



VACCINATION POLICY

SQUASH AUSTRALIA LTD

VERSION CONTROL

Version 1.0	February 2022

1.0 INTRODUCTION

Squash Australia (SqA) is committed to taking all reasonable measures to ensure the health, safety and welfare of its employee's, volunteers, officials, coaches, players, participations, spectators, contractors and visitors in their working environment.

Purpose

To reduce the risk of All Persons from acquiring a vaccine-preventable disease in the course of work with SqA or through participation in SqA programs and events.

Scope

This Policy applies to the following (All Persons) who are involved in Squash Australia activities where SqA has a legal duty of care to those participating in SqA activities.

- SqA employees;
- SqA Directors;
- SqA contractors (including employees of contractors);
- Players
- Coaches
- Officials
- Volunteers
- Contactors
- Spectators
- Participants

2.0 DEFINITIONS

Workplace includes working on site or off-site, attendance at a work-related events or functions, and attendance at other locations such as event locations, national camps, international events, international travel or any other place as determined by Squash Australia related to the activities of Squash Australia.

Work is defined as activities undertaken or decisions made in the course of fulfilling or by association with the role with SqA. This includes activities undertaken by All Persons.

COVID-19 Vaccine means any of the following COVID-19 Vaccines approved for use in Australia:

- Vaxzevria (AstraZeneca)
- Cominarty (Pfizer)
- Spikevax (Moderna)



3.0 BACKGROUND

There are many serious and life-threatening diseases which can be prevented through vaccination. Many vaccine-preventable diseases are contagious and readily spread. Individuals who are infected with vaccine-preventable diseases may in turn transmit infection to other people at the workplace, their families, and the wider community.

The SqA assessment has considered the ability to minimise the risk to work, health and safety and meet its obligations under Australian work health and safety laws and regulations, resulting from:

- Domestic and international travel;
- Squash Australia events;
- Squash Australia activities
- Work environment and workplace, locally and overseas; and
- Completion of specific tasks, including spending time with stakeholders

4.0 REQUIREMENTS

In addition to routine childhood vaccinations, the following table details the SqA's requirements/ recommendations for All Persons in the workplace, with interactions with athletes, undertaking domestic and international air travel.

It is noted that when travelling there may be vaccinations that SqA determines are compulsory in order to maintain All Persons safety or as it is a requirement to enter that country.

VACCINE	REQUIREMENT	DETAILS
COVID-19	Compulsory – 16 years & Over	The vaccine is currently available throughout Australia for individuals over the age of 5. For the purposes of this Policy, fully vaccinated refers to the ATAGI advice on the definition of fully vaccinated.
Annual Flu vaccination	Strongly recommended for All Persons	



Opting out of vaccinations

There are some specific vaccinations (such as COVID-19) which may become a prerequisite for international travel, and which may also be required to minimise time spent in quarantine (overseas, on return to Australia, or both).

There may be valid reasons for individuals to opt out of vaccinations, such as medical, health or religious reasons. If you are unsure or reluctant to proceed with SqA's requirements, please speak with the SqA CEO.

A risk assessment, safety precautions and additional measures will need to be put in place for anyone who opts out of any recommended vaccination. These protocols will determine the most appropriate way to protect individuals against infection and will be discussed and agreed on a case-by-case basis.

Permission to complete the activities unvaccinated will only be granted in very exceptional circumstances and at SqA's absolute discretion.

An individual who has a Medical Exemption from receiving a vaccination will be treated in the same way as a fully vaccinated individual.

5.0 EVIDENCE OF VACCINATION

Evidence of vaccinations is required by SqA or a delegated member of the SqA team. A copy of this evidence will not be kept on file.

6.0 CHANGES TO REQUIREMENTS

SqA acknowledges that the Australian and State government guidelines, medical advice, WSF policies, domestic and international travel vaccination requirements are likely to change regularly. SqA will comply with any relevant updated advice, to ensure All Persons safety, as it becomes available.

