



**COVID-19 Safety Measures Policy  
Canoe Kayak Canada  
May 2022**

*The CKC Safety Measures Policy below is intended to provide health and safety measures for all participants. In accordance with Section 6 below, this Policy will be applied and reviewed as needed to ensure that it is current and up to date with Canadian health and safety COVID-19 vaccination protocols, which continue to evolve.*

Canoe Kayak Canada (CKC) is committed to the health and safety of all Individuals and its stakeholders. Since the beginning of the COVID-19 pandemic in March 2020, CKC has instituted COVID-19 health and safety protocols informed by the directives and information issued and provided by public health authorities. In support of these protocols, CKC has implemented this organization-wide COVID-19 Safety Measures Policy.

## **1. Purpose**

This Policy has been developed in response to the ongoing COVID-19 pandemic and its objective is to maintain the health and safety of all Individuals and CKC's stakeholders.

## **2. Definitions**

"Individuals" - refers to all categories of members and/or registrants defined in the Bylaws of Canoe Kayak Canada or, as applicable, in the Bylaws of any CKC Member, as well as all people employed by, contracted by, or engaged in activities with Canoe Kayak Canada and/or a Member including, but not limited to, employees, contractors, athletes, coaches, instructors, officials, volunteers, managers, administrators, parents or guardians, spectators, Committee members or Directors or Officers

“Fully Vaccinated” - “Fully Vaccinated” - an individual is considered fully vaccinated if they have received a complete and up-to-date series of COVID-19 vaccinations, as approved by Health Canada from time to time.

### **3. Policy and Scope**

This Policy requires that all Individuals conducting in-person CKC business, participating in any in-person CKC-sanctioned activity or representing CKC abroad comply with the vaccination and other public safety requirements of the jurisdiction in which the CKC business or CKC-sanctioned activity is conducted, or, as applicable, in the jurisdiction in which the individual will represent CKC abroad. If required by the public health regulations in the jurisdiction in which the CKC business or CKC-sanctioned activity is conducted, or in the jurisdiction in which the individual will represent CKC abroad, Individuals may be required to provide proof of being Fully Vaccinated in order to conduct in-person CKC business, participate in any in-person CKC-sanctioned activity or represent CKC abroad.

### **4. Application**

This Policy applies to all Individuals involved in in-person CKC business or that participate in any in-person CKC-sanctioned activity. It also applies to all Individuals who represent CKC abroad in any manner whatsoever.

### **5. Obligations**

CKC encourages all Individuals to be fully vaccinated before they participate in any in-person CKC business or that participate in any in-person CKC-sanctioned activity; however, at a minimum, CKC and all Individuals will adhere to relevant and applicable public health legislation and the directives issued by Health Canada, applicable local public health authorities, relevant human rights and employment legislation, and any other authority pertaining to workplace health and safety as they relate to vaccination and any other COVID-19 safety protocols including, without limitation, mask-wearing requirements. For the avoidance of doubt, this obligation applies, without limitation, to any Individual that represents CKC abroad in any manner whatsoever and requires them to comply with the vaccination or public safety requirements of any jurisdiction that they enter for the purpose of representing CKC.

In addition, CKC may, in the interest of the safety of Individuals, require that safety measures stricter than those required by the relevant public health authorities be followed by Individuals who wish to participate in any in-person CKC business or activities. Any such requirements will be communicated by CKC prior to the occurrence of the in-person business or activity.

### **6. Policy Amendments**

Please note that public health guidance on measures for Fully Vaccinated, partially vaccinated, and unvaccinated individuals, as well as the relevant and applicable public safety measures, continues to evolve and could affect this and other CKC policies or procedures. Any amendments to this Policy will be communicated broadly and as soon as possible.

Legislative or public health authority changes to measures and requirements that impact the responsibility of CKC will supersede any elements of this Policy and will be considered to be in effect as prescribed by such legislation, pending updates to this Policy. Any such changes will only apply within the jurisdiction in which they apply.