all Canada Snowboard Stakeholders (the “Stakeholders”) as they attend or otherwise engage with Canada Snowboard in the activities outlined in Appendix A. These Stakeholders include:

- Canada Snowboard Employees and Contractors



- Canada Snowboard Board of Directors
- Canada Snowboard High Performance Coaches
- Canadian Coaches (as per Appendix A)
- Athletes (as per Appendix A)
- Volunteers (as per Appendix A)
- Judges (as per Appendix A)
- Officials (as per Appendix A)
- Spectators (as per Appendix A)

Stakeholders aged 5 – 11 years old, on or prior to 12 November 2021, are exempt from this policy for the 2021/2022 season. Please note, this Policy should be adopted alongside any Provincial/Territorial guidelines and/or resort specific vaccination policy at which the activity is taking place.

Canada Snowboard will continue to review this policy, and update as required, based on any changes in Provincial or Federal guidelines.

3. CONTINUED APPLICATION OF HEALTH AND SAFETY MEASURES

Nothing in this Policy relieves our Stakeholders, even those who are Vaccinated, from their obligation to comply with applicable health and safety measures required or recommended by the provincial public health authorities and related policies in effect to reduce the spread of COVID-19.

Furthermore, when travelling to other provinces or countries, Stakeholders are required to follow the laws, recommended guidelines and protocols issued by the local government. At minimum, when Stakeholders are travelling to other provinces or countries with or on behalf of the Canada Snowboard, they are required to comply with applicable health and safety measures required or recommended by Canadian provincial public health authorities to reduce the spread of COVID-19.

Stakeholders are required to inform Canada Snowboard should they test positive for COVID-19 and refrain from participating in any of the activities outlined in Appendix A. Further, additional details may be required to support contact tracing as needed.

4. TIMING

Canada Snowboard requires that all Participants be fully Vaccinated at least 14-days prior to engaging in Organization's Activities or entering the Organization's Premises. Stakeholders must provide proof of Vaccination prior to entering the Organization Premises or participating in Organization Activities. Health Canada approved vaccines include:

- Pfizer-BioNTech (Comirnaty, tozinameran, BNT162b2)



- Moderna (mRNA-1273)
- AstraZeneca/COVISHIELD (ChAdOx1-S, Vaxzevria, AZD1222)
- Janssen/Johnson & Johnson (Ad26.COV2.S)

As of November 30, 2021, at 3:01 a.m. EST, the following COVID-19 vaccines authorized by the World Health Organization (WHO) will be accepted by the Government of Canada for travel:

- Bharat Biotech (Covaxin, BBV152 A, B, C)
- Sinopharm (Beijing) BBIBP-CorV (Vero Cells)
- Sinovac (CoronaVac, PiCoVacc)

For further information on Health Canada's approved vaccines visit [Health Canada's "Recommendations on the use of Covid-19 vaccines."](#)

It is the responsibility of the Stakeholder to ensure there is sufficient time to be fully vaccinated at minimum, 14 days prior to the activity. Those who fail to comply with the terms set out in this Policy may be subject to disciplinary action, up to and including termination from their employment or contract, restrictions on ability to train, access premises, attend courses, or compete in competitions listed in Appendix A.

5. PROOF OF VACCINATION

Once a Stakeholder has been fully vaccinated, they are required to provide proof of vaccination to a Canada Snowboard representative when engaging with Canada Snowboard or attending, competing, and/or training in the listed activities in Appendix A. This must be provided prior to participating in the listed activities in Appendix A. Proof can be in the form of a copy of the proof of vaccination given at the time of receiving vaccination, Vaccination Passport where applicable, or a letter from a medical practitioner, confirming the Stakeholder has been vaccinated. Canada Snowboard will only collect, use and disclose information regarding a Stakeholder's vaccination status in accordance with its Privacy Policy and all applicable privacy laws.

6. EXEMPTIONS

Canada Snowboard is committed to an environment free from discrimination and harassment in accordance with applicable human rights laws. The Organization will accommodate Participants from the strict application of this Policy who qualify based on one or more of the protected grounds of discrimination, in the applicable human rights laws, up to the point of undue hardship.

Participants seeking accommodation are required by law to self-identify the specific prohibited ground of discrimination they believe Vaccination would infringe and also participate in the accommodation process, including, but not limited, to providing information to establish the



existence of a protected grounds, related restrictions and possible methods of accommodation. Exemptions will be considered under the following two categories.

1. Medical condition, or.
2. Religious / Creed.

7. MEDICAL CONDITION EXEMPTION

A Stakeholder who is requesting an exemption from this Policy on the basis of a medical condition must provide a letter from a medical doctor, clearly stating the reason why the participants should be exempted from receiving the vaccine. This letter will be considered information in the consideration of the exemption and does not constitute, in and of itself, an exemption.

8. RELIGIOUS / CREED EXEMPTION

A Stakeholder may apply for an exemption, due to religious belief or creed. The Organizations reserve the right to ask for materials in support of a Stakeholder's religious belief or creed, including a letter of support from a religious leader or community. This letter will be considered information in the consideration of the exemption and does not constitute, in and of itself, an exemption.

9. PROCESS TO RECEIVE AN EXEMPTION

1. The Stakeholder who seeks an accommodation, including an exemption, is required to submit a COVID-19 Vaccination Accommodation/Exemption Request to the Sport System Development Director at info@canadasnowboard.ca
2. The Sport and System Development Director, will consult with a committee of subject-matter experts as deemed necessary to determine whether the accommodation, including an exemption, will be granted based on the accommodation process set out below. If additional information is required from the Stakeholder, the Sport System Development Director will follow up.
3. The Sport System Development Director will confirm receipt of the Accommodation/Exemption Request. An original copy of the request email will be securely stored at Canada Snowboard.

