

Mandatory COVID-19 Vaccination Policy for Alliance members, students and visitors

Purpose of this document

The purpose of this policy is to set out Lambert School / Alliance Française de Hobart requirements in relation to COVID-19 vaccinations for all individuals who are members/students/visitors of the A F Hobart. We will ensure proper consultation occurs as part of the policy development and implementation process. This will include:

- *A process whereby members/students/visitors can provide written feedback which is then analysed and properly considered.*

Important Background Information.

- *Students, members and visitors will be circulating in the community and re-entering the Alliance House regularly. The Kirby Institute modelling has indicated that Tasmania will have experienced between 43,000 and 77,000 cases of the disease in the community by July, 2022. These numbers will coincide with our Tasmanian winter.*
- *These modelled numbers, and the high reputation of their source, should satisfy the Fair Work Ombudsman's requirement that a certain level of community transmission is necessary before an employer can introduce an evidence of vaccination policy.*
- *The higher the vaccine coverage within a community group such as ours, the less risk there is of contraction or transmission of the disease within the organisation. This, of course, would reduce the risk of the Alliance House being closed, no functions being held, classes cancelled and/or having to return to on-line learning.*

Lambert School/Alliance Française de Hobart mandatory vaccination policy

We have made the decision that all individuals who have direct contact with any member of the wider community are to be fully vaccinated against the COVID-19 virus by the 31st Jan 2022.

Our objective is to protect people and the community, associated with the Alliance Française de Hobart, from acquiring and transmitting COVID-19. This includes:

- Members
- Students
- The broader community.

1. Background

The Alliance Française de Hobart acknowledges that generally personal health management, including vaccinations are an employee's own affair. However, health related matters that impact on or affect the health and safety of you and others, the Alliance's professional interests or reputation, or those of its members or students are of concern for our Alliance. COVID-19 is highly transmissible and there can be significant health impacts on those afflicted.

In accordance with the Work Health and Safety Act 2012 (TAS), the Alliance Française de Hobart has a duty, so far as practicable, to provide and maintain a working environment in which the members and students are not exposed to hazards. An important step in protecting members, volunteers, students and visitors from acquiring and transmitting COVID-19 is by ensuring anyone who enters our facilities is fully vaccinated against COVID-19.

The Alliance Française de Hobart is committed to its responsibility to maintain the safety of our workplace, and to ensure the work environment does not put those affiliated with the Alliance and others at risk of contracting COVID-19. This is part of our commitment to providing a safe and healthy work environment for all individuals affiliated with the Alliance.

2. Benefits of Vaccination

The Australian Government has advised that COVID-19 will be with us for many years into the future.

Getting vaccinated has many benefits, including:

- protecting yourself against severe illness and death from COVID-19;
- preventing complications such as 'long COVID';
- protecting people who can't be vaccinated due to medical conditions.
- slowing the spread of the virus;
- keeping hospitalisation rates at a level our health system can cope with;
- reducing the need for lockdowns in the future, when enough Australians are vaccinated;
- being able to attend events and travel in the future.

3. Vaccination Education Resources

Members, students and visitors are encouraged to educate themselves about vaccination by utilising the following resources:

- <https://www.health.gov.au/initiatives-and-programs/covid-19-vaccines/about-rollout>
- <https://www.health.gov.au/resources/publications/australias-covid-19-vaccine-and-treatment-strategy>
- <https://www.coronavirus.tas.gov.au/vaccination-information/covid-19-vaccination>
- <https://www.health.gov.au/resources/collections/covid-19-vaccination-patient-resources>

If you have any concerns regarding being vaccinated, we encourage you to speak to your GP.

4. Definitions

For the purposes of this policy:

Approved vaccine means any COVID-19 vaccination that has been provisionally (or fully) registered for use in Australia by the Therapeutic Goods Administration.

Evidence of vaccination means a copy of the individual's Immunisation History Statement from the Australian Immunisation Register, or digital evidence of their Vaccination Certificate.

Fully vaccinated means having obtained the manufacturer's recommended dosage of any Approved Vaccine. For example, where a two-dose schedule is recommended by the manufacturer, a person will be considered fully vaccinated when they have received both doses of the vaccine. This includes any booster doses.

Vaccination means treatment with a vaccine to produce immunity against a disease for the benefit of individuals and the community.

Vaccination Certificate means an Australian Government approved COVID-19 digital certificate or COVID passport.

Evidence of Vaccination

In order to ensure this policy is being met Lambert School's / the Alliance's policy requires all impacted individuals to provide evidence of vaccination by the 1st February 2022.

5. Documentation

Once an individual has been fully vaccinated, they are required to provide the evidence of vaccination to the President or another committee member, who will relay the acknowledgment to the President.

If a member, student or visitor who is requested to provide such evidence has any concerns, they should initially speak to or email the President.

Failure to provide evidence for sighting may be considered a breach of this policy and subject to disciplinary action up to and including termination of membership.

Where an individual is fully vaccinated, but is unable to provide suitable evidence of vaccination (i.e. they were vaccinated overseas), they should contact the President to discuss an alternative solution.

Any individual who joins the Alliance Française de Hobart after the implementation of this policy is required to be fully vaccinated, and provide evidence of vaccination, prior to commencing with the organisation.

6. Exemptions

The Alliance Française de Hobart recognises that not all those affiliated with the Alliance will be able to receive an approved vaccine. As such we may provide exemptions from this policy in certain circumstances.

Individuals who are requesting an exemption must do so in writing, to the President, stating the reason for their request. The Alliance committee will consider the request and consult with the individual before making a decision. In the meantime, those individuals must not enter the Alliance House.

When considering an exemption the Alliance Française de Hobart will take into account, among other things, the:

- legitimacy of the reason(s) for the exemption request;
- risk to the individual and the organisation;
- requirements of any Federal or State authorities or directives

Exemptions requested on medical grounds must be accompanied by a [Vaccine Medical Contraindication](#) form. Lambert School / the Alliance Française de Hobart reserve the right to contact the issuing medical practitioner to verify the authenticity of any such medical evidence.

If an individual has concerns about the safety of COVID-19 vaccines, they can:

- read [Department of Health – Are COVID-19 vaccines safe?](#)
- call the [National Coronavirus Hotline](#) to get reliable information from the Australian Government.

7. Refusal to Comply

Should an individual continue to refuse to comply they may be considered in breach of this policy and may be subject to disciplinary action which may include termination of membership or inability to join a class.

8. Privacy and Record Management

The Alliance Française de Hobart acknowledges that information regarding an individual's vaccination status may be considered sensitive personal information when collected, and as such requires handling in accordance with privacy legislation.

9.1 Consent

Where Lambert School/ The Alliance Française de Hobart require an individual to provide evidence of vaccination for collection, we will ensure that:

- The individual is adequately informed before giving consent, and understands why we are collecting the information;
- The individual gives consent voluntarily;
- The consent is current and specific, and
- The individual has the capacity to understand and communicate their consent

9.2 Record Storage

Evidence of vaccination collected by the Alliance Française de Hobart, with consent from individuals, will be stored on a secure data base.

All records will be stored in accordance with the *Privacy Act 1988* and the Australian Privacy Principles.