

CECCHETTI CANADA COVID-19 VACCINATION AND SAFETY POLICY

1. Scope

This COVID-19 Vaccination and Safety Policy (“POLICY”) applies to all Cecchetti Canada (“CECCHETTI”) examiners, as well as any instructors, teachers, and accompanists contracted by CECCHETTI (singularly referred to as a “CONTRACTOR” and collectively referred to as “CECCHETTI PERSONNEL”) who conduct an examination, class, workshop, or other event while contracting to provide services for CECCHETTI (“CECCHETTI EVENT”), as well as any dancers, students, attendees, and any other individuals and personnel (collectively referred to as “THIRD PARTIES”) who are within the studio or premises during the time in which a CECCHETTI EVENT is taking place.¹

This policy applies to any studio in Canada to which CECCHETTI provides CECCHETTI PERSONNEL FOR A CECCHETTI EVENT.

The POLICY comes into effect on **May 15, 2022** and will continue to remain in place until further notice.

2. Purpose of this Policy

The COVID-19 Pandemic has caused significant morbidity, mortality, and social and economic disruption in Canada and worldwide. The COVID-19 Pandemic has had a detrimental effect on the performing arts, including reduction of opportunities for in-person training, in-person examinations, and in-person performances, due to the transmissibility of the virus that causes COVID-19.

Vaccines that have been approved for use in Canada by Health Canada have been shown to be safe and effective in reducing the risk of severe illness and death from COVID-19.

The purpose of this POLICY is to assist in reducing the risk that CECCHETTI PERSONNEL or any THIRD PARTIES will become ill, or suffer serious illness or death, as a result of becoming infected with COVID-19 when CECCHETTI PERSONNEL are present for a CECCHETTI EVENT, as well as to assist CECCHETTI in its occupational health and safety planning, and to facilitate compliance with all applicable legislation and public health orders in each province in which CECCHETTI PERSONNEL are present for a CECCHETTI EVENT.

The health and safety of CECCHETTI PERSONNEL, THIRD PARTIES, and the dance community is a priority of CECCHETTI.

It is important to provide CECCHETTI PERSONNEL with a safe work environment and to take all reasonable precautions to protect CECCHETTI PERSONNEL and THIRD PARTIES from becoming ill with COVID-19 during a CECCHETTI EVENT.

¹ This only applies to those THIRD PARTIES who are eligible for vaccination at the time during which the POLICY is in force and who are age 18 and older. At the time the POLICY was drafted, children under 5 years of age were not eligible to receive the first dose of any vaccination against COVID-19. Canadian children and youth aged 5 to 17 are eligible to be vaccinated with Health Canada approved vaccine(s), and are generally required to wait at least 8 weeks between doses. It is acknowledged that children and youth under the age of 18 require parental consent in order to be vaccinated. CECCHETTI reserves the right to amend the POLICY in the future to require that children and youth be fully vaccinated in order to have access to CECCHETTI'S services.

CECCHETTI requires all CECCHETTI PERSONNEL to be fully vaccinated against COVID-19, unless the CONTRACTOR cannot receive the vaccine on the basis of a valid medical reason or other ground that is protected under human rights legislation and requires accommodation.

3. The POLICY: Key Points

Effective **May 15, 2022**, CECCHETTI will require that all CECCHETTI PERSONNEL attending a studio or any premises for the purpose of conducting or attending a CECCHETTI EVENT be fully vaccinated against COVID-19.²

Prior to attending any CECCHETTI EVENT, CECCHETTI PERSONNEL will be required to provide their proof of COVID-19 vaccination³ in accordance with the procedure set out at section 5 of the POLICY.

CECCHETTI PERSONNEL who do not provide proof of vaccination will not be permitted to enter any studio for the purposes of attending or conducting a CECCHETTI EVENT.

CECCHETTI PERSONNEL who do not provide proof of vaccination, but who can perform their work remotely, as determined by CECCHETTI, will be required to perform their work remotely.

CECCHETTI PERSONNEL who do not provide proof of vaccination, but are required to work in a studio as determined by CECCHETTI, will be subject to sanction, up to and including termination of their contracts with CECCHETTI.

CECCHETTI will provide CECCHETTI PERSONNEL only to studios in which all THIRD PARTIES are fully vaccinated in accordance with this Policy.

For the purposes of this section, THIRD PARTIES do not currently include individuals who are 17 years of age and under. See sections 5.2 and 7.2 of the POLICY for further information. This is subject to change in the future.

