



**The following is a joint statement on behalf of Senior Leadership and the Board of Directors at Community Living Windsor:**

Sadly, COVID-19 cases are continuing to increase at an alarming rate in our community and across the province, with the most severe impacts affecting those who are unvaccinated.

As of August 29, 2021, Windsor-Essex had the highest number of active COVID-19 cases in Ontario, at 119 cases per 100,000 in population, compared to the Ontario average of 40.3 active cases per 100,000. Over the same time period, Windsor-Essex also had the highest number of new COVID-19 cases in Ontario, at 101 cases per 100,000 compared to the Ontario average of 32.6 new cases per 100,000. (Source: Ontario Government Open Data)

Since August 23, 2021, Community Living Windsor has had three locations in outbreak, three staff test positive, and a person supported who was vaccinated test positive due to an unvaccinated staff bringing COVID-19 into the home.

As an agency dedicated to supporting vulnerable people, we need to do everything possible to continue to safeguard the people supported, their families, and our valued employees. We are grateful to all those who have already been vaccinated. It is our best defense against the virus and the best method to lessen the impact of the fourth wave.

Effective September 7, 2021, the Province of Ontario announced that all employees, contractors, students, and volunteers in our sector are required to provide proof of full vaccination or complete regular COVID-19 testing. Anyone who is not fully vaccinated is also required to complete a mandatory education program on the COVID-19 vaccines. This directive sets minimum standards, however, and it can be influenced by local conditions. Given the COVID-19 rates in Windsor-Essex, the risks to our employees and the people we support from the Delta variant, and our obligation to protect the health and safety of all Community Living Windsor employees, our goal is to have a 100% vaccination rate for our employees, contractors, students, and volunteers.

Pursuant to the provisions of the Ontario Health & Safety Act (OHSA), an employer has a positive duty to take **every precaution reasonable in the circumstances for the protection of all its workers**. Additionally, each worker has a corresponding legal obligation under OHSA **not to work in a manner that could adversely affect their own health and safety or that of anyone else**. After reviewing, examining, and discussing our local conditions and obtaining legal advice, Community Living Windsor's Board of Directors approved a progressive vaccination policy.

To keep the people we support, their families, and our staff safe, all Community Living Windsor employees, contractors, students, and volunteers will be subject to mandatory vaccination. Effective September 27, 2021, all employees who work for Community Living Windsor must be fully vaccinated or

have their first dose of the COVID-19 vaccination unless it is for a medical reason, or a protected Human Rights-related reason. Any employee who fails to provide proof of first dose of the COVID-19 vaccination by September 27, 2021, will be placed on an unpaid leave of absence. **All employees must be fully vaccinated by October 31, 2021. Failure to be fully vaccinated by October 31, 2021, unless it is for a medical reason, or a protected Human Rights-related reason, will result in termination for cause. (Please be sure to review the policy and appropriate legislation prior to contacting the HR department concerning accommodations, as what qualifies as a medical exemption is quite limited.)**

All employees will be required to fill out the [Vaccination Status Formstack](#) and review the attached COVID-19 Mandatory Vaccination Policy on SOP by September 17, 2021.

[https://clw.formstack.com/forms/covid19\\_vaccination\\_status](https://clw.formstack.com/forms/covid19_vaccination_status)

Please understand that this decision was not taken lightly. It is, however, the right decision to protect the people we support, their families, and our employees. Employees have the right to work in a workplace that is as safe as possible. Similarly, the people we support have the right to receive optimal care, while we do everything we can to reduce their potential risk of contracting COVID-19.



Melodie Cook,  
Executive Director



Bernie Mastromattei,  
President, Board of Directors