

Swimming Auckland COVID-19 Vaccination Policy

Version Number	Date	Approved By	Change Description
1	14/12/2021	SA Board	

Rationale

The Delta variant of COVID-19 has proved to be a game changer and carries significantly higher risks of transmission than previous strains of the virus. The Government has repeatedly emphasised the importance of vaccinations – to protect individuals and to give the country more possibilities in managing the virus. Vaccination is widely considered critical to protecting people’s health and safety, by reducing the risk of transmission and minimising the clinical impacts of COVID-19 infection.

Under current legislative settings, all organisations can require visitors to their facilities, and/or participants in activities that they run, to be vaccinated as a condition of entry, subject to having undertaken a risk assessment to inform a final policy decision. Under the new COVID-19 Protection Framework, vaccination is a key feature in determining what is possible under different settings (green, orange, red).

This policy sets out Swimming Auckland COVID-19 vaccination requirements as they apply to employees, and contractors, and to all members and volunteers*. It is designed to keep our people safe and is aligned to the Government’s objective of minimising the impacts of the COVID-19 global pandemic and protecting the communities of Aotearoa New Zealand.

* including coaches, officials, managers, athletes and parents.

Statement

At Swimming Auckland, we encourage and support our members being vaccinated against COVID-19, so that we can reduce the risk of exposure and transmission of COVID-19. It is important that we provide you with a safe community, in which you can undertake the sport of Swimming. A safe community is a COVID-19 free community, and currently the best protection against spreading COVID-19 is vaccination. We recognise that COVID-19 poses a very real and serious risk to the safety of our staff, members and volunteers, and in accordance with our health and safety obligations, we are required to take reasonably practicable steps to put in place control measures to manage and minimise (or eliminate) any such risk.

Swimming Auckland Requirements

From 01 January 2022, only those people who are eligible to be fully vaccinated (i.e. have completed a NZ Government recognised course of COVID-19 vaccination) will be able to access Swimming Auckland facilities / activities.

As a result of the risk assessment undertaken by Swimming Auckland, employees and contractors who perform certain roles will be required to have completed a NZ Government recognised course of COVID-19 vaccination, as those roles have been assessed as putting the person performing it at an increased risk of contracting or transmitting COVID-19, and that risk cannot be safely managed with other control measures.

Swimming Auckland will require proof of vaccination prior to entry to Swimming Auckland’s facility and activities. This will include digital COVID-19 Vaccination Certificates.

Vaccination Status

Where vaccinations are required, Swimming Auckland may ask individuals to disclose, and/or provide proof of, their vaccination status. Information regarding vaccination status is collected for the purposes of our health and safety management planning, implementing this policy, and to identify any relevant support measures (related to Covid-19). Swimming Auckland will hold this information in accordance with the Privacy Act 2020.

You are not required to give this information and if you choose not to provide proof of having received the vaccine, or do not wish to disclose your vaccination status then we will respect your personal choice and right to that privacy. In the interests of health and safety, those unable or unwilling to provide proof of vaccination when requested, will be treated as though they have not been vaccinated.

Exemptions

Swimming Auckland respects the rights of individuals to choose whether to be vaccinated, and acknowledges that there may be medical or other reasons or circumstances, for not being vaccinated, for which you may seek an exemption. Where an employee or contractor seeks an exemption from the requirement to be vaccinated, Swimming Auckland may require them to provide confirmation of this.

If, in future, a role within Swimming Auckland is required to be performed by a vaccinated person under the COVID-19 Public Health Response (Vaccinations) Order 2021 (**Order**), exemptions to the COVID-19 vaccine will be subject to that Order. Currently, exemptions under the Order require a suitably qualified medical practitioner or nurse practitioner to apply to the Ministry of Health on an employee's behalf, on the grounds that the employee meets the specified exemption criteria.

Even where an exemption from being vaccinated is obtained by an individual, Swimming Auckland may have to determine whether it can still safely manage the relevant risks posed by that individual not being vaccinated, and whether any accommodations can be made.

Swimming Auckland will work with those people who are not vaccinated on a case-by-case basis, respectfully and in good faith to explore options and to try to find a way forward.

- For Swimming Auckland employees this may involve steps such as working from home, providing alternative duties, or redeployment where practical, but depending on the role, this may not always be possible. Termination of employment is also an option, but this will be used as a last resort, and only after Swimming Auckland has explored and considered other alternative options first.
- For Swimming Auckland members (including coaches, officials, athletes, parents and other visitors), this is likely to be more challenging given the nature of our settings and operations. As a result, unvaccinated members should expect to be denied entry or participation rights as a result of their non-vaccinated status.

Additional Measures

In addition to this policy, Swimming Auckland will maintain a range of appropriate and complementary measures in its facilities / activities to further minimise the risks associated with COVID-19, as well as following all guidance set out in the legislation and public health guidance.

The conditions of entry before coming to a facility or taking part in activities include:

- Stay home if unwell
- You must have produced evidence that you are fully vaccinated to gain access to our facilities/activities
- You must wear a mask at all times except when being active.
- Wash or sanitise hands before entering the facility/activities and when moving through different areas
- Scan your QR code every time you enter facility or at activities
- You must abide by any distancing requirements that apply.

The COVID-19 health questions that will need to be answered include:

- You do not have any symptoms associated with COVID-19 (e.g. fever, cough, sore throat, shortness of breath, sneezing/runny nose or loss of sense of smell)
- You are fully vaccinated against COVID-19
- You do not have COVID-19 nor are you awaiting the results from being tested for COVID-19
- You have not been in contact with any known or suspected cases of COVID-19 in the past 14 days
- You have not returned, or been in contact with anyone else who has returned, from overseas in the past 14 days

Swimming Auckland acknowledges that best practice in the minimisation and mitigation of the impacts of COVID-19 is evolving rapidly (e.g. the potential introduction of rapid antigen testing). Given this, Swimming Auckland confirms to its members its intention to work in good faith, as new information and recommendations come to hand, and to do its utmost to introduce the latest and complementary measures to further minimise risks.

Swimming Auckland notes that this policy is based upon the information currently available from Government and is subject to change as we learn and understand more about how New Zealand manages the fight against COVID-19 in our communities and workplaces. In addition, the Government may mandate that Swimming Auckland take certain steps. This policy may be revoked, amended or replaced at Swimming Auckland's sole discretion on reasonable notice in the circumstances at that time.

Related documents

This COVID-19 Vaccination policy should be read in conjunction with the following documents which are available on our website:

- SNZ COVID-19 Vaccination Policy – National & Regional Events
- Swimming Auckland Risk assessment
- COVID-19 FAQs
- COVID-19 safety plan

Review

This policy will be closely monitored by Brett Green. A COVID-19 group, led by Brett Green, will take responsibility for managing the *COVID-19 safety plan* and reviewing and updating this policy and risk assessment as needed in consultation with the Swimming Auckland Board.

Policy reviewed by: SA Board

Date reviewed: 14 Dec 2021

Next review date: 14 Jan 2022