

Rimutaka Gymsports COVID-19 Vaccination Policy

Version Number	Date
1.2	5 December 2021

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. Now that the new COVID-19 Protection Framework has come into force, vaccination status is a key feature in determining what is possible under different settings (green, orange, red).

This policy sets out Rimutaka Gymsports 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.

Statement

At Rimutaka Gymsports, 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 gymnastics and related activities. 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.

Rimutaka Gymsports Requirements

From Tuesday 7 December 2021, only those people who are fully vaccinated (i.e. have completed a NZ Government recognised course of COVID-19 vaccination) will be able to access Rimutaka Gymsports facilities / activities. Under the current regulations children under the age of 12 years and 3 months who cannot currently be vaccinated are treated as if they have a vaccine pass.

As a result of the risk assessment undertaken by Rimutaka Gymsports, 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.

Rimutaka Gymsports will require proof of vaccination prior to entry to Rimutaka Gymsports’s facility and activities. This will include digital COVID-19 Vaccination Certificates. Our membership system – Friendly Manager – can record My Vaccine Passes against your accounts, so they do not need to be checked and scanned every time upon entry. This information is held securely in the system, and in accordance with government regulations and the Privacy Act.

Vaccination Status

Where vaccinations are required, Rimutaka Gymsports 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). Rimutaka Gymsports 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

Rimutaka Gymsports respects the rights of individuals to choose whether to be vaccinated, and acknowledges that there may be medical reasons, 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, Rimutaka Gymsports require them to provide confirmation of this. If you hold an official Ministry of Health exemption you will be considered to hold a valid vaccination pass.

If, in future, a role within Rimutaka Gymsports 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.

Additional Measures

In addition to this policy, Rimutaka Gymsports 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 the 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 both our buildings
- 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 at any level e.g. 1m at Red level

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

Rimutaka Gymsports 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, Rimutaka Gymsports 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.

Rimutaka Gymsports 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 Rimutaka Gymsports take certain steps. This policy may be revoked, amended or replaced at Rimutaka Gymsports's sole discretion on reasonable notice in the circumstances at that time.

Review

This policy will be closely monitored by the Committee. They will take responsibility for managing the *COVID-19 safety plan* and reviewing and updating this policy and risk assessment as needed in consultation with Gymnastics New Zealand.

Policy reviewed by: Rimutaka Gymsports Committee

Date reviewed: 5 December 2021

Next review date: *February 2022 or if settings change before this*