



HEAD OFFICE
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November 2, 2021

To Whom it May Concern

Vaccine Mandate Policy

The risk of the highly contagious COVID variants continues to be a reality and we have a duty to protect the individuals we support, some of whom have complex medical needs and are at a higher risk of complications if they get COVID. We also have a duty to ensure a safe workplace for our employees as is demanded by the Health Protection and Promotion Act (HPPA) R.S.O. 1990 and the Occupational Health and Safety (OHSA).

To help keep the individuals we support and our staff safe, Traverse is implementing a vaccine policy. This mandate requires all employees, independent contractors, third party agencies, volunteers and students to be fully vaccinated by December 16th, 2021.

This mandate brings Traverse Independence in alignment with vaccine requirements in other healthcare settings and many independent employers. This vaccine mandate is just one of the layers of defence; other safety measures include the use of PPEs, social distancing in shared spaces as well as reminding staff and visitors to stay home and get tested when they feel unwell.

Protecting the health and safety of the people we support has been the driving force for all our actions related to COVID and will continue to be our focus for months to come.

Respectfully,

Toby Harris
CEO Traverse Independence