CECCHETTI PERSONNEL must have copies of their proof of vaccination with them while attending a CECCHETTI EVENT in the form that is acceptable in the province in which they are attending and must be prepared to provide proof of their vaccination to the THIRD PARTIES at the studio or premises they are attending. See section 5.1(b) of the POLICY for further information.

² “Fully vaccinated” means two doses of a Health Canada approved vaccination series that requires two doses, or one dose of a Health Canada vaccination series that requires only one dose. If the CONTRACTOR is eligible for a booster shot in the province in which the CONTRACTOR lives, the CONTRACTOR must also obtain a booster shot at least 14 days prior to attending a studio for a CECCHETTI EVENT in order to meet CECCHETTI’S definition of “Fully vaccinated”. In due course, if public health authorities recommend additional booster shots or doses (4th, 5th, etc.) in the province in which the CONTRACTOR lives, the CONTRACTOR must obtain all such doses at least 14 days prior to conducting a CECCHETTI EVENT.

³ For the purposes of the POLICY, “proof of vaccination” includes a valid medical note from the CONTRACTOR’S physician or a copy of the CONTRACTOR’S vaccination certificate (or other applicable provincial Government documentation, such as a vaccine passport, vaccination record, etc.) showing that the CONTRACTOR received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by Health Canada (e.g., two doses of a two-dose vaccine series or one dose of a single-dose vaccine series), as well as a booster vaccine, if eligible, at least 14 days prior to attendance at a CECCHETTI EVENT.

4. Accommodation

CECCHETTI will accommodate CECCHETTI PERSONNEL who are unable to receive the vaccine on the basis of a valid medical reason, or other personal characteristic that is protected under human rights legislation. Accommodation could include conducting a CECCHETTI EVENT online if feasible, or other modifications, as determined by CECCHETTI.

CECCHETTI PERSONNEL will still be provided to studios if a THIRD PARTY cannot be vaccinated and has received an accommodation on the basis of a valid medical reason, or other personal characteristic that is protected under human rights legislation, either from the studio itself, or from CECCHETTI.

CECCHETTI PERSONNEL who cannot receive a COVID-19 vaccine on the basis of the above-mentioned grounds, but who wish to attend any studio or are required to attend any studio for a CECCHETTI EVENT, based on the requirements of their work as determined by CECCHETTI, will be required to provide CECCHETTI with proof of a recent⁴ negative COVID-19 test result prior to attending the studio in accordance with the procedure set out at section 5.1(a)(i) of the POLICY. CECCHETTI will consider this type of accommodation on a case-by-case basis, taking into account whether this type of accommodation is feasible within the time frames that would be required to ensure that CECCHETTI PERSONNEL do not attend a CECCHETTI EVENT while infectious with the virus that causes COVID-19.

CECCHETTI PERSONNEL who are unsure whether they are able to take the vaccine because of a medical condition should contact their health care provider.

If CECCHETTI PERSONNEL or a THIRD PARTY believe they need accommodation to this Policy due to the above-mentioned grounds, please contact the CECCHETTI Chair (“CHAIR”) or her designate. Requests will be considered on a case-by-case basis and the CHAIR or her designate may request such information from the applicant as is required in order to make a determination. CECCHETTI PERSONNEL requiring an accommodation may refer to Section 5.1(a)(i) for further information.

5. Procedure

5.1 – CECCHETTI PERSONNEL

(a) Disclosure of Vaccination Status to CECCHETTI

CECCHETTI PERSONNEL who voluntarily wish to attend a studio for the purpose of a CECCHETTI EVENT or who are required to attend a studio based on the requirements of their work as determined by CECCHETTI, will be required to submit proof of vaccination.

CECCHETTI PERSONNEL may submit their proof of vaccination by **May 15, 2022**, by email to: chair@cecchetticanada.com (“EMAIL OPTION”).

Alternatively, by no later than this same date, CECCHETTI PERSONNEL must contact the CHAIR or her designate at chair@cecchetticanada.com to arrange a confidential videoconference or in-person meeting with the CONTRACTOR, during which the CONTRACTOR will be asked to disclose their vaccination status and show proof of vaccination (“VISUAL CONFIRMATION OPTION”).

⁴ For the purposes of the POLICY, a test will be considered “recent” if the CONTRACTOR received the last result within the preceding 24 hours, or such other time as CECCHETTI may require.

