



COVID-19 Vaccination Policy – Event Attendance and Participation

1. POLICY

Shooting Federation of Canada (the “Organization”) is committed to taking every reasonable precaution in the circumstances for the protection of the health and safety of employees, athletes, and all stakeholders from the hazard of COVID-19. This Policy is intended to encourage, support and maximize COVID-19 Vaccination rates and safety at the Organization as one of the critical preventatives and control measures for the hazard of COVID-19. The Organization is also committed to compliance with all applicable public and occupational health and safety, human rights, privacy, and other laws in the development and implementation of this Policy. This policy outlines the minimum requirements the Organization requires for event attendance and participation. Further measures may be necessary per local, provincial, or federal covid guidelines.

2. SCOPE AND APPLICABILITY

This Policy applies to all attendees of events organized or hosted by the Organization, including but not limited to athletes, volunteers, and other participants. High Performance team members traveling to training camps, world cups and major games will be required to maintain their “vaccinated” status through 2023. Travel and attendance may be impacted, as requirements by the ISSF, world event organizers, host countries, airlines and the Federal government of Canada may change. Please keep aware of these shifting requirements.

3. DEFINITIONS

“COVID-19” is the infectious disease caused by SARS-CoV-2.

“Organization Activities” means all activities related to the Organization’s operations, whether conducted on or off Organization Premises, including events and travel.

“Organization Premises” includes, but is not restricted to, all land, property, structures, installations, vehicles or equipment owned, leased, rented, operated, used, or otherwise controlled by the Organization for the purpose of conducting Organization Activities. It does not include a Participant’s personal residence.

“Participants” includes all athletes, support staff, parents, guardians, volunteers and any attendees that attend Organization Activities.

“Proof of Vaccination” refers to government issued documentation demonstrating that an individual has been Vaccinated along with government issued photo identification that matches the individual.

“Vaccine(s)” refers to a vaccine approved by Health Canada for use in Canada in relation to COVID-19.

“Vaccination” refers to the administration of a Vaccine(s) to protect individuals from COVID-19. It may include the administration of one or more doses of Vaccine.

“Vaccinated” refers to an individual who has received all doses of a Vaccine, recommended or required by Health Canada, to produce an immune response to COVID-19.

4. VACCINATION

Health Canada, the federal and provincial governments, the Public Health Agency of Canada, regional public health authorities, the Canadian Medical Association have all endorsed voluntary COVID-19 Vaccination for all adults who may safely receive a Vaccine. The Organization strongly recommends that all Participants be Vaccinated at least 14-days prior to engaging in Organization Activities or entering the Organization Premises. The Organization reserves the right to COVID test any participant randomly chosen or who may be showing COVID signs. Those Participants testing Positive for COVID 19 by rapid test twice consecutively will be barred from participation at the event.

The Organization encourages individuals to continue to wear medical masks unless actively shooting, eating, or drinking, and are not permitted on the Organization's Event Premises if they are demonstrating any COVID symptoms.

5. CONTINUED APPLICATION OF HEALTH AND SAFETY MEASURES

Nothing in this Policy relieves Participants, even those who are Vaccinated, from their obligation to comply with applicable health and safety measures required or recommended by the provincial and Federal public health authorities and related Organization policies in effect to reduce the spread of COVID19.

Furthermore, when travelling to other countries, Participants are required to follow the laws, recommended guidelines and protocols issued by local government, while out of country. At minimum, when Participants are travelling to other countries with the Organization, the Participants are required to comply with applicable health and safety measures required or recommended by Canadian and provincial public health authorities and related Organization policies in effect to reduce the spread of COVID-19.

