

A MESSAGE FROM:

**Ryan Piper,
Vice President of
Human Resources**



Dear Sheridan community,

I'm writing to follow up on prior communications that you would have received regarding Sheridan's return to campus and the directive from the Office of the Chief Medical Officer of Health regarding COVID-19 vaccination. Below is more detail on Sheridan's efforts to be compliant with the directive and how instances of non-compliance will be managed.

Vaccination is one of the most effective ways to protect our families, communities and ourselves against COVID-19. All employees are strongly encouraged to get vaccinated. Unvaccinated employees must participate in on-campus rapid antigen testing to attend campus or other Sheridan managed workplaces ("campus") starting September 7 and until further notice.

Effective September 7, unvaccinated employees who are unwilling to participate in on-campus rapid antigen testing, are not to attend campus. Unvaccinated employees who will not participate in antigen testing but have assigned duties which can only be performed on-campus from September 7 onward must contact Human Resources immediately at hr@sheridancollege.ca so coverage can be coordinated.

The pay for employees who cannot attend campus as a result of being unvaccinated and unwilling to participate in Sheridan's antigen testing will not be impacted up to and including September 10, 2021. However, unvaccinated employees who are unwilling to participate in Sheridan's on-campus antigen testing will likely be placed on unpaid leave effective September 11 for the portion of their duties they cannot perform away from campus. The resulting weekly reduction in paid hours will be communicated by September 10.

Effective October 15, only fully vaccinated employees or those with an approved accommodation will be allowed on campus. Antigen testing will no longer be an option. Employees who are unwilling to be fully vaccinated, and do not have an approved accommodation, prior to October 15, are to contact Human Resources as soon as possible at hr@sheridancollege.ca so coverage can be coordinated for October 15 onward or sooner, if appropriate. Employees unwilling to be fully vaccinated and who don't have an approved accommodation will likely be placed on unpaid leave effective October 15 for the portion of their duties they cannot perform due to being unable to attend campus.

Underlying these measures is the necessity to keep our community safe. There are varying opinions on vaccinations, and these are unusual steps for Sheridan. However, Sheridan will comply with the Provincial directive and otherwise follow public health guidelines to ensure safety as best we can. It is of critical importance that employees follow the processes communicated here and elsewhere surrounding campus access and safety.

Sincerely,

Ryan Piper

Vice President of Human Resources

Sheridan College
Brampton | Mississauga | Oakville
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Sheridan

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