



TIMES CHANGE
WOMEN'S EMPLOYMENT SERVICE

November 1, 2021

Nothing is more important to Times Change Women's Employment Service than the safety and well-being of our employees, volunteers, students, clients, and the communities we serve.

We believe that vaccines are the best way to keep our workplaces and community spaces safe and to help reduce the spread of COVID-19. Therefore, as of November 1, 2021, we are implementing a policy that requires all new and current on-site employees, volunteers, and students to be fully vaccinated (two doses) against COVID-19.

All clients who will be accessing in person services will be asked for proof of full vaccination in order to access in person services. This new measure will be in addition to existing safety measures including screening prior to entry, physical distancing, indoor capacity limits, and the use of personal protective equipment (PPE).

Any cases where employees, volunteers, students, or clients cannot be vaccinated due to grounds protected by the Ontario Human Rights Act (such as medical reasons) will be reviewed on a case-by-case basis. Accommodations for clients may include continued remote service delivery or rapid COVID-19 testing before entering Times Change.

If you are concerned about vaccines, or are hesitant to get vaccinated, we've included some recent Toronto Public Health resources below on the importance of vaccinations to reduce the spread of COVID-19 and its Delta variant. We encourage you to follow the recommendations provided.

- [Vaccination Education Course](#)
- [How and Why to Get Vaccinated](#)

Vaccinated? Here is how to make sure you have your proof:

- <https://covid-19.ontario.ca/get-proof/>

As we have throughout the pandemic, we will continue to follow evolving government and public health regulations and adjust our COVID-19 practices where appropriate. See our full policy [here](#).

Sincerely,

Times Change Women's Employment Service

Times Change Women's Employment Service Inc. 2 Carlton Street, Suite 1005, Toronto, Ontario M5B 1J3

Tel: 416-927-1900 **Fax:** 416-927-7212 email: women@timeschange.org

Website: www.timeschange.org