If the CONTRACTOR chooses the EMAIL OPTION, the CHAIR or her designate will be responsible for reviewing the CONTRACTOR'S proof of vaccination and notifying the CONTRACTOR to advise them that their proof of vaccination was received and approved. The CONTRACTOR will then be added to a list of CECCHETTI PERSONNEL permitted to attend studios from that date forward (subject to studio policies). This information will be securely stored and will be deleted once the POLICY is rescinded.

If the CONTRACTOR chooses the VISUAL CONFIRMATION OPTION, CECCHETTI will not make a reproduction of the CONTRACTOR'S proof of vaccination, but instead will only record the CONTRACTOR'S name, the date of the meeting, the date that the vaccination doses were received, which make and/or dose was received, and will certify that the CHAIR or her designate reviewed the CONTRACTOR'S proof of vaccination.

CECCHETTI will not send CECCHETTI PERSONNEL to studios to conduct CECCHETTI EVENTS unless they are fully vaccinated or are the subject of a valid accommodation (see section 5.1(a)(i) for further information); therefore confirmation of the CONTRACTOR'S status as fully vaccinated or the subject of a valid accommodation will be either explicitly or impliedly communicated to the studios before the CONTRACTOR attends. See section 5.1(b) of the POLICY for further information.

By providing proof of vaccination or obtaining an accommodation as set out in this POLICY, CECCHETTI PERSONNEL consent to the collection, use and disclosure of their vaccination status for the purposes set out in this POLICY, which may include disclosure of this information to THIRD PARTIES, as set out in this POLICY.

(i) CECCHETTI PERSONNEL Requiring Accommodation

Requests for accommodation on the basis of a valid medical reason or other personal characteristic protected under human rights legislation will be assessed on a case-by-case basis. Requests are to be directed to the CHAIR or her designate.

CECCHETTI PERSONNEL who require accommodation based on a medical reason will be required to provide written proof of the medical reason from a duly registered physician licensed to practice medicine in the CONTRACTOR'S province who is in good standing with his or her regulatory college which sets out (1) the fact that the CONTRACTOR cannot receive a COVID-19 vaccine; and (2) the effective time period for which the medical reason applies (i.e., whether the medical reason is temporary or permanent), and which complies with any additional requirements that have been set by that province's regulatory body for physicians. CECCHETTI reserves the right to request additional medical documentation as appropriate.

CECCHETTI PERSONNEL who require accommodation on the basis of religious reasons or other protected human rights grounds will be required to provide acceptable proof of the need for accommodation by a religious official or a faith leader. CECCHETTI reserves the right to request additional documentation as appropriate.

CECCHETTI PERSONNEL who cannot be fully vaccinated due to a protected human rights ground and who therefore require accommodation will be required to provide proof of a recent negative Health Canada approved COVID-19 polymerase chain reaction laboratory ("PCR") test result (per Footnote 4 of the POLICY), or other such documentation that may be deemed acceptable by CECCHETTI, to the CHAIR or her designate, prior to attending at the studio, subject to acceptance by the studio of that CONTRACTOR'S proof of a recent PCR test in lieu of vaccination.

(ii) Unvaccinated CECCHETTI PERSONNEL Without an Accommodation

Beginning on **May 15, 2022**, if a CONTRACTOR declines to share proof of vaccination, they will be considered unvaccinated. CECCHETTI PERSONNEL who do not provide proof of vaccination will not be permitted to enter any studio for the purposes of a CECCHETTI EVENT.

(iii) New Contracts

After introduction of the POLICY, and prior to signing a contract with CECCHETTI, individuals must show proof of being fully vaccinated, or proof of a valid exemption on the basis of a valid medical reason or other personal characteristic protected under human rights legislation. CECCHETTI job postings will state that any offer of a contract will be made conditional upon the individual providing proof of COVID-19 full vaccination or evidence (such as a physician's note) that the individual is unable to obtain a vaccine on the basis of a medical reason, or other personal characteristic protected under human rights law. All new offers of employment or offers to contract will include this requirement, until the POLICY is rescinded.

(b) CECCHETTI'S Disclosure of the COVID-19 Vaccination Status of CECCHETTI PERSONNEL to Studios

CECCHETTI PERSONNEL who voluntarily wish to attend a studio for the purpose of a CECCHETTI EVENT or who are required to attend a studio based on the requirements of their work as determined by CECCHETTI, will be required to sign a consent/disclosure form regarding their vaccination status so that CECCHETTI may provide this information to studios upon request.

As CECCHETTI may be required to provide proof of the vaccination status of CECCHETTI PERSONNEL to studios upon request, CECCHETTI must retain either the CONTRACTOR'S proof of vaccination, or the information collected pursuant to the VISUAL CONFIRMATION OPTION (per section 5.1(a) of the POLICY).

