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1. Objective

1.1. The objective of this policy is to facilitate the protection of the health and safety of all people who attend a Marcus Oldham College, by requiring all such persons to be fully vaccinated against COVID-19.

2. Scope

2.1. This Policy applies to Staff and Students who attend Marcus Oldham College and to College Staff and Students who attend third party or public settings to undertake College activities.

2.2. Where College Staff and Students attend off-campus settings or settings operated by third parties to undertake College activities, staff and students will be required to comply with College's requirements as well as any relevant direction or other requirements in effect in that third-party setting.

3. Authority

3.1. This policy is made by Marcus Oldham College and supports compliance with the:

- (a) Pandemic Orders of the Health Minister of Victoria, made under Part 8A of the Public Health and Wellbeing Act 2008 (Vic); and
- (b) Occupational Health and Safety Act 2004 (Vic).

4. Policy

Requirement to be vaccinated

4.1. Where the Victorian Health Minister issues an Order that a Staff or Student is required to be vaccinated against COVID-19 in order to perform their work, studies or other duties (as the case may be), then that Staff or Student must be vaccinated in accordance with that Order in order to perform such work, studies or other duties unless an Order Exemption applies.

4.2. It is a requirement of attending the College that a Staff or Student must be Fully Vaccinated against COVID-19 unless that person has been granted a College Exemption.

4.3. The College recommends that vaccination be undertaken on the advice of an accredited health practitioner (including health practitioners at any authorized COVID-19 vaccination centre).

4.4. For College sanctioned off-campus activities that involve members of the public (for example study tours), staff and students who facilitate these activities must consider CovidSafe measures including vaccination as part of the risk assessment for that activity.

5. Procedural principles

5.1. All Staff and Students who are required to be vaccinated will be required to provide evidence acceptable to the College of vaccination status.



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5.2. The College will accept for these purposes a copy of the person's:

- (a) COVID-19 Digital Certificate
- (b) Immunisation History Statement

5.3. The College may from time to time determine that other evidence is acceptable.

College Exemption

5.4. College Exemptions will be granted in limited circumstances. These include where:

- (a) A person has a valid Order Exemption.
- (b) A person has a Medical Exemption.
- (c) A person is required to attend the College to respond to an emergency.
- (d) A person is required to perform urgent and essential work on College to protect the health and safety of Staff or members of the public or to protect assets and infrastructure.

Evidence to support an exemption

5.5. The Staff or Student will be required to provide the College with satisfactory evidence in support of any application for a College Exemption.

5.6. In the case of a Medical Exemption the Staff or Student needs to provide satisfactory evidence in support of an immunisation exemption. Satisfactory evidence includes an Immunisation History Statement issued by the Australian Immunisation Register that records a valid immunisation medical exemption OR a valid and complete Australian Immunisation Register (AIR) medical exemption form.

Transition arrangements

5.7. Individuals who cannot provide evidence of vaccination or a valid exemption as required by this Policy cannot attend the College.

5.8 Information about vaccination is available from the Victorian Government Coronavirus website.

Privacy

5.9. The College respects the privacy of its Staff and Students and will ensure that vaccination information treated as confidentially as possible and in accordance with relevant laws.

5.10. Vaccination information and proof of vaccination collected by the College will be securely stored.

5.11. The College will limit its use and disclosure of a person's vaccination status to what is reasonably



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necessary to prevent and manage COVID-19 transmission risks, and to comply with any Order which applies to the College.

6. Definitions

Term	Definition
College	Marcus Oldham College
Student	Any enrolled student
Staff	All employees (permanent, fixed term or casual) and contractors (including labour hire personnel)
Fully Vaccinated	Having received either: (a) one dose of a one dose Approved Vaccine; (b) or two doses of a two dose Approved Vaccine including two different types of two dose Approved Vaccines. (c) Plus any Mandated Booster Vaccines required to be considered fully vaccinated
College Exemption	An exemption from the requirement to be vaccinated granted by the College and includes a Medical Exemption
Approved Vaccine	Any COVID-19 vaccination that has been approved by the Therapeutic Goods Administration (TGA) or a comparable overseas regulator as determined by the TGA for use in Australia.
Partial Vaccination	Having obtained less than the full dose of an Approved Vaccine
Order Exemption	An exemption from the requirement to be vaccinated in accordance with an Order and includes a Medical Exemption. Order Exemptions are specified by the Victorian Government from time to time and are set out in the relevant public health orders.
Order	Any applicable public health order issued by the State or Federal Government.
Medical Exemption	An exemption from the requirement to be vaccinated because of a medical contraindication as determined by ATAGI (Australian Technical Advisory Group on Immunisation) clinical guidance.

7. Policy Status Details

Status	APPROVED
Effective Date	20/07/2022
Review Date	30/12/2022
Approval Authority	Principal
Responsible Executive	Principal