

Recording of the ONN webinar

What to consider when thinking about your vaccination policy.

[Watch the webinar recording](#)

Some key questions the webinar covered:

- Does your nonprofit need a vaccination policy? Key factors to consider.
- How do nonprofits develop a vaccination policy that covers different groups of people?
- Can nonprofits require masks and distancing indefinitely? Can it be mandatory for workers to take a rapid-test regularly to ensure a safe work environment?
- How might nonprofits accommodate staff that choose not to be vaccinated?
- How can nonprofits work with community members who choose not to be vaccinated, while ensuring a safe working environment for their employees?

The two speakers:

James LeNoury

James LeNoury is the principal of LeNoury Law. He was called to the Bar of Ontario in 1992 and has specialized in employment and labour law since that time. Prior to attending law school James completed a Masters of Counselling Psychology Degree and worked as a crisis counsellor, and child and family therapist at childrens' mental health centres in Ontario. In his employment and labour law practice he represents a wide range of private and public sector employers, and individual employees with respect to employment and labour employment and labour relations legal matters. In recognition of his accomplishment in the Supreme Court of Canada *Wilson v AECL* landmark ruling which affects 10,000 federally regulated employers and 500,000 employees, James was awarded the National HR Employment Lawyer of the Year for 2016.

Kirstin Grant

Kirstin Grant is the Director of People & Wellness for the Canadian Mental Health Association, Ontario Division. Kirstin has over 20 years of international HR leadership experience in the professional services and not-for-profit sectors, including EVP HR at Marsh & McLennan Companies, Head of Talent for Mercer Europe, and Canada Practice Leader – Talent Consulting at EY. Kirstin believes in empowering people to transform organizations from the inside out and is a long-time advocate for psychological wellness in the workplace.

Moderated by Sarah Matsushita

Related resources

- [Presentation slides](#)
- [FAQ Document](#)
- [COVID-19 HR resources for nonprofits](#)
- [News Release from Ontario government on vaccination policies](#)
- [Resource for free rapid tests](#)

What to consider when thinking about your vaccination policy

- Ontario Human Rights Code
- Occupational Health and Safety Act
- Local public health protocols (TPH)
- Organizational vs. personal obligations

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What to consider when thinking about your vaccination policy.

- Policy vs. Protocols
- Privacy vs. Legality
- Communicate in a clear and concise way
- Policy statement: Employer supports vaccine...
- Complying with spacing and governmental protocols
- Fact driven assessment backed by evidence of a need
- Employers duty to accommodate to the point of 'undue hardship'
- Challenges due to medical objection need to come from a medical professional
- Importance of testing and employers reserving the right to
- The importance of training and vaccine education within the policy
- Accommodation vs. discipline
- **Arbitrator Upholds Mandatory COVID-19 Testing**

<https://kmlaw.ca/arbitrator-upholds-mandatory-covid-19-testing/>

EllisDon Construction Ltd. v Labourers' International Union of North America, Local 183