Once collected, this information will be securely stored and will be deleted once the POLICY is rescinded.

CECCHETTI PERSONNEL must ensure they have proof of their status as fully vaccinated with them when attending studios for a CECCHETTI EVENT, as they may be required to show proof of vaccination due to provincial requirements in the province to which they have travelled. This is because in certain provinces, from time to time, public health orders or other governmental orders may require studio owners to verify the vaccination status of attendees, and CECCHETTI PERSONNEL are required to cooperate with such requests at the local level.

CECCHETTI PERSONNEL are encouraged to take hard copies of their proof of vaccination status with them, as various provinces may not be able to recognize an electronic or QR code from another province, due to a lack of compatibility.

5.2 – THIRD PARTIES Present in the Studio on the Date of a CECCHETTI EVENT

In order for CECCHETTI to send CECCHETTI PERSONNEL to a studio, the studio must confirm that all THIRD PARTIES who will be present in the studio on the date of a CECCHETTI EVENT are fully vaccinated against COVID-19.

At this time, THIRD PARTIES for the purposes of this section mean only those THIRD PARTIES who are 18 years of age and over (per Footnote 1 of the POLICY). At this time, CECCHETTI recognizes that THIRD PARTIES who are 17 years of age and under may have a greater

inability to access and receive the COVID-19 vaccine, and does not wish to limit the opportunities available to these individuals, which could be an unintended result of requiring proof of vaccination for individuals who are 17 years of age and under.

However, if the studio can attest that all THIRD PARTIES present in the studio on the date of a CECCHETTI EVENT are fully vaccinated, including those THIRD PARTIES who are 17 years of age and under, additional health and safety protocols imposed by CECCHETTI may be changed or reduced (such as distancing of students participating in an exam), subject to applicable public local health guidelines or orders. See section 7.2 of the POLICY for further information.

It is the responsibility of the studio to collect and visually confirm evidentiary proof of the vaccination status of all THIRD PARTIES attending at the studio on the date of a CECCHETTI EVENT. Once it is confirmed that all THIRD PARTIES are fully vaccinated, an attestation form provided by CECCHETTI must be completed and returned to CECCHETTI six (6) weeks before the CECCHETTI EVENT is to take place.

CECCHETTI fully expects that any studio to which it sends CECCHETTI PERSONNEL will duly accommodate any THIRD PARTIES who cannot receive the vaccine on the basis of a valid medical reason or other personal characteristic protected under human rights legislation in their province, and that the studio will comply with all provincial laws in this regard. It is the responsibility of the studio to collect and visually confirm evidentiary proof of any accommodations of THIRD PARTIES who will be attending at the studio on the date of a CECCHETTI EVENT. This information must also be included on the attestation form.

The attestation form will be reviewed and approved by the CHAIR or her designate.

If a studio cannot confirm with CECCHETTI by the date six (6) weeks before the CECCHETTI EVENT is to take place that all THIRD PARTIES are either fully vaccinated or subject to a valid accommodation, CECCHETTI will not provide CECCHETTI PERSONNEL to that studio.

6. Privacy

The personal information of CECCHETTI PERSONNEL will only be collected, used and disclosed for the purposes set out in the POLICY. Only individuals who are required to have access to personal information in order to implement the POLICY will have access to that information. CECCHETTI will comply with all privacy laws applicable to the POLICY.

The privacy and confidentiality of vaccination status responses and other personal health information will be maintained in confidence, except as set out in the POLICY. CECCHETTI will retain hard copies of such information in a locked cabinet. This information will be destroyed or deleted once it is no longer required by CECCHETTI for the purposes set out in this POLICY.

Information about whether a CONTRACTOR has received a COVID-19 vaccine will be shared only on a need-to-know basis, such as with those directly involved in fulfilling CECCHETTI'S duty to accommodate, or as otherwise required to administer the POLICY, or as required by law. Similarly, the fact that a CONTRACTOR declined to share proof of their vaccination status may not be shared with others, except as set out in the POLICY.

