

# NEW ZEALAND OLYMPIC COMMITTEE VACCINATION POLICY

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## 1. Purpose

We are committed to protecting NZOC Employees, athletes, any visitors to our workplace and participants at NZOC events or in NZOC Games teams from the harmful effects of preventable disease, in particular COVID-19, as well as minimising the risk of transmission of COVID-19 within our workplace and wider community.

Vaccination is one of the most successful public health interventions of the past 200 years. The low incidence of vaccine-preventable diseases across New Zealand attests to the effectiveness of immunisation services, programs and policies. Since the introduction of routine immunisations across the globe in the 1950s, death or disability from vaccine-preventable diseases has reduced dramatically. A safe and effective vaccine however, is only one part of keeping the community safe and healthy.

This Policy replaces the NZOC Vaccination Policy approved by the NZOC Board on 15 December 2021.

## 2. Scope

This Policy applies to all NZOC Employees. Please familiarise yourself and comply with this Policy, and with official government health advice in relation to the vaccine for COVID-19. This Policy should be read in conjunction with our Risk Management Plan, including our Health and Safety Manual and Health and Safety Operational Manuals for specific Games, where applicable. This Policy also sets the NZOC's expectation for visitors to the NZOC workplace, athletes and team support at Games time and ticket holders to NZOC events in relation to vaccinations to assist in the protection of NZOC Employees.

## 3. Vaccination in the NZOC Workplace

Part 3 of the Policy has been developed to clearly explain the vaccination requirements required in the NZOC workplace for you and visitors to the NZOC workplace.

**3.1 Minimisation of COVID-19 Transmission:** The NZOC has undertaken a risk assessment and consultation with NZOC Employees and intends to minimise the risk of COVID-19 transmission within our workplace by:

- a. Requiring all NZOC Employees to be vaccinated against COVID-19 as a condition for attending the NZOC workplace, which is a reasonably practicable step to minimise the risks associated with the potential exposure and transmission of COVID-19 between people attending our workplace; and
- b. Only permitting COVID-19 vaccinated people to enter our offices from 17 January 2022. This includes:

- NZOC Employees (who, if inviting visitors to the NZOC workplace, should also ensure that they are aware of this Policy); and
  - all visitors, including: athletes, commercial partners, sports organisation representatives, tradespeople and service providers; and
- c. In addition to the requirement to be vaccinated against COVID-19, taking any and all other reasonably practicable steps to minimise the risk of COVID-19 transmission in our workplace.

3.2 **Commitment:** We are committed to supporting everyone to obtain the COVID-19 vaccine by:

- a. Providing timely and accurate information about COVID-19 vaccinations to help you make informed decisions;
- b. Actively promoting the COVID-19 vaccines that are recommended by the Ministry of Health;
- c. Requiring everyone to comply with this Policy; and
- d. Allowing you to attend COVID-19 vaccination appointments during work hours without loss of pay.

3.3 **Independent Advice:** We also encourage you to seek your own independent medical advice about the COVID-19 vaccine before receiving it.

3.4 **Scanning at the NZOC Office:** For all visitors to the NZOC office, we will have a QR Code poster for you to scan when the visitor arrives or a sign sheet if you can't scan in. Visitors would also have to have confirmed their COVID-19 vaccination status prior to visiting the office.

#### 4. Vaccination at Games delivered by NZOC

This part 4 of the Policy has been developed to clearly explain to NZOC Employees, the vaccination requirements both generally and specifically if your role requires you to be part of a Games Team. It also sets the NZOC's expectations of athletes and team support attending Games.

##### 4.1 General Vaccinations

- a. It is recommended that all NZOC Employees, athletes and team support attending Games have completed the New Zealand Immunisation Schedule (<https://www.health.govt.nz/our-work/preventative-health-wellness/immunisation/new-zealand-immunisation-schedule>).
- b. Given the increase in infection rates observed in 2019 and 2020, specific attention should be paid to ensuring a complete and adequate mumps and measles vaccination schedule has been completed.
- c. If an NZOC Employee, athlete or team support member's immunisation schedule is unknown, it is recommended that this is discussed and addressed with the respective NZOC Games Team Health Lead or General Practitioner at least 6 months in advance of the Games.
- d. For further information on New Zealand recommendations for **mumps vaccinations**, please see the NZ Ministry of Health updates (<https://www.health.govt.nz/your-health/conditions-and-treatments/diseases-and-illnesses/mumps>).
- e. For further information on NZ recommendations for **measles vaccinations**, please see the NZ Ministry of Health updates (<https://www.health.govt.nz/your-health/conditions-and-treatments/diseases-and-illnesses/measles>).
- f. General vaccines will be at NZOC Employees's sole cost.

