

**TAPESTRY
OPERA**

Tapestry Opera Mandatory Vaccination Policy - COVID-19

1. Purpose and General Statement

Tapestry Opera prioritizes the health and safety of our staff, artists, renters, patrons, volunteers, and stakeholders. Due to the ongoing impacts of COVID-19 and its variants, the safety and efficacy of the readily available vaccines, the recommendations from Public Health, and the Provincial vaccination mandate issued for September 22, 2021, Tapestry is introducing a mandatory vaccination policy.

All patrons, employees, and third parties must demonstrate proof of their full vaccination with a World Health Organization-approved COVID-19 vaccine.

Tapestry Opera believes that this policy is a necessary measure to ensure the ongoing health of our community, to alleviate the harm caused by COVID-19 outbreaks, and to minimize associated risks for our staff, artists, and stakeholders. Tapestry is obligated to undertake every reasonable effort to ensure the safety of anyone entering our premises or attending a Tapestry event at other premises.

Medical exemptions will be provided under the limited scope of exemptions provided by Ontario Medical Health, and upon provision of a certified exemption document signed by a doctor. Such exemption documents must indicate the reason for the exemption and the length of time it is in place. Template exemption documents are available upon request. Individuals who have a medical exemption must provide daily negative COVID-19 test results in order to gain access to the premises.

2. Effective Date

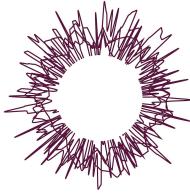
This policy comes into effect on September 22, 2021.

3. Scope

This policy applies to the permanent office and studio of Tapestry Opera, performance spaces occupied by Tapestry Opera (solely or in partnership), rehearsal spaces occupied by Tapestry Opera (solely or in partnership), and any premises occupied by Tapestry Opera for the purposes of delivering on Tapestry Opera's organizational mandate.

4. Policy Details:

a. AUDITIONS



TAPESTRY OPERA

- i. Everyone who participates in/attends an in-person audition must confirm that they are fully vaccinated. Only fully vaccinated individuals may attend an in-person audition.

- 1. Medical exemptions:

- a. If an individual is medically unable to be vaccinated, they may contact the organization to arrange a video submission or remote audition

- ii. If an individual is unvaccinated and refuses to provide a negative test, they will not be permitted on the premises.

b. REHEARSALS & PERFORMANCES

- i. All performers, crew, and creative team who participate in/attend in-person rehearsals must be fully vaccinated.

- 1. Medical exemptions:

- a. If an individual is medically unable to be vaccinated, they must take daily antigen tests to ensure their covid-negative status

- ii. If an individual is unvaccinated and refuses to provide a negative test, they will not be permitted on the premises.

c. STAFF & OFFICE ATTENDANCE

- i. All performers who attend in-office meetings and work from a communal space must be fully vaccinated.

- 1. Medical exemptions:

- a. If an individual is medically unable to be vaccinated, they may continue to work remotely and will be asked to take daily antigen tests for any required in-person activities

- ii. If an individual is unvaccinated and refuses to provide a negative test, they will not be permitted on the premises.

d. AUDIENCE ATTENDANCE

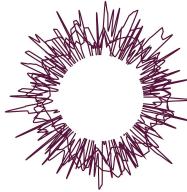
- i. All audiences who attend Tapestry Opera performances, regardless of venue, must be fully vaccinated.

- 1. Medical exemptions:

- a. If an individual is medically unable to be vaccinated, they may provide proof of a negative COVID-19 test to enter the premises.

- ii. If an individual is unvaccinated and refuses to provide a negative test, they will not be permitted on the premises.

e. STUDIO RENTERS



This policy applies to all renters and any crew, artists, audiences, or other stakeholders who intend to be physically present in the Ernest Balmer Studio

- f. All studio renters, regardless of the use of the studio or reason for rental, must be fully vaccinated.
 - i. If an individual is unvaccinated, they may provide proof of a negative COVID-19 test to enter the premises.
 - ii. If an individual is unvaccinated and refuses to provide a negative test, they will not be permitted on the premises.
- g. The renter is required to assign a responsible person from their team who will oversee the collection of COVID-19 vaccination data
 - i. The renter will provide this information to Tapestry Opera in advance of their rental, as a condition of completing the rental agreement.
- h. The renter is required to provide the names, contact information, and certify that a vaccination record or negative test has been confirmed for all attendees
 - i. The renter will provide this information to Tapestry Opera no longer than 24 hours after the close of their rental

5. Accommodations

Tapestry Opera will honour requests for accommodations by any employee who is unable to be vaccinated for legitimate and certified medical reasons, in accordance with the Human Rights Code. The employee must provide:

- a. Written proof of a medical exemption, according to the guidelines set out by the Ontario Ministry of Health
 - a. Signed by a physician or nurse practitioner
 - b. Confirming that the medical exemption is bona fide
 - c. Indicating the length of time that exemption is in place (permanent or time-limited)

Upon receipt of such an accommodation request, Tapestry Opera will undertake to develop an accommodation plan that protects the safety of everyone at Tapestry Opera, protects the privacy of the individual, and does not place undue hardship on Tapestry Opera and the ability of the organization to function effectively.

Accommodations shall not be granted to third-party companies or their employees.