7. Compliance with Health and Safety Protocols

7.1 – CECCHETTI PERSONNEL

Currently, all CECCHETTI PERSONNEL (regardless of vaccination status) must continue to comply with applicable public health guidelines and orders, as well as CECCHETTI'S COVID-19 policies, in order to minimize the spread of COVID-19 at CECCHETTI EVENTS, including:

- Not attending a CECCHETTI EVENT if they display COVID-19 symptoms or have tested positive for COVID-19 on a PCR test or rapid antigen test;
- Reducing frequency, proximity and duration of contact between people as much as reasonably possible;
- Maintaining a physical distance of 2 m/6 ft. as much as is reasonably possible;
- Complying with travel-related testing⁵ and isolation/quarantine requirements if the CONTRACTOR has travelled outside of Canada; and
- Wearing a mask, in accordance with federal/provincial/municipal health orders/requirements in the jurisdiction in which the CONTRACTOR is working.

CECCHETTI PERSONNEL who test positive for COVID-19 must advise the CHAIR or her designate immediately, and follow applicable public health protocols.

CECCHETTI follows all applicable public health guidelines and will modify required safety measures based on any changes communicated by public health authorities.

If a CONTRACTOR is the subject of a valid accommodation, they may be required to follow additional safety protocols, as determined by CECCHETTI.

7.2 – THIRD PARTIES Present in the Studio on the Date of a CECCHETTI EVENT

Any THIRD PARTIES present in the studio on the date of a CECCHETTI EVENT must follow all federal/provincial/municipal health orders/requirements, specifically those in relation to dance studios and the performing arts and youth activities, that are in effect at the time of the CECCHETTI EVENT, as well as CECCHETTI'S COVID-19 policies.

THIRD PARTIES for the purposes of this Section includes those THIRD PARTIES who are 17 years of age and under. However, if the studio can attest that all THIRD PARTIES present in the studio on the date of a CECCHETTI EVENT are fully vaccinated, including those THIRD PARTIES who are 17 years of age and under, additional health and safety protocols required by CECCHETTI may be removed or adjusted, subject to applicable federal/provincial/municipal health orders/requirements.

Any THIRD PARTIES who are the subject of a valid accommodation may be required to follow additional safety protocols, as determined by CECCHETTI and/or the studio.

⁵ Pursuant to the POLICY, if a CONTRACTOR is required to provide proof of a recent negative Health Canada approved COVID-19 polymerase chain reaction laboratory ("PCR") test result, or another form of COVID-19 testing in order to attend a CECCHETTI EVENT, or to meet travel requirements in order to attend a CECCHETTI EVENT, CECCHETTI shall be responsible for any and all cost or expenses associated with obtaining and providing such a test result to any travel-related personnel or personnel at the premises where the CECCHETTI EVENT is being held.

In addition to the requirements of the POLICY, it is expected that studios at which CECCHETTI PERSONNEL are attending comply with all federal/provincial/municipal health orders/requirements and that they stay up-to-date on all applicable requirements outlined by these orders and requirements and advise CECCHETTI PERSONNEL as soon as possible if a CECCHETTI EVENT may have to be canceled or take place in a modified format in order to comply with any new or updated order or requirement.

8. Human Rights

CECCHETTI will comply with all human rights laws that are applicable to the POLICY.

9. Information about COVID-19 Vaccines

CECCHETTI PERSONNEL who have questions about the safety or efficacy of COVID-19 vaccines should speak to a qualified health practitioner. Information about COVID-19 vaccines can also be found on: <https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19/vaccines.html>

10. Contraventions of the POLICY

CECCHETTI PERSONNEL who contravene the POLICY, or who are found to have submitted fraudulent proof of vaccination or fraudulent documentation supporting an accommodation request, or fraudulent COVID-19 test results will be subject to discipline, up to and including termination of their contracts.

If a studio contravenes the POLICY and/or does not follow all applicable health requirements/guidelines, CECCHETTI reserves the right to cancel any CECCHETTI EVENT that is planned for that studio without notice.

11. Questions

CECCHETTI PERSONNEL with questions about the POLICY should contact the CHAIR or her designate.

12. Review of the POLICY

CECCHETTI reserves the right to amend or enhance the POLICY from time to time. The POLICY comes into effect on the date set out above.

The POLICY will be regularly reviewed and updated to reflect the latest scientific research, guidance and legislation from provincial health authorities, as well as municipal, provincial and federal governments.

CECCHETTI reserves the right to amend the POLICY by moving any CECCHETTI EVENT to an online format, if this alternative is possible and practicable as determined by CECCHETTI, depending on the state of public health in the province or municipality in which the CECCHETTI EVENT is to take place. CECCHETTI will aim to notify any studios affected by such a change six (6) weeks before a CECCHETTI EVENT is to take place, or, as soon as is reasonably possible, if six weeks advance notice is not feasible in the circumstances.