## 4.2 Flu Vaccinations

- a. In addition to completing the New Zealand Immunisation Schedule, vaccination against influenza, or 'the Flu', is recommended by the NZOC for all NZOC Employees. While there are many strains of influenza circulating at any given time, 'the Flu' vaccine is specifically designed each year to target the most important strains in any given year.
- b. An annual Flu Vaccination is recommended during the New Zealand influenza season.
- c. The cost of the Flu Vaccination will be refunded to NZOC employees on receipt of doctor's invoice. Please note the cost of the consultation will not be covered, just the cost of the Flu Vaccination itself.

4.3 **COVID-19 Vaccinations:** COVID-19 is an infectious disease caused by Severe Acute Respiratory Syndrome Coronavirus 2 (SARS-CoV-2). NZOC considers it important that we are all playing a part in the global efforts to combat COVID-19, and the approved COVID-19 vaccination is a significant measure in this community and global response. Being vaccinated against COVID-19 reduces the risk of exposure to and transmission of the virus and is a reasonably practicable step to minimise the risk of COVID-19 and the harm it may cause if contracted. To this end, the following actions are to be undertaken in the event a risk assessment by the NZOC determines that:

- a. All NZOC Employees who are attending Games, or travelling overseas for business purposes on behalf of the NZOC, must be COVID-19 Vaccinated to departing New Zealand for any Games.
- b. All athletes who attend the Games as a selected athlete or a travelling reserve and any team support appointed to a Games team, must be COVID-19 Vaccinated prior to departing New Zealand for any Games. NZOC acknowledges that there will be rare circumstances in which athletes may be advised to not receive the vaccine due to their medical circumstances. Such cases will be dealt with by the Chief Executive Officer of the NZOC on a case by case basis, provided the athlete has a medical exemption issued by the Ministry of Health.
- c. Education and advice from medical support, will be available to all NZOC Employees about the COVID-19 Vaccine. Alternatively general information on the COVID-19 vaccine in New Zealand is available from: <https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines>.
- d. NZOC will undertake, or facilitate any payment of, costs for NZOC Employees in relation to the COVID-19 Vaccine, if any.

## 5. COVID-19 Vaccination Requirements at NZOC Events

5.1 **Record Keeping Requirements:** Fast and effective contact tracing is essential to stop the spread of COVID-19. All NZOC events are invite only, so we will request ticket holders contact details when purchasing or allocating tickets. While we won't provide these details to third parties, they may be disclosed to the Ministry of Health should the need arise. In addition, we will also have the venue's QR Code poster for NZOC Employees and ticket holders to scan when you arrive at the event, or a sign in sheet if unable to scan in.

5.2 **COVID-19 Vaccination Requirements:** In order to attend NZOC events, all NZOC Employees and ticket holders must be COVID-19 vaccinated. Proof of vaccination will be requested on

purchase or allocation of tickets and such information will be collected, stored and used in accordance with part 8 of this Policy.

- 5.3 **Health and Hygiene Practices:** We will inform our ticket holders to stay home if they are sick or have recently been in contact with someone who has (or is suspected to have) COVID-19 or if they have been instructed to self-isolate. At NZOC events, we will recommend all ticketholders and NZOC Employees follow basic hygiene measures such as frequent hand washing and cough and sneeze etiquette.
- 5.4 **Venue and Event Practices:** We will work closely with the venue to ensure that cleaning and hygiene is maintained to the highest standard.
- 5.5 **Commitment to Government Guidelines:** We are committed to following government guidelines around holding safe events and will update NZOC Employees and ticket holders in a timely manner should there be major changes to guidelines and/or restrictions.

