

**STATEMENT OF CREED/RELIGIOUS BELIEF –
FACULTY, STAFF, AND STUDENTS
MANDATORY VACCINATION EXEMPTION FORM**

SECTION 1 INFORMATION OF FACULTY/STAFF/STUDENT MAKING THE EXEMPTION REQUEST

Last Name:

First Name:

Student/University of Guelph ID #:

SECTION 2 IMPORTANT INFORMATION - PLEASE READ

The University of Guelph (“University”) requires that all students, faculty, and staff who attend the University campuses and related facilities be vaccinated against COVID-19 by September 7, 2021, unless they have a valid exemption.

In order to request a valid exemption for non-medical reasons, a student/faculty/staff member must complete this Statement of Creed/Religion form and have a leader of the Creed/Religion if applicable, complete Sections 6&7.

The student/faculty/staff member must submit the entire completed form to University of Guelph Vaccine and Exemption System.

Risks of not being vaccinated:

COVID-19 can result in severe illness. Those who are at particular risk of developing more severe disease or outcomes from COVID-19 are people:

- **who are not vaccinated**
- **who are an older adult (increasing risk with each decade, especially over 60 years)**
- **of any age with chronic medical conditions, including: lung disease, heart disease, high blood pressure, diabetes, kidney disease, liver disease, dementia, or stroke**
- **of any age who are immunocompromised, including those with an underlying medical condition, such as cancer or those taking medications which lower the immune system, such as chemotherapy**
- **living with obesity, such as having a body mass index (BMI) of 40 or higher**

Vaccination is one of the most effective ways to protect our families, communities and ourselves against COVID-19. Evidence indicates that vaccines are effective at preventing serious outcomes, such as severe illness, hospitalization and death due to COVID-19. A growing body of evidence indicates that people fully vaccinated against COVID-19 are less likely to have asymptomatic infection or to transmit COVID-19 to others.

Sources: <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks.html#vaccination> ; <https://www.cdc.gov/coronavirus/2019-ncov/science/science-briefs/fully-vaccinated-people.html>

SECTION 3 – COVID- 19 PROTOCOLS & COMPLIANCE

Students/faculty/staff members who request an exemption may choose to be vaccinated at any time. Students/faculty/staff members who are awaiting their second vaccine dose or who have received a University-approved exemption must participate in the University’s rapid screening program including reporting any test results to the University and further, must comply with COVID-19 protocols as established by government, public health or the University from time to time.

The University reserves the right to take action with respect to any individual who submits false information to the University regarding their

vaccination or testing status or who fails to comply with the University’s mandatory vaccination requirements.

SECTION 4 – DEFINITION OF CREED/RELIGION

Section 1 of the *Ontario Human Rights Code* (the “Code”) provides that every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of creed, among other grounds. Under the Code, religious beliefs and practices are included under creed. Creed may also include non-religious belief systems that, like religion, substantially influence a person’s identity, worldview and way of life.

The Ontario Human Rights Commission has indicated that the following characteristics are relevant when considering if a belief system is a creed under the Code:

- The belief system is sincerely, freely, and deeply held;
- The belief system is integrally linked to a person’s self-definition and spiritual fulfilment;
- The belief system is a particular, comprehensive and overarching system of belief that governs one’s conduct and practices;
- The belief system addresses ultimate questions of human existence, including ideas about life, purpose, death, and the existence or non-existence of a creator and/or a higher or different order of existence; and
- The belief system has some “nexus” or connection to an organization or community that professes a shared system of belief.

The OHRC’s position is that a singular belief or personal preference against vaccinations or masks does not appear to be protected on the ground of creed under the Code.

SECTION 5 – DECLARATION OF REQUESTER

Please explain within the text box below or by way of an attached letter why your creed/religion precludes you from being vaccinated against COVID-19. Please ensure you provide background on your Creed/Religion and connect the Creed/Religion to the reason you are requesting an exemption. If possible, please provide supporting documentation published by leaders within your Creed/Religion.

SECTION 6 – DECLARATION OF CREED/RELIGION LEADER

I, _____
(Name of leader, PLEASE PRINT)

certify that I am a leader in the specified Creed/Religion and that the beliefs which are part of the Creed/Religion precludes the named individual from being vaccinated against COVID-19.

Please describe the Creed/Religion and the specific belief(s) that preclude(s) the named individual from being vaccinated against COVID-19.

SECTION 7 – SIGNATURE OF LEADER OF CREED/RELIGION

Name of Leader of Creed/Religion (Please print)

Contact Information

Street Address

P.O. Box

City/Town

Province/State/Country

Postal Code

Phone No. / Email

Signature of Leader of Creed/Religion

Date

SECTION 8 – PRIVACY

In completing this Mandatory Vaccination Exemption Form, you will be required to provide personal information including your name, email address, phone number, and University of Guelph/student identification number. This information will be used to determine your qualification for an exemption from the requirements of the University of Guelph's vaccination requirements.

This personal information will be collected by the University pursuant to the University of Guelph Act 1964 and consistent with Ontario's Freedom of Information and Protection of Privacy Act. Personal information will be retained for a period of five years or as otherwise required by law. If an outbreak of COVID-19 takes place which may affect you, your personal information may be disclosed to the Wellington-Dufferin-Guelph Public Health or other applicable Public Health Unit to assist with contact tracing efforts.

Personal information collected by the University through this form may be aggregated on a fully anonymized basis such that it is no longer personal information and such aggregated anonymized information may be shared by the University with our community and stakeholders in relation to the University's response to the COVID-19 pandemic including the University's reinforcement of existing public health measures and our own efforts to keep our community safe.

Questions about this collection should be directed to the University's Privacy Officer, 50 Stone Rd. E. Guelph, ON, N1G 2W1, ph: 519-824-4120 ext. 54247, email: fippa@uoguelph.ca .

I, _____, hereby attest that I have read this Statement of Creed/Religious Belief in its entirety and the information I have completed is accurate and true. I further consent to the collection, use, disclosure and retention of my personal information as outlined above.

I recognize that the University has the right to take action with respect to any individual who submits false information to the University regarding their vaccination or testing status or who fails to comply with the University's mandatory vaccination requirements.

Signature of Faculty/Staff/Student_____
Date

The faculty member/staff/student must submit the entire completed form to University of Guelph Vaccine and Exemption System.