

**COVID 19  
VACCINATION  
POLICY-  
STUDENTS:  
POLICY NO: A33**

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Private  
Tertiary  
Education



<b>POLICY NO: A33</b>	<b>COVID 19 VACCINATION POLICY-STUDENTS</b>
Date Issued: December 2021	draft
Next Date of Review November 2022	

Version Control:

No adjustments may be made to this document without completing the tracking table below and adjusting the date and version number above accordingly.

Revision	Name	Title	Date	Comments



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## Background

CTU Training Solutions recognises the preliminary landscape of all scientific knowledge, and that, as with all other pandemics and viruses, the updating of knowledge will lead to an improved understanding of how to respond to such viruses scientifically and medically. As an institution that follows the science, we will stay abreast of any changes and update this policy accordingly.

As part of the COVID-19 facilitation process, CTU undertakes to as far as reasonably possible embark on vaccination drives to inform stakeholders of the benefits of COVID-19 vaccinations, and assist with information on COVID-19 vaccination sites.

To aid awareness, find herewith a link to a list of Government approved vaccination sites [Active Vaccination Sites - SA Corona Virus Online Portal](#)

This policy will apply for the duration of the Covid-19 pandemic or until such time that the CTU Executive Team resolves it has served its purpose.

The two main bodies of stakeholders at CTU who are impacted by this Policy are staff members and students.

Regarding students, CTU is not a distant/remote learning institution, and its primary mode of instruction is done in person. This entails regular face-to-face interaction with fellow-students, staff members and other third parties.

In alignment with the requirements and duties of the Occupational Health and Safety Act (Act 85 of 1993, as amended), and specifically the obligations contained in section 8(1), section 9(1), section 12(1)(b), and section 14(a) and (c), a mandatory vaccination policy protects the health and safety of the CTU community and by implication, public members that encounter employees and students of CTU, and/or otherwise participate in any activity on CTU premises.


CTU's approach is therefore, that Covid-19 vaccination is required for all staff members and students who enters its premises.

CTU recognises the right of individuals to object to vaccination on medical or constitutional grounds. The process and principles for consideration of application for exemption and requests for reasonable accommodation and are set out in this Policy.

## Purpose

CTU implement this COVID-19 Vaccination Policy based on the Occupational Health and Safety Regulations as per the Government Gazette, No 44700, 11 June 2021.

CTU is obligated to comply with the Constitution, all applicable labour legislation, including the Occupational Health and Safety Act, Basic Conditions of Employment Act and other Government Regulations, to create and maintain a safe work environment. As for our students, CTU is responsible for ensuring them a safe learning environment. CTU recognise sections 12 and 15 of the Constitution that protects individual constitutional rights, but CTU also recognises its health and wellbeing responsibility towards the CTU community, which must be fairly considered against individual constitutional rights.



The purpose of this Policy is accordingly to facilitate the vaccination of CTU students to ensure their continued access to all CTU premises (subject to the stipulations related to the relevant lockdown level as periodically published by the government in the Government Gazette).

The policy purpose is further to establish a standard and uniform procedure for managing and applying the COVID-19 Regulations and required COVID-19 vaccinations at CTU.

## Scope

The COVID-19 Vaccination Policy will apply to all CTU currently registered students, and future students and, insofar as this is applicable, will supplement the admission rules for students.

## Definitions and abbreviations

**“Adverse Event”** means any detrimental health event which happens after a person receives a vaccine. A health event is a symptom (something the patient experiences, e.g., headaches) or a sign (something a health practitioner notices about a patient, e.g., increased blood pressure).

**“Common side effects”** include pain at the injection site, fever, fatigue, headache, muscle pain, chills, and diarrhoea.

**“Communication Platforms”** means cloud-based platforms including but not limited to WhatsApp, Skype, Zoom and Microsoft Teams, that allow CTU to enjoy communication services such as messaging, voice and video conferencing to its business applications and processes.

**“Comorbidities”** means when more than one disease or condition is present in the same person at the same time.

**“COVID-19”** means the Coronavirus disease and or any other related strains which might occur in future.

**“COVID-19 PCR Test”** means the polymerase chain reaction (PCR) test for COVID-19 is a molecular test that analyses your upper respiratory specimen, looking for genetic material (ribonucleic acid or RNA) of SARSCoV-2, the virus that causes COVID-19. Scientists use the PCR technology to amplify small amounts of RNA from specimens into deoxyribonucleic acid (DNA), which is replicated until SARS-CoV-2 is detectable if present.

**“COVID-19 vaccines”** means a vaccine that has been scientifically evaluated and recommended by the World Health Organisation (WHO) and approved by the South African Health Products Regulatory Authority to be effective in reducing the incidence of severe disease and death and likely to reduce SARS-CoV-2 viral transmission to contribute to the herding community. This will include any possible booster vaccinations prescribed by authorities.

**“DMA”** means the Disaster Management Act, No. 57 of 2002.

**“Excessive chronic medication”** means where multiple medicines are taken for different chronic medical conditions.


**“Exemptions”** means where the Vaccination Exemption Committee (VEC) has granted an exception for any individual from the required vaccination prescription.

