



COVID-19 Protocols – 2021-22

GOVERNING PRINCIPLES

1. Throughout the COVID-19 pandemic, SAIT's highest priority has been and continues to be the health, safety and well-being of members of the SAIT community on the SAIT campus.
2. Immunization against COVID-19 is the most effective way to prevent the spread of COVID-19 and to protect members of the SAIT community.
3. SAIT aligns with and supports the Alberta Government's and Alberta Health Services' requirements, strategies and guidance for addressing COVID-19 and mitigating its transmission risk. SAIT recognizes that these requirements, strategies and guidance are subject to change, and may update and revise its own protocols from time to time.
4. SAIT may, from time to time, implement controlled access to the SAIT campus or to specific facilities of the SAIT campus. SAIT may also determine what evidence of health status it will require for individuals to access the SAIT campus and/or its specific facilities.
5. SAIT may, from time to time, implement masking requirements. Details are set out in section C of this procedure.

DEFINITIONS

Close contact	Defined by Alberta Health Services at https://www.albertahealthservices.ca/topics/Page17221.aspx .
Controlled access	An individual wishing to access the SAIT campus or specific facilities of the SAIT campus must do so through a designated entrance, showing SAIT's required evidence of health status.
COVID-19 symptom	Defined by Alberta Health Services at <u>COVID-19 symptoms</u> .
Evidence of health status	Prior to January 1, 2022: prior of vaccine verification, a negative PCR or rapid COVID-test or an approved medical exemption, as well as government-issued or SAIT-issued ID. As of January 1, 2022: prior of vaccine verification or an approved medical exemption, as well as government-issued or SAIT-issued ID.
Facilities	Any building, ground or area that SAIT owns, uses or occupies and that is under the jurisdiction of SAIT's Board of Governors.

Isolation	Staying home when sick or having tested positive for COVID-19 and avoiding situations where the virus could spread.
Quarantine	Staying home to limit potential spread from people who have been exposed to COVID-19 as a close contact but have not yet developed symptoms or tested positive.
Rapid COVID-19 test	A COVID-19 testing device as published on the Government of Canada's website and approved for point-of-care molecular or antigen COVID-19 testing.
SAIT campus	SAIT's main campus and all satellite campuses.
SAIT community	Students, employees, contractors, service providers and invited guests.
Student	A person currently enrolled in a SAIT program or course.

PROCEDURE

A. STAYING AWAY FROM THE SAIT CAMPUS

1. A member of the SAIT community who tests positive or who is being tested for COVID-19, is a close contact of someone who has tested positive for COVID-19, or who has one or more COVID-19 symptoms must remain away from the SAIT campus (with the exception of students in Residence as per paragraph A.2 below) and in isolation or quarantine as per the Government of Alberta's requirements. If they are on the SAIT campus, they will be required to leave (with the assistance of Campus Security as required).
2. A student living in Residence who tests positive or is being tested for COVID-19, is a close contact of someone who has tested positive for COVID-19, or who has one or more COVID-19 symptoms must remain in isolation or quarantine in their Residence room until the requirements of paragraph A.1 are met. The student may not leave their room or attend in-person classes. SAIT will provide support and care to the student during their isolation in Residence.
3. Accommodations:
 - a) Employees: For an employee who is ill, isolating or quarantining, reasonable attempts will be made to find work which may be done remotely. Where no remote work is available or the employee is unable to work due to their symptoms, the employee will be required to use sick days.
 - b) Students: For a student who is ill, isolating or quarantining, reasonable attempts will be made to find ways that the required work, learning, or evaluation can be done remotely.

Where this is not possible or where the student is unable to participate due to their symptoms, alternative arrangements will be made to help the student progress in their program as quickly as reasonably possible. In some cases, a lengthy absence or an absence on a critical date may result in a delay in the student's progression.

4. SAIT will generally not require medical evidence for short absences (3 days or less) requiring simple accommodation. However, SAIT may require medical evidence of illness or a requirement to isolate at any time, and particularly in the case of lengthy absences or complex accommodations.

