

# Vaccination Policy

## 1. COMMITMENT

Shooting Australia (**SA**) is committed to taking all reasonable measures to ensure the health, safety and welfare of its employee's, volunteers, Team members, contractors, and visitors in their working environment.

## 2. OBJECTIVES

To reduce the risk of All Persons from acquiring a vaccine-preventable disease in the course of work with SA.

## 3. SCOPE

This Policy applies to the following:

- SA Staff
- SA Squad Athletes
- Athletes selected by SA for representative teams
- Regular contractors embedded within the SA Team (e.g. Network Coaches)
- Persons appointed by SA to fulfil duties including officials, volunteers and event support
- SA Board Directors

*(All Persons).*

## 4. DEFINITIONS

**Workplace** includes working on site or off-site, attendance at work-related events or functions, and attendance at other locations such as competitions and social events.

**Work** is defined as activities undertaken or decisions made while fulfilling or by association with the role with SA. This includes activities undertaken by All Persons.

## 5. 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 people at the workplace, their families, and the wider community.

SA 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;
- Work environment and workplace, locally and overseas; and
- Completion of specific tasks, including spending time with stakeholders.

## 6. REQUIREMENTS

In addition to routine childhood vaccinations, the following table details SA's requirements for All Persons undertaking domestic and international travel, the workplace, and interaction with athletes and Australian Team Members who may travel to competitions.

It is noted that when travelling internationally there may be vaccinations that SA determines are compulsory to maintain All Persons' safety or as it is a requirement to enter that country or return entry to Australia.

VACCINE AGAINST	REQUIREMENT	DETAILS
COVID-19	Compulsory for All Persons to be fully vaccinated when they undertake domestic and international travel, interact with athletes and member sports and work in the workplace.	The vaccine is currently available throughout Australia for individuals over the age of 12.  Fully vaccinated refers to having 2 doses and/ or applicable booster shots.
Annual Flu vaccination	Strongly recommended for All Persons	

For further information please visit the Department of Health website regarding immunisations.

All Persons must provide evidence to SA upon request that they meet the requirements of this policy.

If a relevant person fails to meet the requirements of this policy or fails to produce evidence on request, they may not be eligible for selection for international tours or related work.

## 7. RISK-BASED APPROACH

SA has taken a risk-based approach to determine the reasonably practicable measures that are necessary to minimise the risks to health and safety from potential infection with COVID-19.

SA's COVID-19 risk assessment and response has considered:

- the highly infectious and transmissible COVID-19 variants
- the cessation of stay-at-home orders in circumstances where community transmission is present
- the impact of the opening of interstate borders and international travel on transmission; and
- the consequences for athletes and para-athletes of COVID-19 being transmitted in training or competition environments.

The existing health protection measures such as mask wearing, hand hygiene, social distancing, the requirement to stay at home if unwell and isolating if required to do so under relevant State and Territory public health rules are important measures to minimise the risks. However, the medical evidence suggests:

- the benefits of vaccination include reducing the risk of passing the virus to close contacts including work colleagues;
- a single dose of a COVID-19 Vaccine partially reduces transmission by around half and therefore may benefit close contacts and the community; and
- two-doses of a COVID-19 vaccination and applicable boosters offers optimal protection against both infection and hospitalisation.

**While mandating vaccination will not eliminate the risk of transmission of COVID-19, it is a reasonably practicable step to take to significantly reduce that risk**

## 8. 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 or health reasons. In such cases a medical exemption will be required. Individuals relying on a medical exemption must produce that exemption to SA upon request.

Any medical exemption from receiving a Therapeutic Goods Administration (TGA) Approved COVID-19 Vaccine on either a permanent or temporary basis must be in accordance with guidelines published by the Australian Technical Advisory Group on Immunisation.

If you are unsure or reluctant to proceed with SA requirements, please speak with the SA CEO or Manager, Finance and HR.

An unvaccinated person may represent additional risks in some circumstances. This additional risk is included as part of SA's Risk Assessment Process which informs key decision including viability of international travel for teams and individuals.

## 9. COVID SAFE PLANS

Prior to commencement of any works or delivery of activities on the SA site the contractor/ deliverer may be required to provide their COVID Safe Plan which sets out management of personnel and activities to ensure all exposure risks are adequately managed and dealt with.

## 10. ENDORSED EVENTS

In relation to Endorsed Events, SA will support any COVID safe requirements (including vaccination) that are enforced by an event host (Club, State Association or Member Organisation) or local or state Government body. SA will assist the event hosts with the communication of any COVID safe requirements (including vaccination) in the lead up to an event. It will be the responsibility of the event host to enforce any applicable COVID safe requirements (including vaccination) during the delivery of the event.

## 11. PRIVACY

SA will manage the collection, use and disclosure of information about an individual's vaccination status in accordance the SA's Privacy Policy.

## 12. CHANGES TO REQUIREMENTS

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

SA may elect to introduce an event specific policy from time to time, which amends this policy for a specified period.

## 13. RELATED DOCUMENTS

Work Health and Safety policy

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