



DUCHESNE COLLEGE

COVID 19 Vaccination Policy

VISION AND VALUES OF DUCHESNE COLLEGE

Vision

Inspiring personal formation within an inclusive community and an atmosphere of wise freedom.

Values

We seek: "Strength in the Light of Truth", as expressed in our motto: "*Robur in Luce Veritatis*".

- We respect each individual within our community
- We embrace diversity and inclusivity
- We aim for the highest standards in all our undertakings
- We value and promote charity and service
- We are committed to our Vision

INTRODUCTION

Vaccination is a crucial part of the public health response to the COVID-19 pandemic. Our response to the COVID-19 pandemic is shaped by the latest advice from Australian health authorities. Duchesne College is committed to the health and safety of our community and to preventing the spread of vaccine-preventable diseases such as COVID-19.

This policy provides information on the measures regarding COVID-19 vaccinations being taken by Duchesne College to:

- protect the health and safety of our staff, students, contractors and visitors;
- ensure compliance with Government Health Directions; and
- to understand any applicable exemptions.

The College understands that the current environment affects members of our community in very individual ways and that having a vaccination, including those related to COVID-19, is a personal choice. However, the College has an obligation to minimise the Covid-19 risk to our students, staff and the broader community. We have a strong Covid-safe management plan in place, guided by the latest health advice, to ensure the safety, health and welfare of our staff and students. All staff, students and visitors to the College are required to adhere to physical distancing guidelines, we have increased our safety and hygiene measures and continue to adapt our practices to ensure we adhere to the latest government advice.

To comply with the health directions and to meet our workplace health and safety obligations and duty of care to the people we interact with, all staff, new and returning students, contractors and visitors will be required to provide evidence of their COVID-19 digital vaccination status by Monday, 7 February 2022.

In relation to staff of the College, this policy will reflect a lawful and reasonable direction that the College is providing to its staff to comply with Government Health Directions and as part of our duty of care (including

under workplace health and safety laws) to keep staff and the broader community safe. In most cases, staff will be unable to undertake the requirements of their role if they are off campus. Accordingly, failure to cooperate and comply with this policy is likely to result in staff being unable to fulfil the requirements of their role and may result in disciplinary action including the staff member being stood down without pay or use of accrued leave and/or other consequences.

REQUIREMENTS

For consistency, there is a common approach to COVID-19 vaccination throughout the College and this policy applies to staff, students inclusive of residents and associate members, contractors, and visitors (community members).

By 7 February 2022, all community members of the College must:

- a) have received both doses of a COVID-19 vaccination, subject to the exceptions set out below under 'Exceptions to COVID-19 Vaccination Requirements/ Valid Medical Exemptions'; and
- b) provide a copy of your [COVID-19 digital certificate](#) to the College.

All community members must also comply with any National or Queensland Government health directive in relation to the receipt of further vaccination or 'booster jabs' which are required to maintain an individual's vaccination status.

It remains the responsibility of each individual who is a community member to ensure that they follow all necessary steps to maintain compliant COVID-19 vaccination status, in accordance with paragraphs a) and b) above.

Exceptions to COVID-19 Vaccination Requirements/ Valid Medical Exemptions for Staff

If a member of staff is unable to receive a COVID-19 vaccination because they have a recognised medical contraindication (a medical condition that prevents them from receiving the vaccination) they must obtain an [Australian Immunisation Register \(AIR\) – immunisation medical exemption form \(IM011\)](#) from an eligible health professional:

- certifying that the person is unable to receive the COVID-19 vaccination because they have a recognised medical contraindication; and
- indicating whether the medical contraindication will permanently or temporarily prevent COVID-19 vaccination; and
- if the medical contraindication only temporarily prevents a COVID-19 vaccination, specifying when the person may be able to receive the COVID-19 vaccination,

the staff member should consult with their manager to see if any suitable alternative duties are available. If not, then from 7 February 2022, that person may, depending on how they are engaged, be stood down without pay, dismissed or cease to be engaged.

