

# BADMINTON AUSTRALIA POLICY

<b>Title:</b>	Vaccination Policy
<b>Last Review Date:</b>	December 2021
<b>Next Review Date:</b>	February 2023 (or as required by law)
<b>Responsible Person:</b>	Badminton Australia Board / CEO

## 1. INTRODUCTION

Badminton Australia (BA) is committed to taking all reasonable measures to ensure the health, safety and welfare of its employees, volunteers, officials, coaches, players, participants, spectators, contractors and visitors in their working environment.

## 2. PURPOSE

To reduce the risk of All Persons from acquiring a vaccine-preventable disease in the course of work with BA and ensure compliance with respective State and Territory laws.

## 3. SCOPE

This Policy applies to the following (All Persons) who are involved in Badminton Australia activities where BA has a legal duty of care to those participating in Badminton Australia activities.

- BA employees;
- BA Directors;
- BA contractors (including employees of contractors);
- Players
- Coaches
- Officials
- Volunteers
- Contactors
- Spectators
- Participants

## 4. DEFINITIONS

**Workplace** includes working onsite or off-site, attendance at a work-related events or functions, and attendance at other locations such as event locations, national camps, international events, international travel or any other place as determined by Badminton Australia related to the activities of Badminton Australia.

**Work** is defined as activities undertaken or decisions made in the course of fulfilling or by association with the role with BA. 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 other people at the workplace, their families, and the wider community.

The BA 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;
- Badminton Australia events;
- Badminton Australia activities
- Work environment and workplace, locally and overseas; and
- Completion of specific tasks, including spending time with stakeholders.
- Comply with respective State and Territory Laws

## 6. REQUIREMENTS

In addition to routine childhood vaccinations, the following table details the BA requirements and recommendations for All Persons undertaking domestic and international travel, participating in events run by Badminton Australia, the workplace, and interaction with athletes and Australian Team Members who may participate in badminton activities.

It is noted that when travelling there may be additional vaccinations that BA determines are compulsory in order to maintain All Persons' safety or as it is a requirement to enter that country.

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 work in the workplace.	The vaccine is currently available throughout Australia.  Fully vaccinated refers to having 2 doses of the vaccine and/or applicable booster shots in line with respective State and Territory law.
Annual Flu vaccination	Strongly recommended for All Persons	

## 7. 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, health or religious reasons. If you are unsure or reluctant to proceed with BA's requirements please speak with the BA CEO or leader of your Badminton Australia program.

A risk assessment, safety precautions and additional measures will need to be put in place for anyone who opts out of any recommended or required vaccination. These protocols will

determine the most appropriate way to protect individuals against infection and will be discussed and agreed upon on a case-by-case basis.

Permission to complete the activities while unvaccinated will only be granted in very exceptional circumstances and at BA's absolute discretion.

An individual who has a valid Medical Exemption from receiving a vaccination will be treated in the same way as a fully vaccinated individual.

## **8. EVIDENCE OF VACCINATION**

Evidence of vaccinations may be required by BA or a delegated member of the BA team. A copy of this evidence will not be kept on file, however it will be noted that the individual has received the vaccine.

## **9. CHANGES TO REQUIREMENTS**

BA acknowledges that the Australian government guidelines, State/Territory government guidelines, medical advice, BWF policies, and international travel vaccination requirements are likely to change regularly. BA will comply with any relevant updated advice, to ensure All Persons safety, as it becomes available.

BA may elect to introduce a event- or activity-specific policy from time to time, which amends this policy for a limited period.