

# COVID – 19 HARM REDUCTION POLICY

## Frequently Asked Questions

### General

- Q 1. Where do I find the policy and administrative procedure?  
Our full policy can be accessed here: [POLICY 546: COVID-19 HARM REDUCTION POLICY](#)
- Q 2. Who does the policy apply to?  
The policy applies to all staff, including substitute staff and practicum placements, volunteers, parents, visitors, contractors, service providers, and vendors. The policy does not apply to students.
- Q 3. What proof of vaccination is acceptable?  
MyHealth Records printout **with the QR code** is the preferred, and easiest, proof of vaccination.  
You can access your records at <https://covidrecords.alberta.ca/home>.  
Other acceptable records may include a printout from Alberta Health Services or any other records which Human Resources can verify and deems acceptable.
- Q 4. How do I submit my proof of vaccination?  
**Persons with a sd76 email address** can securely upload proof of vaccination records here: [COVID-19 Proof of Vaccination](#)  
**Persons without a sd76 email address** will reach out to their division or school-based contact to determine submission requirements.
- Q 5. How do I submit my proof of rapid testing results?  
**Persons with a sd76 email address** can securely upload proof of rapid testing records beginning November 30, 2021.  
**Persons without a sd76 email address** will reach out to their division or school-based contact to determine submission requirements.
- Q 6. Do I have to provide proof of vaccination if I work remotely or from home or at an offsite location?  
Yes. All employees regardless of work assignment must follow the policy and administrative procedure.
- Q 7. Do I need to provide proof of vaccination if I am currently on leave?

As long as the policy is in place, you will be required to provide proof of vaccination or rapid testing before you return to work.

Q 8. Do I need to provide proof of vaccination if I am pregnant?

Yes, the vaccine is safe for those who are pregnant and breastfeeding.

Q 9. If I had COVID-19 before, do I still need to get vaccinated?

Yes. It is not known how long an immune response to COVID-19 may last so individuals who have had previous infection are still required to be fully vaccinated.

Q 10. How do I get vaccinated?

AHS clinics and pharmacies now use the same centralized online booking system. You can also book your shot by calling 811, visiting a walk-in clinic, or contacting a doctor's office. <https://www.alberta.ca/covid19-vaccine.aspx>

Q 11. What types of vaccines are accepted?

The four accepted vaccines in Canada are Pfizer-BioNtech (2 doses), Moderna-Spikevax (2 doses), AstraZeneca-CoviShield (2 doses), Johnson & Johnson- Janssen (1 dose). Combined doses are acceptable.

Q 12. Where do I find my vaccination record?

Your verified COVID-19 vaccine record with QR code is available here: <https://covidrecords.alberta.ca/home>

Q 13. Does the vaccination policy apply to students?

No, the policy does not apply to students.

Q 14. What if I am unable to report to work after the vaccine due to side effects?

It is normal to have some minor side effects after your vaccine including tiredness, chills, pain, redness, swelling and itchiness where the vaccine was given. Staff can utilize applicable leave provisions in their contract, collective agreement or employment conditions if symptoms leave them unable to report to work.

Q 15. What are the timelines for staff to be fully vaccinated?

All staff must have had two doses of an approved vaccine (or one dose of Johnson & Johnson) on or before November 30, 2021.

Q 16. What if I only have one dose of vaccine?

All staff are required to be fully immunized with a minimum of 2 doses of an accepted vaccine (or one dose of Johnson & Johnson) on or before November 30, 2021. You will be required to submit proof of rapid test results until you have received the required doses.

## Privacy

Q 17. Where is my information going? Who has access to it?

To ensure privacy, only designated HR personnel will have access to submitted proof of vaccination or rapid testing.

Q 18. How is my information being stored?

To ensure privacy, only information needed to confirm that persons are in compliance with the policy is stored. Vaccination or rapid testing records will not be retained.

Q 19. Will my Principal/Supervisor know if I am vaccinated?

To ensure privacy, only information needed to confirm that persons are in compliance with the policy is shared. This information is provided for workforce planning purposes.

## Exemptions

Q 20. Can I request an exemption?

Yes. Exemptions are only possible for those who cannot be vaccinated for documented medical reasons from a physician or nurse practitioner and/or other protected grounds under Alberta Human Rights legislation.

Exemptions for medical reasons will require follow-up with division's Health, Wellness and Attendance Advisor to determine whether accommodations are possible, and what they will be.

Exemptions based on other protected grounds will be assessed individually by the HR department.

Q 21. How soon do I need to request an exemption?

Exemption requests need to be submitted to the HR department as soon as possible. Staff that are still in the process of having their exemptions assessed on November 30, 2021, will be required to participate in rapid testing at their own cost.

Q 22. What if I don't want to get vaccinated or do rapid testing?

Personal preference is not an accepted reason not to comply with the policy, even where that preference is based on health concerns or political beliefs.

Staff can request a leave without pay for the duration the policy is in place.

If staff do not comply with the policy, it can lead to discipline up to and including termination.

Q 23. What if I choose to do rapid testing instead of vaccination?

Rapid tests are required to be completed and submitted every 72 hours and are at the individual's own expense. Rapid tests are available through many local pharmacies at an approximate cost of \$40/test. Alberta Health Services test results are not acceptable. Asymptomatic testing and/or testing for policy compliance is not available at assessment centres.

Q 24. What type of rapid test will be used?

A rapid antigen test is used by most pharmacies. You can contact a pharmacy to discuss this further.

Q 25. Can I purchase and self-administer rapid tests on my own?

No. Current Health Canada authorizations require oversight of the testing procedure by a trained health care provider.

Q 26. Can I submit rapid test expenses to ASEBP for reimbursement?

Yes, the cost for the rapid COVID tests can be submitted to your Health Spending Account for **possible** reimbursement however, a prescription from a medical practitioner is required.

Q 27. Can I come to work while I am waiting for my rapid test results?

No, you cannot report to work while waiting for rapid test results.

Q 28. Do I have to be tested if I work remotely or from home or at an offsite location?

All employees regardless of work assignment must follow the policy and administrative procedure.

## More Information

Q 29. I can't find the answer to my question here. Who can I contact for more information?

Please contact MHPSD Vaccine Coordinators by email at [securesubmit@sd76.ab.ca](mailto:securesubmit@sd76.ab.ca)