

As of **April 8, 2022**, BC no longer requires employers to have a COVID-19 Safety Plan and has shifted to a communicable disease guidelines instead. ATABC members are expected to familiarize themselves with these guidelines and act on them when appropriate.

<https://www.worksafebc.com/en/covid-19/covid-19-prevention>

<https://www.worksafebc.com/en/resources/health-safety/books-guides/communicable-diseases-prevention-guide-employers?lang=en>

Furthermore, while the BC government has indicated no future plans to enact COVID-19 mandates, due to the unpredictability of the pandemic, we advise members to keep themselves familiarized with past health and safety mandates as a means of remaining prepared for unexpected changes.

### **Voluntary Protocols and Refusal of Services**

While BC is no longer mandating specific protocols, we understand that individual clinicians and businesses may still voluntarily enforce their own procedures.

Please be aware that any employer and business has legal right to refuse to provide services to anyone for any reason other than for belonging to a protected class. Protected classes include: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, political affiliation, disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

As a reminder, any member who is employed as by an organization as a subcontractor or independent contractor retains their right as a self-employed individual to make individual calls on refusal of services. Based on terms of employment contracts, however, sport organizations or clinics that members work within may reserve the right to require contractors to abide by their own additional protocols and procedures.

\*\*Please note that while vaccination status is not a protected class and is legal grounds for refusal of service at this time, members of the public have legal right to not disclose their status. Please contact your own legal advisory for any concerns regarding this matter.

### **Vaccine Requirements in the Workplace**

Vaccines are not a requirement for employers in most sectors as of April 8, 2022. Certain industries such as healthcare may still have legal vaccine mandates at this time, however. If you have questions or concerns regarding vaccine mandates in your workplace, please refer to the link below or consult with a legal advisor.

<https://www.worksafebc.com/en/covid-19/vaccination-and-the-workplace>