

LEADERSHIP WA COVID-19 MANAGEMENT AND VACCINATION POLICY

PROGRAM PARTICIPANTS 2023

Context Information

Leadership WA is highly committed to keeping our people, participants, stakeholders and communities as physically and psychologically safe as possible and recognises that in the current environment, identifying and implementing COVID-19 management measures in our group learning is of high importance.

We recognise that COVID-19 vaccination is an essential element of overall COVID-19 response planning, and that the medical and scientific advice that affirms the role immunisation plays in protecting the community in the event of an outbreak of COVID-19. We also recognise that the extent of protection conferred by vaccination may be subject to change due to the evolving nature of the COVID-19 virus, and therefore flexible adaptation of all measures is key.

In accordance with appropriate State and Federal legislation we have adopted COVID-19 safe protocols for all of our experiences and may need to adjust these from time to time according to the most recent Public Health Orders.

As the nature of our Programs is group experiential learning, the majority of our events, experiences and field trips take place with a wide variety of service providers, sites or venues who kindly host us. These may include, but are not limited to:

- a. Airlines or transport companies
- b. Mine sites; utility sites
- c. Sites of cultural significance
- d. Indigenous communities
- e. Hospitals
- f. Education settings – schools or Universities
- g. Government, not-for-profit or private institutions

Access to these service providers, host sites or venues may be or already are governed by Public Health Orders, or by their own organisational policies relating to COVID-19. Such orders or policies are beyond the control of Leadership WA. The impact of this is that for some of our experiences in 2023 and beyond, Program participants may not be permitted to access these service providers, host sites or venues without providing evidence of full vaccination status or medical exemption. Active and present participation in our experiential experiences is an integral component of our Programs, with attendance being a critical requirement.

Given the above considerations, Leadership WA's position for Program Participants is as follows:

Vaccination Requirements

1. Participants, Contractors, Alumni, Visitors, Volunteers or other stakeholders engaged in our business are requested (but not mandated) to have up-to-date vaccinations against COVID-19 to take part in person in any Leadership WA program or activity.
2. Leadership WA will consider applications for participants that do not have up-to-date vaccination for COVID-19 subject to a risk assessment. A risk assessment will be carried out using an assessment tool that will include an appraisal of current Public Health Orders in place at the time that the individual is recruited.
3. If a venue partner requires proof of vaccination, individuals may be required to show a Leadership WA representative such proof to enable participation in the experience
4. A COVID-19 vaccination exemption may be allowable where an individual has a disability, medical or other protected attribute that means they cannot be vaccinated. This will be assessed on a case-by-case basis by Leadership WA, with deferral to public health directives.
5. Individuals that this clause relates to understand that Leadership WA's position on vaccinations may change from time to time subject to whether a relevant Public Health Order applies in the context of appropriate vaccination requirements.
6. In the event that there are any changes to the vaccination requirements issued by State or Federal government or by service providers, host sites or venues, all Program participants will be expected to comply with the specific directives, advice or requirements. Failure to do so may result in removal from the Program and refunds may not be provided.

Experiences Impacted by COVID-19

7. During the COVID-19 related restrictions during 2020-2022, Leadership WA very effectively reverted its face-to-face experiences to online experiences. We made this adjustment in a manner that ensured the quality and integrity of all of the participants' program experience was maintained. Our expert facilitators delivered experiences through a variety of highly interactive virtual technologies, which kept a high level of engagement and leadership development experience. We received excellent feedback on our approach despite the challenging circumstances.
8. Given the unpredictability of the impact of COVID-19 and associated Public Health Advice or decisions taken by service providers, host sites or venues to restrict movement or access, Leadership WA may not be able to provide all face-to-face events, experiences or field trips as planned.
9. Where an externally directed restriction reasonably impacts the ability of Leadership WA to proceed with a planned face-to-face event, experience or field trip, Leadership WA reserves the right to replace the event, face-to-face experience or field trip with an online or alternative experience for all Programs and Alumni events. Any alternatives will be carefully designed to support leadership development in accordance with current State and Federal health directives. These will also honour the integrity of our organisation's approach to programs and experiences.

10. Leadership WA is committed to safety for all and the integrity of your learning experience and thus any alternatives will be carefully designed to support your leadership development in accordance with current State and Federal health directives. you will not be entitled to a refund for any such replacement.

Future Management

11. Given that requirements around general COVID-19 management and COVID-19 vaccination may be subject to as yet unknown changes, this position will be reviewed periodically and is subject to change at short notice.
12. Leadership WA will always seek to update participants and advise of any changes as appropriate, always aligning to the philosophy of keeping our people, participants, stakeholders and communities as safe as possible.
13. Any questions relating to the above, should be directed to the CEO of Leadership WA at ceo@leadershipwa.org.au or on 08 6381 6700.

Definitions

Approved Vaccine means any COVID-19 vaccination that has been provisionally registered for use in Australia by the Therapeutic Goods Administration.

Fully Vaccinated means having obtained the manufacturer's recommended dosage of any Approved Vaccine. For example, where a two-dose schedule is recommended by the manufacturer, a person will be considered fully vaccinated when they have received both doses of the vaccine. This extends to obtaining booster doses as they become available in line with public health advice.

Medical Exemption means a medical exemption to an Approved Vaccine recorded on the Australian Immunisation Register and displayed on the individual's Immunisation History Statement.

Public Health Order is a public health directive made under the Public Health Act 2016 (WA).

Vaccination Certificate means one of:

- a. an Australian Government COVID-19 digital certificate or COVID passport, or
 - b. an Employee Immunisation History Statement
- both of which can be obtained through the MyGov account portal.

Participants are individuals who have accepted and paid for a place on a Leadership WA Program or Course.

Programs are the educational experiences designed and delivered by Leadership WA and may also include Courses, Events and Tailored Solutions.

Effective as at November 2022.