



## Rationale

The Delta variant of COVID-19 has proved to be a game changer and carries significantly higher risks of transmission than previous strains of the virus. The Government has repeatedly emphasised the importance of vaccinations - to protect individuals and to give the country more possibilities in managing the virus. Vaccination is widely considered critical to protecting people's health and safety, by reducing the risk of transmission and minimising the clinical impacts of COVID-19 infection.

Under current legislative settings, all organisations can require visitors to their facilities, and/or participants in activities that they run, to be vaccinated as a condition of entry. When the new COVID-19 Protection Framework comes into force, vaccination status will be a key feature in determining what is possible under different settings (green, orange, red).

This policy sets out OBGC's COVID-19 vaccination requirements as they apply to members, new employees, contractors, volunteers, and any other visitor. It is designed to keep our people safe and is aligned to the Government's objective of minimising the impacts of the COVID-19 global pandemic and protecting the community.

## Statement

At OBGC, we encourage and support our members and employees being vaccinated against COVID-19, so that we can reduce the risk of exposure and transmission of COVID-19. It is important that we provide you with a safe community, in which you can play golf and enjoy the club's facilities. A safe community is a COVID-19 free community, and currently the best protection against spreading COVID-19 is vaccination. We recognise that COVID-19 poses a very real and serious risk to the safety of our staff, members and volunteers, and in accordance with our health and safety obligations, we are required to take reasonably practicable steps to put in place control measures to manage and minimise (or eliminate) any such risk.

## Requirements

From Friday the 3<sup>rd</sup> of December 2021, only those people who are fully vaccinated (i.e. have completed a NZ Government recognised course of COVID-19 vaccination) will be able to access club's facilities & activities. To avoid any doubt this extends across the entire property including (but not limited to) the golf course, driving range and all club buildings including the green keepers area & the deck & grass area adjacent to the deck. This requirement applies to members, new employees, contractors, visitors and volunteers over the age of 12.

## **Vaccination Status**

Where vaccinations are required, OBGC will ask individuals to disclose, and/or provide proof of, their vaccination status and ID if needed. Information regarding vaccination status is collected for the purposes of our health and safety management planning, implementing this policy, and to identify any relevant support measures (related to Covid-19). OBGC will hold this information in accordance with the Privacy Act 2020. You are not required to give this information and if you choose not to provide proof of having received the vaccine, or do not wish to disclose your vaccination status then we will respect your personal choice and right to that privacy. In the interests of health and safety, those unable or unwilling to provide proof of vaccination when requested, will be treated as though they have not been vaccinated.

## **Exemptions**

OBGC respects the rights of individuals to choose whether to be vaccinated and acknowledges that there may be medical or other reasons or circumstances, for not being vaccinated, for which you may seek an exemption. Where an individual seeks an exemption from the requirement to be vaccinated, OBGC will require them to provide confirmation of this, which is consistent with government recommendations on exemptions.

Even where an exemption from being vaccinated is obtained by an individual, OBGC may have to determine whether it can still safely manage the relevant risks posed by that individual not being vaccinated, and whether any accommodations can be made.

## **Additional Measures**

In addition to this policy, OBGC will maintain a range of appropriate and complementary measures in its facilities/activities to further minimise the risks associated with COVID-19, as well as following all guidance set out in the legislation and public health guidance.

The conditions of entry before coming to the facility or taking part in activities include:

- Stay home if unwell
- You must have produced or be able to produce evidence that you are fully vaccinated to gain access to our facility/activities
- You must wear a mask at all times when in areas that you are required to do so.
- Wash or sanitise hands before entering the facility/activities and when moving through different areas
- Scan your QR code every time you enter facility or at activities
- You must abide by any distancing requirements that apply e.g. 1m at Red level.

The COVID-19 health questions that will need to be answered include:

- You do not have any symptoms associated with COVID-19 (e.g. fever, cough, sore throat, shortness of breath, sneezing/runny nose or loss of sense of smell)
- You are fully vaccinated against COVID-19

- You do not have COVID-19 nor are you awaiting the results from being tested for COVID-19'
- You have not been in contact with any known or suspected cases of COVID-19 in the past 14 days or been at a "place of interest" identified on the Government website.
- You have not returned, or been in contact with anyone else who has returned, from overseas in the past 14 days.

OBGC acknowledges that best practice in the minimisation and mitigation of the impacts of COVID-19 is evolving rapidly (e.g. the potential introduction of rapid antigen testing). Given this, OBGC confirms to its members its intention to work in good faith, as new information and recommendations come to hand, and to do its utmost to introduce the latest and complementary measures to further minimise risks.

OBGC notes that this policy is based upon the information currently available from Government and is subject to change as we learn and understand more about how New Zealand manages the fight against COVID-19 in our communities and workplaces. In addition, the Government may mandate that OBGC take certain steps. This policy may be revoked, amended, or replaced at OBGC's Committee's sole discretion on reasonable notice in the circumstances at that time.

### **Review**

This policy will be closely monitored by the Committee with reviews carried out at each committee meeting or sooner if deemed necessary.