The accommodation process is a shared responsibility. All parties should cooperatively engage in the process, share information and consider potential accommodation solutions. The Stakeholders who are requesting an accommodation are required to:



1. Make the accommodation needs known to the best of their ability, preferably in writing, in a timely manner.
2. Answer reasonable questions or provide information about relevant restrictions or limitations, including information from health-care professionals;
3. Take part in discussions about possible accommodation solutions;
4. Cooperate with any experts whose assistance is required to manage the accommodation process;
5. Meet agreed-upon performance standards and accommodations, once accommodation is provided; and
6. Work with Canada Snowboard administration on an ongoing basis to manage the accommodation process.

10. PRIVACY

Vaccination status information for Stakeholders, including spectators to Organization events and visitors that do not regularly attend Organization Premises will not be collected or stored after Proof of Vaccination has been verified.

Vaccination status information will only be disclosed as required for the reasonable purpose of:

1. Taking all reasonable precautions during the pandemic to ensure the health and safety of everyone in the Organization through appropriate health and safety planning based on Vaccination status;
2. Limited disclosure, where necessary, to international federations of organizations running competitions or events or when determined to be necessary by the Organization; and
3. Administering this Policy.

The Organizations also reserve the right to disclose Vaccination status information to partners for the purposes of facilitating Organizations' Activities and will provide advance notice to the relevant Stakeholders before doing so.

The collection, use or disclosure of this information will be based on the following terms:

1. Stakeholders are to disclose their Vaccination status to the Organizations on a proactive and ongoing basis or otherwise as directed in accordance with this Policy.
2. The Organization will keep the Stakeholders' Vaccination status confidential in accordance with applicable privacy and health laws. Specifically, this information will only be shared and accessed on a need-to-know basis, solely for the purposes outlined above, or to comply with a legal order to disclose the information.



11. AMENDMENTS

The Organizations will review this policy and update it as required and as reasonable in the evolving nature of the pandemic, Vaccine availability and government and public health authority direction.

APPENDIX A

Note, due to the ever-changing landscape of COVID-19, restrictions may be added, modified, or lifted in the future. If COVID-19 cases increase, if the risk of COVID-19 in areas increases significantly, and/or if there are COVID-19 outbreaks, Canada Snowboard's Covid-19 Working Group Committee may have to revise and/or update health and safety protocols based on federal, provincial and territorial guidelines.

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| Canada Snowboard Vaccination Policy (Programs, Competitions, Events, Training, Meetings & Coaching Courses) |
| FIS / IPC CONTINENTAL CUPS |
| FIS / IPC NATIONAL CHAMPIONSHIPS (JR,SR & U15) |
| FIS /IPC WORLD CUPS |
| FIS / IPC PROVINCIAL / TERRITORIAL SERIES |
| ABLE BODIED & PARA NATIONAL TRAINING CAMPS (as part of the Canada Snowboard Youth Performance Program) |
| ABLE BODIED & PARA HIGH PERFORMANCE TRAINING CAMPS/ DAILY TRAINING ENVIRONMENTS (Organized by Canada Snowboard's High Performance Department) |
| ABLE BODIED & PARA INTERNATIONAL TRAINING CAMPS |
| COMPETITION DEVELOPMENT COACHING COURSES |
| COMPETITION INTRODUCTION ADVANCED COACHING COURSES |
| ON SNOW COACH EVALUATIONS |
| COACH DEVELOPER TRAINING |
| CANADA SNOWBOARD IN PERSON MEETINGS; STAFF RETREATS; PLANNING SESSIONS |



CANADA SNOWBOARD / PTSA STAKEHOLDERS REQUIRED TO BE FULLY VACCINATED (AT ACTIVITIES LISTED ABOVE)

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| ATHLETES |
| COACHES |
| STAFF |
| CONTRACTORS |
| OFFICIALS |
| JUDGES |
| VOLUNTEERS |
| SPECTATORS |
| BOARD OF DIRECTORS |

Canada Snowboard - Field of Play Vaccine Requirements

1. **Only fully vaccinated Snowboarders** and coaches may access the field of play. Masks **are not** required for practice or competition. Snowboarders will be required to follow local mask guidelines for other areas in the venues.
2. Broadcast crew, officials and judges, course builders and technicians **must be fully vaccinated** to access the event venue, hosting areas, and other event related facilities. Each group will wear masks in the field of play and will be required to follow local mask guidelines.
3. Host committee volunteers **must be fully vaccinated** to access the event venue, hosting areas, and other event related facilities. Volunteers will be required to follow local mask guidelines.
4. Spectators **must be fully vaccinated** to access the event venue, hosting areas, and other event related facilities. Spectators will be required to follow local mask guidelines.
5. Event or Venue specific employees and contractors **should be fully vaccinated** and avoid / limit interactions with each of (1), (2), (3) and (4). If the building policy for staff does not mandate full vaccination status as a condition of employment, there are a variety of control measures to help reduce the risk of transmission. These measures help protect workers:
 - a. rapid test screening to keep people who may be infectious out of the workplace;



- b. wearing masks can help reduce the amount of virus;
 - c. maintaining physical distance;
 - d. wearing personal protective equipment (PPE).
6. Canada Snowboard will be responsible for verifying proof of Vaccination.
7. Non-FIS provincial series are under provincial jurisdiction. Please contact your PTSA to learn more.