

SEPTEMBER 19, 2021



COMPANY VACCINATION POLICY

WRITTEN BY

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On September 1, 2021, the Government of Ontario announced [vaccine mandates for non-essential businesses](#). The criteria for non-essential businesses included gyms and fitness facilities (the Guelph Grotto). The policies in this document are outlined and created in order to follow the government mandates, as well as continue to serve the Guelph community in a safe manner. Whether or not you plan on visiting the Grotto in the next few months, we urge all members of the community to get vaccinated as soon as they can and help save lives.

Please know that in no way are staff able to make exceptions to these policies. Our staff keep the Grotto community alive and are working with the public during the COVID-19 pandemic. Without them, our climbers would have no full-sized climbing gym in the Guelph community that they can visit. We insist all patrons be patient and kind with our staff as we navigate this pandemic.

Any comments or concerns can be directed to management.

Thank you for helping keep the Grotto community safe and getting vaccinated!

Nick Perozzo

General Manager
Pronouns: He/Him

to whom this policy applies

As always, the Grotto is going above and beyond to have safer climbing for everyone. While the Government of Ontario made specific exceptions to some groups, we have made a blanket-policy to keep the community safer. At the moment, this policy will apply to the following people who are 12-years-old or older who are:

- climbers;
- supervisors, visitors, or spectators; or
- any children in Youth Programs or other recreational programs.

Throughout the document, the term "all...," "patrons," "customers," etc. have been used to explain the policy. These terms only refer to those who are 12-years-of age or older or meet the vaccination eligibility criteria. Anyone who is 11-years-old or younger, anyone who is ineligible to be vaccinated, and those who are solely visiting for retail purchases are exempt from this policy - see our *Exemptions* page for details.

Starting September 22, 2021, all patrons who are 12-years-old or older are required to provide proof of their full COVID-19 vaccination status in order to enter the facilities.

All patrons must show they are fully vaccinated by providing their proof of second dose and a Government issued form of ID (Passport, Driver's Licence, Indian Status Card, Birth Certificate).

While we were hoping to be able to keep proof of vaccination on file, we have further investigated this practice and will no longer record one's status.

Starting September 22, 2021, we will mark members with a *Good to Go* status that will not specify if they are vaccinated or exempt. This will allow any visitors who have already proven their ability to enter the gym to be able to expedite their entry.

As of September 22, if you do not show proof of vaccination, you will not be allowed in the gym under any circumstances. Climbers must show a signed letter from an MD, RN(EC), or NP in order to receive any medical exemptions. We do not allow religious exemptions.

Expedited Process: For those of you who have already disclosed their vaccination status through email or in-person, we will delete any trace of disclosure for the privacy of our customers.

Our designated vaccination email, vaccine@guelphgrotto.com will no longer be active to discourage people emailing their vaccination status.

Youth Programs & Team: Proof of vaccination, while exempt by the mandate, will be required for Youth Programs and our Competitive Team as we want to mitigate the risk of COVID-19 cases in the gym. All parents have been emailed with this information.

certificate process

All patrons who are in the Guelph Grotto will be required to provide proof of vaccination by bringing in their second dose documentation along with their proof of identification.

The documents must meet the following requirements:

1. Name and date of birth match on both documents.
2. The second dose was given 14-days prior to the visiting date.
3. A vaccination receipt that is issued by Ontario, signed by an Indigenous Health Provider, or another jurisdiction that shows you are fully vaccinated.

We can allow the following government ID (it does not need to be photo ID):

- Birth certificate
- Citizenship card
- Driver's licence
- Government issued ID card (health card is allowed)
- Indian Status Card/Indigenous Membership Card
- Passport
- Permanent Resident card

Please note: we cannot allow someone to enter if the name or date of birth do not match on their documents.

Expired documents: We can accept a form of ID that's expired if it is Ontario provincial or Canadian ID (passport, citizenship card). Expired out-of-Province ID cannot be accepted.

employment policies

All employees at the Grotto are required to be fully-vaccinated. Any employee currently working for the Grotto is required to receive their first dose by September 14, and their second dose 28- to 30-days after their first dose. Proof must be provided by these dates. New employees require proof of full-vaccination by their first shift. Staff have been sent further details into the policy which outlines their obligations as employees.

