

Auckland Hockey COVID-19 Vaccination and Covid Vaccination Certificate (CVC) Policy

Version Number	Date	Approved By	Review Date
1.1	3 Dec 2021	Board of AKH	Feb 2022

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. When the new COVID-19 Protection Framework comes into force on December 3, vaccination status will be a key feature in determining what is possible under different settings (green, orange, red).

This policy sets out Auckland Hockey’s COVID-19 vaccination requirements as they apply to employees, and contractors, and to all members* and volunteers playing in competitions, programmes and events at LEP. 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 (if under 18 years)

Statement

At Auckland Hockey we like HNZ and other Hockey Associations 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 hockey 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.

Auckland Hockey Requirements

From December 3, 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 Auckland Hockey facilities / activities at LEP.

As a result of the risk assessment undertaken by Auckland Hockey, 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.

Auckland Hockey will require proof of vaccination prior to entry to Auckland Hockey's facility and activities. This will include digital COVID-19 Vaccination Certificates (CVCs) and use by AKH of the My Verifier App.

Vaccination Status

Where vaccinations are required, Auckland Hockey 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). Auckland Hockey 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. This will given the nature of our operations and setting, however, preclude you from being able to enter the LEP site and /or take part in activities or Rep Programmes.

Exemptions

Auckland Hockey 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, Auckland Hockey may require them to provide confirmation of this, which may include a letter from their medical practitioner.

If, in future, a role within Auckland Hockey 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, Auckland Hockey may have to determine whether it still can safely manage the relevant risks posed by that individual not being vaccinated, and whether any accommodations can be made.

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

- For Auckland Hockey 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 Auckland Hockey has explored and considered other alternative options first.
- For Auckland Hockey 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, Auckland Hockey 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 and call Healthline or your Doctor for advice.
- You must have produced evidence that you are fully vaccinated to gain access to our facility/activities/programmes.
- You are encouraged to 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 our facility or at activities
- You must abide by any capacity requirements that apply e.g. 100 people per Gathering at Red level

Auckland Hockey 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, AKH 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.

Auckland Hockey 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 Auckland Hockey take certain steps. This policy may be revoked, amended or replaced at Auckland Hockey's sole discretion on reasonable notice in the circumstances at that time. This COVID-19 Vaccination policy should be read in conjunction with the following Auckland Hockey documents on our website:

- *COVID-19 FAQs*
- Health and Safety policy
- COVID-19 safety plan
- Privacy policy

Penalties for Auckland Hockey and Individuals failing to comply and Training for Staff

Under the Covid-19 Response and related legislation, penalties for AKH in not taking reasonable steps to verifying vaccine status are \$15,000 per offence. WorkSafe and NZ Police have both indicated they expect to undertake compliance spot checks. Failure to take reasonable steps to scan in a visitor is likely to be deemed serious misconduct and may lead to liability for fines.

Training will be provided to all staff and security personnel assigned to Scanning Duties including how to manage a scenario where members or visitors either refuse to show/scan their Vaccine Pass or they become aggressive. In either scenario staff will be advised to:

1. Withdraw from the interaction – not argue with the visitor
2. Not attempt to restrain or block the visitor from entry if they are determined to enter
3. Immediately contact a manager who will locate the visitor

A manager or member of AKH staff will take appropriate action that may involve contacting police. If the person is a AKH member, they may be referred to a judicial hearing and liable to have their membership of AKH cancelled or suspended, and/or served with a Trespass Notice.

As situations and scenarios arise, these training procedures may be updated to reduce risk for our employees and volunteers, and/or improve the customer experience.

Security personnel may be deployed as required by AKH.

Review

This policy will be closely monitored by our GM and CEO and Board. A COVID-19 group, led by our GM, will take responsibility for managing the *COVID-19 safety plan* and reviewing and updating this Policy and associated Risk Assessment as needed in consultation with Auckland Hockey's Board.

Policy reviewed by:

Auckland Hockey Board

Date reviewed: 3 December 2021

Next review date: February 2022