If a person believes that they are medically exempt from the vaccination requirements set out in this Policy, or that other exceptional circumstances apply, they must promptly notify their manager, and in any event no later than the close of business on the day before 7 February 2022.

A medical contraindication against one COVID-19 vaccine does not necessarily equate to a contraindication against all vaccines. If that is the case, the person may be ineligible to receive an immunisation medical exemption. Conscientious objection to receiving the COVID-19 Vaccination will not be accepted as a valid exception to this policy.

Non-compliance with this policy may lead to disciplinary action, and/or termination of employment or ceasing of the engagement of the person.

Exceptions to COVID-19 Vaccination Requirements/ Valid Medical Exemptions for Students

If a student is unable to receive a COVID-19 vaccination because they are eligible for immunisation medical exemption because they have a recognised medical contraindication (a medical condition that prevents them from receiving the vaccination) and obtains an Australian Immunisation Register (AIR) – immunisation medical exemption form (IM011) from an eligible health professional:

- certifying that the person is unable to receive the COVID-19 vaccination because they have a recognised medical contraindication; and
- indicating whether the medical contraindication will permanently or temporarily prevent COVID-19 vaccination; and
- if the medical contraindication only temporarily prevents a COVID-19 vaccination, specifying when the person may be able to receive the COVID-19 vaccination,

the student must advise the College at registrar@duchesne.uq.edu.au so their personal circumstances can be assessed. The College gives no guarantee that it will be able to accommodate the student's personal circumstances and may result in enrolment/enrolment offer at the College being terminated.

New Community members after 7 February 2022

All new Community members (staff, contractors, students and visitors) after 7 February 2022 will be required to comply with the COVID-19 vaccination requirements in this Policy prior to arriving on campus, unless they have obtained an immunisation medical exemption through the completion of an Australian Immunisation Register (AIR) – immunisation medical exemption form (IM011) from an eligible health professional.

University of Queensland Policy

The College is located within The University of Queensland (UQ) campus and the College and UQ have a shared interest in the health and safety of our staff, students and visitors to the campus. The College policies and procedures also have regard, where relevant, to UQ policies and procedures, including ensuring that any policies which are adopted by the UQ are complied with by the College, its staff, students, and visitors.

Non-compliance with UQ policy may result in the College taking one or more of the actions set out in this policy in relation to the individual in question.

Scheduling of Vaccinations

Community members are responsible for making their own arrangements to receive their vaccinations. If a member of staff is unable to present to work as a result of their COVID-19 vaccination, they will be able to

access their personal leave (where applicable). Should member of staff require more time to recover, normal arrangements regarding employee illness will apply.

Record Keeping

Failure or refusal to provide evidence of vaccination status and/or immunisation medical exemption may result in refusal of entry to College premises, exclusion or removal from College premises and/or one or more of the actions set out in this policy.

The College will make sure that all vaccination records held by the College comply with our [Privacy Policy](#). In accordance with that policy and unless an exemption applies under the Privacy Act, individuals can request to access their personal information at any time and can also request that any relevant updates are made to it.

RELATED DOCUMENTS

- [COVIDSafe plan](#)
- [UQ community COVID-19 advice](#)
- [Covid –19 Digital Certificates](#)
- [Queensland Human Rights Commission ‘Vaccination and your rights’](#)
- [Australian Government, Services Australia – Australian Immunisation Register](#)
- [Australian Government, Services Australia – Immunisation medical exemptions](#)
- Workplace Health and Safety Policy
- *Health Act 2005 (Qld)*
- *Fair Work Act 2009 (Commonwealth)*
- National Employment Standards Part 2-2 Division 6 Annual leave
- *Code of Canon Law* Canon 1286

FEEDBACK

College staff, residents, associates, and parents/guardians may provide feedback or inquiries about this policy by emailing: manager@duchesne.uq.edu.au

APPROVAL AND REVIEW DETAILS

Approval and Review	Details
Policy Approval Authority	Chair of College Council
Last Approval Date	16 December 2021
Review Date	30 November 2022
Policy Administrator	Head of College and Chief Executive