## 6. Electing not to be vaccinated

- 6.1 **Right to choose:** You are entitled to choose not to be vaccinated, both generally and in relation to a COVID-19 vaccination. We acknowledge that there may be rare circumstances where you have received medical advice not to receive the vaccine or choose not to be vaccinated due to religious, cultural or other beliefs or circumstances. Ultimately, the final decision on vaccination rests with the individual. We will support you in considering your options while also respecting your individual choice.
- 6.2 **Consequences of choosing not to be COVID-19 vaccinated:** If you choose not to be COVID-19 vaccinated, you will be unable to attend the NZOC workplace, attend Games or travel overseas for business purposes on behalf of the NZOC. Where attending Games and/or overseas travel or domestic air travel is an ordinary part of your position at NZOC, or where you are required as part of your role to attend the workplace from time to time and/or interact with visitors to the NZOC workplace, the NZOC will consider the options available for redeploying you to another team, or providing you with alternative duties, to the extent possible. If you are unable to be redeployed to an alternative role, NZOC may have no option but to terminate your employment. Such discussions will be done in consultation with the NZOC Employee.

## 7. Specific requirements for the role or duties of NZOC Employees for external sites

There may be specific roles, and conditions on NZOC Employees attending specific external sites, where being vaccinated is a requirement to attend the site. If you perform work at one of these sites or hold a role that requires you to attend one of these sites you will be notified about this and asked to provide evidence that you are COVID-19 vaccinated. If you do not wish to be vaccinated, the NZOC will consider the options available as per the provisions at 6.2 above.

## 8. Privacy

- 8.1 **Collection and Use:** NZOC Employees, NZOC workplace visitors' and any ticket holder's vaccination information collected, used and stored under this Policy will be collected in

accordance with NZOC policy and applicable privacy laws. The purpose of the collection and use of information under this Policy will be for the NZOC's health and safety management planning and implementing this Policy. This may include, to the extent that is no more than necessary, disclosure of NZOC Employees' vaccination status to a third party.

- 8.2 **Disclosure of vaccination status:** We have asked all NZOC Employees or ticket holders to disclose their COVID-19 vaccination status, in order to monitor the vaccination status of our workforce or attend a NZOC event and the NZOC workplace. If you choose not to disclose your COVID-19 vaccination status, we will assume that you are not COVID-19 vaccinated.
- 8.3 **Providing proof of vaccination:** Where you have advised us that you are COVID-19 vaccinated, we may also request evidence. This may be in the form of an official Ministry of Health COVID-19 Vaccine Record, or a letter administered through a medical practitioner or other health professional that records your COVID-19 vaccination status or other form the NZOC considers satisfactory. This evidence of vaccination will be recorded in our COVID-19 Vaccination Register (please see the clause 8.4 below).
- 8.4 **COVID-19 Vaccination Register:** We will keep and maintain a confidential COVID-19 Vaccination Register of NZOC Employees to manage our health and safety risk across the business. You may also request to access and change your own personal vaccination information at any time. Your COVID-19 vaccination status and vaccination records are personal information. This information will be collected, stored/secured, used and disclosed in accordance with our obligations under the Privacy Act 2020.

## 7. Personal responsibility

All NZOC Employees are personally responsible for following the official government health advice in relation to the vaccinations and are informed, understand and adhere to this Policy.

## 8. Amendment

The Board will regularly review this Policy. As such, we reserve the right to vary, amend, or terminate this Policy at any time, following consultation with NZOC Employees.

## 9. Definitions

**"COVID-19 Vaccinated"** means someone who is fully vaccinated against COVID-19. A person will be regarded as fully vaccinated once they have received the second dose of the Pfizer vaccine (delivered at least 21 days after the first dose) or such other vaccination that is endorsed by the Ministry of Health (or equivalent from OECD jurisdictions).. If additional doses of the vaccine (including boosters) are encouraged or required by the Government, and where they are considered necessary to be eligible for the vaccination certificate, NZOC Employees will be required to receive these in line with government advice or requirements. The NZOC will advise NZOC Employees of the timelines associated with receiving these.

**"Games"** means any Olympic Games or Commonwealth Games and includes Pre-Elite Games, and games where NZOC has a mandate to lead a team even if it does not have an NZOC selection policy in place.

**“Games Team”** means the New Zealand team for a Games.

**“NZOC Employees”** for the purpose of this Policy means NZOC employees, including but not limited to employees engaged by the NZOC on a permanent full-time, permanent part-time, fixed term or casual basis.

**“Pre-Elite Games”** means Youth Olympic Games (Summer and Winter), Commonwealth Youth Games and any other games that the NZOC Board have agreed to select youth athletes to a Games Team.