



Mandatory Vaccination Policy – COVID-19

Members & Guests

Procedures #:	CYCA:MEM02	Version:	001
Drafted by:	Audit Planning & Risk Committee	Approved by Board on:	23 November 2021
Responsibility:	CEO	Scheduled review date:	Jan/Feb 2022
Related Policies:	CYCA: HRM27- MVP- Employees & Volunteers		

PURPOSE

The purpose of this Policy is to assist the Cruising Yacht Club of Australia (“Club”) to meet its duties to ensure the health and safety of its members and guests, as well as all its employees, officers, contractors and volunteers, by implementing mandatory vaccinations against COVID-19 (including subsequent variants), for the protection of all members and guests, their families and our community, while ensuring that the Club can continue to serve its principal purpose as Australia’s premier blue water yacht club. COVID-19 vaccines play a critical role in protecting the health and wellbeing of people in our community.

SCOPE

This Policy applies to all members and guests of the Club who, at any time while this Policy is in effect, wish to enter the Clubhouse or John Messenger Building.

This Policy does not form part of the terms and conditions of membership of the Club. The Club may amend this Policy at any time.

Why is vaccination required?

There are many compelling reasons to make vaccination against COVID-19 (or subsequent variants) a mandatory requirement to enter the Clubhouse and John Messenger Building, including:

- **Consequences:** given COVID-19 is so easily transmitted, positive COVID cases at the Club have the potential to shut down the Club which has significant financial and other consequences for our members, personnel and our operational continuity and ongoing operations and viability as a Club, *in particular* our major offshore racing events, which involve complex logistics and sometimes interstate travel for a significant number of persons at significant cost to themselves, the Club and its sponsors;
- **Confidence:** when persons in the Clubhouse are fully vaccinated, all concerned can gain increased confidence that the Club is a safe place to socialise;
- **Contact:** Some persons who use the Clubhouse are at elevated risk for COVID-19 including elderly and/or vulnerable patrons, and the Club is mindful of their and their families’ health and safety, in addition to that of other members and guests our own Personnel (and their families). The Club is particularly mindful of the fact that almost half its membership is over 60 years of age and almost quarter of its membership is over 70 years of age;
- **Capability:** vaccination is currently the highest control measure reducing the risk of transmission of COVID-19.



CRUISING YACHT CLUB OF AUSTRALIA

Home of the Rolex Sydney Hobart Yacht Race

The Club has legal obligations under, amongst other laws, the *Work Health & Safety Act 2011 (NSW)* (the **WHS Act**), which requires the Club to ensure the health and safety of its workers so far as is reasonably practicable. Where a known safety risk cannot be completely eliminated, the Club is obliged to take steps to minimise that risk.

So far, our risk minimisation measures earlier in the pandemic have included PPE, face masks, physical distancing, hygiene and hand washing, temperature testing, and contact tracing measures. Now that the community has access to methods of vaccinating against COVID-19 which greatly reduce both transmission of the virus and its health consequences, this represents a “higher” and more effective method to minimise the risk of COVID-19 in the workplace, compared to the measures which were previously available.

Obligation to be vaccinated to enter the Clubhouse

The Club is implementing a requirement that, to enter the Clubhouse or the John Messenger Building or any other area, venue or vessel (owned, chartered or organised by the CYCA) declared by the CEO as being subject to this requirement, one must be vaccinated against COVID-19 (including any subsequent variants). The Club considers this to be the primary, highest and most effective risk minimisation measure it can implement.

Evidence of vaccination

Members and guests must ensure they have ready access to government-issued evidence of their vaccination status whilst engaging in club activities. Examples include the Federal Government Immunisation History Statement or COVID-19 vaccination digital certificate.

The Club may ask any member or guest to show their vaccination status at any time. If you are unable to evidence your vaccination status when asked, you may be asked to leave Club premises.

Exemptions to this Policy

Any member or guest with a legitimate medical reason for being unable to be vaccinated will be considered for an exemption (if possible) on a case-by-case basis.

If the person cannot, due to legitimate medical reasons, be vaccinated in accordance with this Policy, the person will be asked to show a medical contraindication certificate, in the form mandated by the New South Wales government, with all particulars completed by a registered medical practitioner (“Contraindication Certificate”). The Club will not grant a medical exemption unless the person supplies a Contraindication Certificate.

The Club does not have the resources available to consider exemptions for other reasons, or based on other forms of evidence, in order to permit members and guests to access facilities. The Club’s facilities, particularly the Clubhouse, are regularly accessed by large numbers of persons. There are very few staff available to oversee access, and at busy times in particular it is impracticable for Club staff to spend significant periods of time dealing with any one person’s request to access the facilities. The process set out above is designed to permit efficient access to facilities by those who have good grounds to seek to access them. Outside that process, there is simply no capacity to evaluate different reasons for seeking exemptions, or to entertain argument or provide for any process of appeal, when determining whether to allow a particular person into the Clubhouse.

Consequences of non-compliance with this Policy

Any member or guest who fails to comply with this Policy will not be permitted to enter the Clubhouse.

Privacy

Where a member or guest of the Club provides any information regarding their medical or other circumstances for the purposes of this Policy, that information will be treated confidentially and, to the extent that the information may be retained, will be stored securely in accordance with the Club’s Privacy Policy.



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AUTHORISATION

Policy was approved by the Board on 23 November 2021