6. PRIVACY

Regular Participants and Participants that Travel with the Organization

The Purposes of the Collection, Use and Disclosure of Vaccination Status Information

For regular Participants and Participants that travel with the Organization, Vaccination status may be collected, and may be used and disclosed pursuant to the terms of this Policy, the Shooting Federation of Canada's Privacy Policy, the Personal Information Protection and Electronic Documents Act ("PIPEDA") and other applicable provincial privacy legislation, where it exists. Vaccination status information will only be collected, used and disclosed as required for the reasonable purpose of:

- i. taking all reasonable precautions during the pandemic to ensure the health and safety of everyone in the Organization through appropriate health and safety planning based on Vaccination status;
- ii. limited disclosure, where necessary, to international federations or organizations running competitions or events or when determined to be necessary by the Organization; and
- iii. administering this Policy.

The Organization also reserves the right to disclose Vaccination status information to partners for the purposes of facilitating Organization Activities and will provide advance notice to the relevant Participant before so doing.

The collection, use or disclosure of this information will be based on the following terms:

1. Participants are to disclose their Vaccination status to the Organization on a proactive and ongoing basis or otherwise as directed in accordance with this Policy and may be asked to execute their written consent in the form appended as Schedule "A" to this Policy;
2. Participants who have completed a consent form will be asked to provide a copy of their certificate of Vaccination or other appropriate government issued alternative documentation so that the Organization can confirm their Vaccination status. Only the Vaccination status of the Participant will be recorded by the Organization; in the event an outside party requires athlete vaccination proof (ex. ISSF) for the Participant from the Organization, the Organization will notify the Participant in advance of providing this information.
3. The Organization will keep the Participants' Vaccination status confidential in accordance with PIPEDA and applicable privacy and health laws. Specifically, this information will only be shared and accessed on a need-to-know basis, solely for the purposes outlined above, or to comply with a legal order to disclose the information;
4. The information will be securely stored and maintained by the Organization in a separate file;
5. Participants will be able to access and rectify their personal information upon request, in accordance with applicable privacy laws; and
6. This information will only be retained for the duration of the Participant's relationship with the Organization and will be destroyed thereafter. Subject to official guidance on the outcome of the COVID-19 pandemic, it may be destroyed earlier, in which case a general notification will be communicated.

7. RESPONSIBILITIES

All levels of management of the Organization are responsible for the administration of this Policy in accordance with applicable law. Participants are responsible for compliance with this Policy, and shall comply with all applicable COVID-19 legal obligations in doing so, including with respect to public health measures such as physical distancing, wearing a mask, and staying home if they are sick.

8. AMENDMENTS

The Organization's Executive Committee will review this policy and update it as required and as reasonable in the evolving nature of the pandemic, Vaccine availability and government and public health authority direction.

9. REVIEW AND APPROVAL

This Policy has been reviewed and approved by the SFC Executive Committee on February 7, 2022.

10. REVISION HISTORY

This Policy was reviewed and amended July 8, 2022

Schedule "A"

Express Consent Form for Regular Participants and Travelling Participants – COVID-19 Vaccination Information

This document is an express consent for the collection, use and disclosure of COVID-19 Vaccination status and will be required by participants that travel to some Organization events (training camps) and travel as part of the Organization's team to international events.

By agreeing with this Consent, you are giving permission for the Organization to collect, use and disclose your personal information as described above for the following purposes:

- to take all reasonable precautions for the health and safety of employees, contractors, coaches, athletes, support staff, parents, guardians and volunteers in the Organization;
- to make decisions on athletic participation, particularly where Participants must directly interact with employees, contractors, coaches, athletes, support staff, parents, guardians, volunteers and others;
- to provide limited disclosure to international federations or organizations running competitions or events, or when reasonably required to facilitate the Organization's Activities; and
- for administering the Organization's COVID-19 Vaccination Policy – Event Attendance & Participation.

Personal information will be kept in a separate file and appropriate safeguards will be taken. It will be accessed only on a need-to-know basis, solely for the purposes outlined above, or to comply with a legal order to disclose the information.

Your information is being collected, used and disclosed pursuant to the Organization's COVID19 Vaccination Policy and its Privacy Policy. The information will only be retained for the duration necessary.

Express consent

I hereby agree and consent that the Organization may collect, use and disclose my COVID-19 vaccination status information for the purposes of this Policy as described above.

Signature: _____

Name: _____

Date: _____