

MHLITC

MELLOHAWK Logistics International Training Center

Covid-19 Vaccination Policy

RE: All In-Person Attendees of the MELLOHAWK Logistics International Training Center must have completed full vaccination 14 days before entering the Campus premises.

Under the binding subsection 2(2.1) of Schedule 1 and Schedule 4 of O. Reg. 364/20: Rules for Areas at Step 3 and at the Roadmap Exit Step under the Reopening Ontario (A Flexible Response to COVID-19) Act, 2020 (ROA), the operation of Private Career College MELLOHAWK Logistics International Training Center shall operate in compliance with instructions issued by the Office of the Chief Medical Officer of Health (OCMOH) requiring we establish, implement and ensure compliance with a COVID-19 vaccination policy. Based on direction from the Ontario Government, there are no faith-based or Human Rights Code related exemptions allowed.

As of September 7, 2021, MELLOHAWK Logistics International Training Center Inc. requires all employees, staff, contractors, volunteers, and students who attend campus in-person to provide: a) proof of full vaccination against COVID-19 (which means two doses of a Health Canada approved two-dose vaccine series, or one dose of a Health Canada approved single-dose vaccine series); and having received the final dose of the COVID-19 vaccine at least 14 days ago.; or b) written proof of a medical reason, provided by a physician or registered nurse in the extended class 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; or c) proof of completing an educational session approved by MELLOHAWK Logistics International Training Center Inc. about the benefits of COVID-19 vaccination prior to declining vaccination for any reason other than a medical reason.

The approved session must, at minimum address:

- i. how COVID-19 vaccines work;
- ii. vaccine safety related to the development of the COVID-19 vaccines;
- iii. the benefits of vaccination against COVID-19;
- iv. risks of not being vaccinated against COVID-19; and
- v. possible side effects of COVID-19 vaccination.

Where a Required Individual does not provide proof of being fully vaccinated against COVID-19 in accordance with paragraph 1(a), but instead relies upon the medical reason described at paragraph 1(b) OR the educational session at paragraph 1(c), the Required Individual shall: a) submit to regular antigen point of care testing for COVID-19 and demonstrate a negative result, at intervals to be determined by the MELLOHAWK Logistics International Training Center Inc., which must be at minimum once every seven days. AND b) provide verification of the negative test result in a manner that enables the MELLOHAWK Logistics International Training Center Inc. to confirm the result at its discretion.

MELLOHAWK Logistics International Training Center Inc. must collect, maintain, and disclose statistical (non-identifiable) information as follows: a) documentation that includes (collectively, "the Statistical Information"): i. the number of Required Individuals that provided proof of being fully vaccinated against COVID-19; ii. the number of Required Individuals that provided a documented medical reason for not being fully vaccinated against COVID-19; iii. the number of Required Individuals that completed an educational session about the benefits of COVID-19 vaccination in accordance with paragraph 1(c), where applicable; and iv. the total number of the Required Individuals to whom these Instructions apply.

MELLOHAWK Logistics International Training Center Inc. must disclose the Statistical Information to the Ministry of Colleges and Universities (MCU) in the manner and within the timelines specified by MCU. MCU may seek additional detail within the requested Statistical Information outlined above which will also be specified in the request. MCU may further disclose this Statistical Information and may make it publicly available. Please note all other Covid19 Prevention protocols remain in place, including: temperature checks, hand sanitization, office cleaning, masks, physical distancing and daily use of Ontario's COVID-19 self-assessment website.

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