B. ACCESSING CAMPUS/PARTICIPATING IN A SAIT-SANCTIONED OFF-CAMPUS EVENT

1. A member of the SAIT community who wishes to access the SAIT campus or participate in a SAIT-sanctioned off-campus event must upload evidence of their health status into the SAITALERT app. This may include:
 - a) Completing their vaccine verification and uploading proof of their vaccination with two doses of a **World Health Organization (WHO)**-approved two-dose vaccine series (or with one dose of the Janssen vaccine) at least 14 days prior to seeking access, through the SAITALERT app; or
 - b) Prior to January 1, 2022, uploading evidence of a negative PCR or rapid test result, taken within the previous 72 hours.
2. Information collected through the SAITALERT app on SAIT's behalf falls under the authority of section 33(c) of Alberta's *Freedom of Information and Protection of Privacy Act* (FOIP). It will be used only for the purpose of implementing SAIT's COVID-19 protocols. Information may be disclosed to provincial or federal authorities if required by law. De-identified aggregate data will be used to track the overall vaccination level of the SAIT community and to ensure compliance.
3. When a member of the SAIT community is on the SAIT campus, they must show their evidence of health status through the SAITALERT app upon request. If they are unable to upload their evidence of health status through SAITALERT, they must carry their proof with them when they are on the SAIT campus and show it upon request. Failure to do so will result in that individual being required to leave the SAIT campus, and may also result in disciplinary sanctions as per section D of this procedure.
4. The only alternatives to providing proof of vaccination are:
 - a) Until December 31, 2021, a member of the SAIT community who has no proof of vaccination may instead provide proof of a negative lab-based PCR (polymerase chain reaction) test result or a rapid COVID-19 test result taken within the previous 72 hours or proof of an approved medical exemption to access campus. SAIT will provide free rapid testing until October 25, 2021. Note that as of January 1, 2022, proof of negative testing will not be accepted, and a member of the SAIT community wishing to access the SAIT campus or to participate in a SAIT-sanctioned off-campus event must provide proof of full vaccination as per paragraph B.1.a) or have proof of an approved medical exemption to access campus.

- b) Until December 31, 2021, a member of the SAIT community who has recently tested positive for COVID-19 is exempt from rapid antigen testing for 60 days from the date of their positive test result. As part of their application for medical exemption (see paragraph B.5), they must submit proof of their previous positive COVID-19 test result.

5. Exemptions to vaccination requirements

a) Medical exemptions:

- i) SAIT will consider the advice of the Alberta Government and Alberta Health Services when assessing requests for medical exemptions. Based on their current advice, very few medical conditions justify a permanent medical exemption, although temporary medical exemptions are more common while allowing certain medical conditions to resolve, while an individual seeks specialist care, or while an individual is obtaining a vaccine that will not trigger an allergic reaction.
- ii) A member of the SAIT community requiring a medical exemption must apply to the Exemption Review Committee. The Committee will establish and communicate an application process to the SAIT community.
- iii) A member of the SAIT community whose application for medical exemption has been approved will be notified by e-mail and will need to provide that e-mail notification as proof of their medical exemption. During the consideration of an exemption request, the individual must provide proof of a negative COVID-19 test as per paragraph B.4.a) in order to access the SAIT campus or to participate in a SAIT-sanctioned off-campus event.
- iv) A member of the SAIT community whose application has been denied has the right to appeal this decision to the Exemption Review Appeal Committee. The Committee will establish and communicate an appeal process to the SAIT community. The decision of that Committee is final and binding.

b) Other exemptions.

- i) In exceptional circumstances, exemptions based on religion or other protected grounds under Alberta's *Human Rights Act* may be considered.
 - ii) A personal belief which does not amount to a protected ground under Alberta's *Human Rights Act* is not to be the basis for an exemption.
- c) Until January 1, 2022, rapid testing will be the most common accommodation from vaccination requirements. Accommodations must protect the health and safety of the SAIT community, and there is currently no known reason why individuals could not participate in rapid testing. As per paragraph B.4.a), SAIT will not accept rapid testing results except as an approved accommodation in place of vaccination from January 1, 2022 onwards.

C. MASKING ON CAMPUS

1. Members of the SAIT community must wear non-medical face masks in all public indoor areas, classrooms and labs on the SAIT campus.
2. Members of the SAIT community are not required to wear masks on the SAIT campus under the following circumstances:
 - a) When outdoors.
 - b) When eating or drinking indoors. If doing so in common areas or classrooms, the amount of time the mask is removed should be minimized, and masks should be replaced when not actively engaged in eating or drinking.
 - c) When working or studying alone indoors in a private space that others are not able to freely access.
3. SAIT does not allow the use of face shields, gaiters, bandanas, snoods or neck warmers as a substitute to a properly-fitted face mask.
4. A member of the SAIT community requiring a medical exemption to the masking requirement must follow the provisions of paragraph B.5.a) above.
5. A member of the SAIT community who does not wear a mask and who does not have an approved exemption must immediately leave the SAIT campus and not return until wearing a mask as required.

D. DISCIPLINARY SANCTIONS

1. Breaches of these protocols and/or disruptive or offensive behaviour towards other members of the SAIT community carrying out responsibilities under these protocols will be addressed as follows:
 - a) In the case of students, through the provisions of procedure AC.3.4.4 Student Non-Academic Conduct.
 - b) In the case of employees, through the provisions of procedure HR.4.1.1 Corrective Action.
 - c) In the case of members of the SAIT community who are not students or employees, by having their privileges to access the SAIT campus, its facilities and its events revoked and/or to being issued Trespass Notices, through the provisions of procedure AD.4.2.1 Trespassing.

October 5, 2021