

**COVID-19 Vaccination Policy ~
Now Required in Toronto Workplaces;
Can Be Required in Ontario Workplaces**

August 25, 2021

Toronto Workplaces

O. Reg 364/20, *Rules for Areas at Step 3 and at the Roadmap Exit Step* requires any business or organization open for business, to operate “*in compliance with the advice, **recommendations and instructions of public health officials...**”.* (emphasis added)

On August 20, 2021, the Medical Officer of Health for Toronto (MOHT) issued a “[strong recommendation](#)” that every local business implement a COVID-19 vaccination policy. The City of Toronto has also provided [guidance](#) on the key components of such a policy.

On the basis of the language of O. Reg 364/20 and the MOHT recommendation, any business or organization open for business in the City of Toronto must have a vaccination policy that encourages vaccination.

Ontario Workplaces

On Tuesday, August 24, 2021, the Government of Ontario amended O. Reg 364/20 to specifically give to the Province the authority to require a business or organization to have a vaccination policy or set out what must be included in such a policy. The amendment reads:

The person responsible for a business or organization that is open shall operate the business or organization in compliance with any advice, recommendations and instructions issued by the Office of the Chief Medical Officer of Health, or by a medical officer of health after consultation with the Office of the Chief Medical Officer of Health,

- (a) *requiring the business or organization to establish, implement and ensure compliance with a COVID-19 vaccination policy; or*
- (b) *setting out the precautions and procedures that the business or organization must include in its COVID-19 vaccination policy.*

To learn more and for assistance preparing and implementing a COVID-19 vaccination policy appropriate for your workplace, contact your Sherrard Kuzz lawyer, or any member of the Sherrard Kuzz team at info@sherrardkuzz.com. We'll respond promptly.

