



# Vaccination Policy

*Version 2205 - Approved by Council on 11 July 2022*

## 1. Purpose and Objectives

The purpose of this Vaccination Policy is to outline the approach and strategy that Grace College takes in relation to the prevention of transmission of infectious diseases through the use of vaccination.

Where there is a conflict with this policy and with any applicable Australian law or any authorised Government Public Health Directive (either State or Federal) , to the extent of any inconsistency, the applicable Australian law or any authorised Government Public Health Directive will apply instead of this policy.

This policy has been formulated in the context of the policy of The University of Queensland released on 20 December 2021 and amended for 3 May 2022

## 2. Application

This policy applies to all persons associated or seeking to be associated with the Grace College site including, but not limited to, residents, staff, volunteers, contractors and visitors.

This policy may be varied by Grace College at its sole discretion from time to time, and in the light of relevant changes to legislation, regulation and community expectation.

## 3. Definitions

For the purposes of this policy, the following definitions apply:

**Infectious diseases** mean diseases caused by pathogenic microorganisms, such as bacteria, viruses, parasites or fungi, and able to be spread, directly or indirectly, from one person to another.

A **pandemic or epidemic situation** means where a relevant government authority has declared such a health emergency due to the widespread occurrence of an infectious disease.

## **4. Policy Statement**

In accordance with its Risk Management Plan and in its commitment to the wholeness and well-being of each person associated with the College, Grace College actively:

- encourages behaviours and actions which promote respect and consideration towards all persons associated with the College including residents, staff, contractors, voluntary workers and visitors, as well as the community and the environment in which the College is located; and
- discourages behaviours and actions that do not produce a positive, safe and respectful work, study and living environment.

Grace College will, where appropriate, encourage, or if necessary require, its residents, staff, volunteers, contractors and visitors to be vaccinated, where in the opinion of the College Council, vaccinations for the disease:

- have been officially approved as safe and effective by the relevant agency;
- are readily available to residents, staff, volunteers, contractors and visitors; and
- will offer protection to residents, staff, volunteers, contractors and visitors involved in Grace College's operations.

In the determination of vaccination requirements, Grace College will always be guided by the information and directions by local, State and Commonwealth health authorities, the World Health Organisation, its work health safety obligations, and the policies of The University of Queensland.

## **5. Broad Strategies for Policy Implementation**

The primary focus of Grace College is the current student residential community. In admitting student residents, the College seeks to be as inclusive as possible within its own mandate and to the extent of the law. The College also seeks to provide an environment that is as safe and healthy as practicable for all people associated with the Grace College site.

In the context of epidemic or pandemic situations and where vaccines for the relevant infectious disease are readily available, safe and effective:

- all government health directives will be complied with;
- evidence of vaccination status will be required to be produced by all people associated with or seeking to associate with the Grace College site;
- all appropriate measures for encouraging and facilitating vaccinations for residents, staff and volunteers will be implemented;
- unvaccinated people may be required to prove medical exemption;
- unvaccinated people may be excluded from certain activities and/or the site; and

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- unvaccinated staff will be given support and assistance in reviewing their capacity to perform their duties, according to all relevant employment legislation.

### **6. COVID-19 Vaccinations**

#### **6.1 Vaccination Encouraged**

In the specific case of the COVID-19 pandemic in the early 2020s, as from 1 February 2022, anyone attending the Grace College site is strongly encouraged to be fully vaccinated against COVID-19 with an approved Australian Government Therapeutic Goods Administration (TGA) vaccine.

Vaccination with an approved TGA vaccine means full vaccination with the appropriate number of doses and any available boosters as determined by any current authorised Government Public Health Directive (state or federal) from time to time and to the extent that a person is clinically eligible and not considered medically exempt.

People entering the site may be asked to show evidence of vaccination status in a similar manner to Queensland Government directions for hospitality and event venues and vulnerable settings to assist the College with managing their personal and general site safety.

The College respects the privacy of individuals and will ensure that personal information is collected and managed in accordance with its Privacy Policy.

##### **6.1.1 Timing**

This policy in relation to Covid-19 vaccinations comes into effect on 12 July 2022; and may be reviewed if:

- Qld Government health directives change; and/or
- the COVID-19 pandemic status is upgraded by any relevant government authority.

### **7. Other Relevant Policies**

The policy is to be read in conjunction with other policies of the College including, but not limited to, the Risk Management Plan and Work Health Safety & Environmental Wellbeing Policy.

### **8. More Information and Support (including Raising Concerns)**

Staff and volunteers are reminded of the College Employee Assistance Program through Drake WorkWise—[www.drakeworkwise.com.au](http://www.drakeworkwise.com.au); 1300 135 600; or the Drake WorkWise App.

The Grace College Grievance Policy that outlines the way in which formal and informal concerns may be brought to the attention of and dealt with by the College.

## **9. Document Control**

### **9.1 Availability**

This document is part of the *Grace College Operations Manual (GCOM)* and will be part of the *Grace College Staff Handbook*. The policy is available on the internal computer network for staff access.

Printed copies of the *GCOM* are available in the following locations:

- in all Managers' offices;
- in the Foyer office;
- on each accommodation floor in each wing in the common area; and
- in the suite of the Senior Resident Assistant.

A printed copy of the *GCOM* is also provided to the Grace College Student Club Executive through their President.

### **9.2 Issue Protocols**

When a new version of this document is issued:

- all printed copies of the previous version will be withdrawn from access at the College;
- a printed copy and an electronic copy of the previous version will be archived;
- any annotations on printed copies of the previous version will also be archived;
- the new version will be stored on the network and the website; and
- printed copies of the new version will be issued as deemed appropriate by the Principal.

### **9.3 Record of Versions**

The following table of versions records the history of the issuing of this document. It is updated with every amendment of the document.

Versions are numbered by year and month (i.e. April 2013 is 1304).

<b>Version</b>	<b>Revision Details</b>	<b>Sections Affected</b>	<b>Revised by</b>	<b>Reviewed by Principal</b>	<b>Reviewed by Governance &amp; Risk Management Committee</b>	<b>Reviewed by Council</b>
2112	Initial Issue	All	Monro	21 December 2021	N/A	21 Dec 2021 to 1 Jan 2022

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2201	Re-issue	All	McKay Monro	1 January 2022	N/A	1 Jan 2021 to 4 Jan 2022
2205	Re-vision of Covid vaccination requirement	Sections 1 & 6	Monro	26 May 2022	6 June 2022	11 July 2022

#### **9.4 Review Details**

A review of this policy will be undertaken on a 3 year rotation unless one of the following occurs:

- declaration of an epidemic or pandemic by a relevant government authority;
- issuing of any relevant authorised Government Public Health Directive (state or federal); and/or
- a change in the situation status of the occurrence of COVID-19.