

Dear TEAD Volunteers,

TEAD is slowly and safely launching the third phase of our *Return to Business Plan* starting September 13, 2021. Over the first two phases, we saw independent riders and riders with leaders return to the saddle. We have also had many volunteers return to help with barn chores, facility maintenance, tacking, grooming, and leading in therapeutic riding lessons. Most recently, we have re-opened Camp Wrangler and introduced several Wellness Programs to our program mix. With great thanks to our full TEAD community, we have safely and successfully navigated the past 16 months!

We are now ready to re-launch therapeutic riding lessons for riders with side walkers. During these lessons, a riding instructor and team of volunteer leaders and side walkers work in close physical proximity and offer hands-on support to the rider when necessary. The recommended physically distancing of 6 ft (2 meters) is not possible. **If you would like to volunteer in therapeutic riding lessons with side walkers starting September 13, 2021, please contact volunteer@tead.on.ca.**

Recently, TEAD's Board of Directors and Executive Director have had robust discussions regarding COVID-19 Health and Safety measures that have considered Ontario's Health and Safety Act, the Canada Labour Code, Ontario Human rights Code, Ontario Public Health recommendations and the demographics and needs of the TEAD community. As a result, TEAD will adopt the following COVID-19 Vaccination Policy:

TEAD COVID Vaccination Policy

- 1. TEAD encourages COVID Vaccinations for all eligible individuals.** In accordance with the approval by Health Canada, the recommendations of the Federal and Provincial governments, the Public Health Agency of Canada, regional public health authorities, and the Canadian Medical Association, TEAD strongly encourages all eligible individuals to voluntarily receive two doses of the COVID-19 vaccination. Anyone with questions regarding the benefits, risks and precautions for vaccines is encouraged to speak with their healthcare professional.
- 2. TEAD requires that ALL employees, volunteers, riders, and visitors continue to follow our COVID-19 Health and Safety Protocols** including:
 - The wearing of face masks in all indoor spaces, the wearing of face masks outdoors when not able to physically distance the required 6ft (2 m), the wearing of face masks during lessons with riders requiring leaders and/or side-walkers during indoor and outdoor lessons.
 - Adherence to TEAD's sanitization protocols and practices.

- The use of outdoor spaces when possible.
 - Completion of daily COVID-19 screening and sign-in/sign-out contact tracing form.
3. All employees, volunteers, and riders **participating in therapeutic riding lessons involving side walkers** are required to receive the two-dose COVID vaccination as currently advised by Public Health and the Federal and Provincial governments, unless a reasonable accommodation is approved. Regarding program participants (riders), TEAD recognizes that COVID vaccinations are not yet available for children under the age of 12 and automatic exemptions from COVID vaccination will be applied.
 4. All individuals included in **therapeutic riding lessons with side walkers** are required to provide proof of vaccination.
 5. Program Participants (riders) over 12 years of age may request an exemption from this policy due to medical reasons. Please submit a Request for Accommodation to TEAD's Program Manager for consideration. Accommodations will be granted where they do not cause undue hardship or pose a direct threat to the health and safety of others.
 6. TEAD's COVID Vaccination policy will be reviewed in December 2021 or as there are significant changes to Federal or Provincial guidelines. It is recognized that the COVID-19 global pandemic remains a developing situation.

Should you have any questions or would like to discuss further the TEAD COVID Vaccination Policy or TEAD's general health and safety protocols, please feel free to contact TEAD Executive Director or Chair of the Board of Directors directly. Thank you for your support and cooperation!

Catherine and Sue