We feel the public has the right to know the measures the Grotto and employees are taking to make a safer environment for other staff and for guests.

what we are required to do

Given the controversiality of Vaccine Certifications, we want to remind patrons that this policy is not necessarily our personal stance. Staff are able to expel or restrict access to any customers who are raising their tone, making threats to our staff and customers, or are refusing to cooperate. If any violence or threatening activities occur, staff are encouraged to call the police to deescalate the issue. Staff who make any exceptions to these policies will face disciplinary actions including suspension or termination.

The Government of Ontario, like any COVID-19 mandates, has fines in place for businesses that do not cooperate with this mandate. This is not a personal choice or an attack on anyone.

visitors are responsible for

Visitors are responsible for providing documents that match the criteria mentioned in the *certificate process* section on [page 3](#). If the proper documents are not provided, the Guelph Grotto will not allow you to enter. We reserve the right as a business to expel patrons or refuse to service them.

non-vaccinated members

If a member is unable to show proof of full vaccination* by September 22, 2021, we will give a courtesy month of free freezing in order to have the time to get vaccinated. After that month, prepaid members will expire and EFT members will be frozen at \$5/month.

Please don't forget that Punch Passes will never expire (even with our expansion), so those who have Punch Passes can keep them without worry.

No refunds or credit will be given due to the member's vaccination status or mandates out of the Guelph Grotto's power, as per our refund policy.

*Not available for members 11-years-old or younger.

membership freezing

Members are responsible for declaring that they are not vaccinated. If a member does not declare this, we will assume they are returning to the gym and they are able to show that they are fully-vaccinated. Punch Pass holders do not need to freeze their membership. All that's required of Punch Pass holders is to not visit the gym.

Members are encouraged to email or call the Guelph Grotto starting September 22, where we can start your freeze, or visit our [Membership Change Form](#) page to freeze.

falsifying documents

The Grotto automatically holds records of check-in history for all customers. In the event of any falsified documents, the customer(s) with falsified documents will be banned from the Grotto without refund or freezing until COVID-19 is no longer considered a pandemic and there are no COVID-19 restrictions.

exemptions to mandate

Exemptions to this mandate are visitors who are:

- 11-years-old or younger
- Solely visiting for retail or washroom purposes
- Exempt with a note from an MD, RN(EC), or NP (see below)
- Paying for someone else's purchase, dropping off a child
- Third-parties who are entering the gym for work purposes

While in the gym, all other public health measures apply to customers such as masks on at all times, social distancing, etc.

what's required for exemption

We require a signed note from an MD, RN(EC), or NP in order to provide any exemptions with the following criteria:

- Full name of the person with matching identification.
- Physician or RN's information.
 - Name and contact information of physician or RN in the extended class;
 - Logo or letterhead identifying the physician or RN in extended class;
 - Statement that there is a reason for the person's exemptions from being fully vaccinated against COVID-19; and
 - Any effective time period for the medical reason which includes the date the patron is seeking access to the business or organization.

exemptions we do not allow

We do not allow the following regarding exemptions:

- Religious exemptions
- Exemptions brought into the Grotto without previously discussing with management
- Exemptions from spiritual healers, chiropractors, osteopaths, nutritionist, etc.
- Exemptions from an MD who is related to the visitor or those that do not fit the exemption criteria
- Self-claimed exemptions

additional resources

We encourage patrons and staff to read the entire mandate created by the Government of Ontario to understand what the Grotto and your obligations. Remember that we are in this together for the health and safety of those who are unable to get vaccinated or are at increased risk.

Ontario Ministry of Health: [Proof of Vaccination Guidance for Businesses and Organizations under the Reopening Ontario Act \(2021\)](#)

Ontario Newsroom: [New Requirement for Proof of Vaccination in Certain Settings: Frequently Asked Questions \(2021\)](#)

Ontario Newsroom: [Ontario to Require Proof of Vaccination in Select Settings \(2021\)](#)