**“Immune deficiency condition”** means the medical condition that causes an insufficient immune system (for example, HIV, autoimmune disease, etc.).

**“Isolation”** means the separation of a person or group of people known or reasonably believed to be infected with a communicable disease and potentially infectious from those who are not infected to prevent the spread of the communicable disease.

**“Natural Immunity”** means the exposure to a disease organism that triggers the immune system to produce antibodies to that disease. Exposure to the disease organism can occur through infection with the actual disease (resulting in natural immunity).

**“OHS Act”** means the Occupational Health and Safety Act, No. 95 of 1993.



“**PPE**” means the personal protective equipment worn to minimise exposure to hazards that cause serious workplace injuries and illnesses.

“**Quarantine**” means the separation of a person or group of people reasonably believed to have been exposed to a communicable disease but not yet symptomatic from others who have not been exposed to prevent the possible spread of the communicable disease.

“**Religious objections**” means any objection based on a religious conviction that is directly related to and accepted as the established doctrine within an existing religious grouping.

“**CTU students**” means any registered CTU student.

“**Underlying medical conditions**” means underlying medical conditions that put an individual at increased risk for potentially severe and life-threatening outcomes from an infection (COVID-19) For example, Type 2 Diabetes, obesity, Cancer, COPD, etc.).

“**Vaccine Exemption Committee or VEC**” means the CTU vaccine exemption committee for employees and students, as appointed by the CEO.

## Principles

The guiding principles for the implementation of this Policy are as follows:

CTU has traditionally been a close contact working environment, where instruction occurs primarily through face-to-face lecturing and learning. This requires a safe and caring environment for employees, ad-hoc contract workers and students. It would be impossible for CTU to function in a sustainable manner if close contact is not viable.

CTU believes that it is not economically viable or practical to maintain social distancing indefinitely. CTU implemented a blended learning approach, but a sole online learning platform is not allowed based on accreditation requirements. In addition, in many instances, students require access to CTU’s premises due to lack of adequate resources to support remote learning.

The COVID-19 pandemic has placed a more pronounced obligation on CTU to provide a safe working, and studying environment, especially for vulnerable students who have comorbidities or underlying medical conditions, as they are more exposed to a higher risk of infection.

Students should be provided with a safe environment to achieve academic outcomes. CTU is required to take measures that are reasonably practicable to ensure that students are safe and protected. The operational requirements of CTU entail that its students are regularly exposed to large groups and members of the public

CTU believes that the collective greater good and wellbeing of the CTU community and the right to life and safety and security within the study environment ought to be given more weight than an individual's right to elect not to be vaccinated, subject, of course, to the exemptions which will be discussed below.

Section 24 of the Constitution of South Africa indicates that everyone has the rights:

- To be in an environment that is not harmful to health and wellbeing.
- To have the environment protected for the benefit of present and future generations.

CTU has the right to deny any person access to its property based on operational and safety reasons (subject to the stipulations related to the appropriate lockdown level as periodically published by the government in the Government Gazette).



## General COVID-19 Campus Regulations

All CTU students must maintain precautionary health measures as required between workers, service providers, and students within the workplace and in all common areas on the CTU premises.

CTU will ensure a sufficient supply of sanitisers provided to students and such sanitisers will be supplied at all entrances to buildings, elevators, and all communal areas.

All stakeholders should apply proper ventilation in all CTU venues as and when possible.

All students on the CTU campuses are required to wear a mask that must cover the nose and mouth for the duration of their presence on campus.

All CTU students who are not vaccinated and who are in possession of an approved exemption will be required to complete a compulsory COVID-19 screening questionnaire before entering CTU premises.

In addition to this, all unvaccinated individuals wishing to access a CTU campus should have a valid permit and QR Code to access the premises.

CTU reserves the right to screen individuals on access as and when they deem it necessary.

Unvaccinated and exempted individuals wishing to access a CTU campus must subject themselves, for screening, to the gate access personnel responsible for measuring their temperature.

## COVID-19 Testing

Any student who suspects that they might have contracted COVID-19 should immediately inform CTU Campus Management. The student concerned will be required to undergo a COVID-19 PCR test and remain in quarantine for 10 (ten) calendar days if tested positive.

Should individuals test positive for COVID-19 they will be obligated to provide CTU Management with a copy of their test results.


Individuals who test positive for COVID-19 will not be permitted to access a CTU campus before either receiving an COVID-19 negative test result or on expiry of the 10 (ten) day isolation period.

## CTU's standpoint on COVID-19 Vaccinations

CTU wants to maintain a safe and healthy environment for all its stakeholders and wishes to return to function as a predominately face-to-face contact institution.

As CTU is in sole control of granting and limiting the right of access to its property, CTU has decided to make it a requirement for all CTU students to be vaccinated to access its premises.

All students, whether in face-to-face classes, laboratories or through use of various computer venues, libraries, recreational venues, cafeterias, sports facilities etc., will constantly be exposed or pose a risk to students, employees, ad-hoc contract workers by being present on campus.



As an additional measure to ensure the health and safety of all CTU stakeholders, the academic registration process will predominately take place online.

Students who are not vaccinated by the COVID-19 CTU vaccination deadline **date- 28 February 2022,** may register for the academic year but do so in the knowledge that they would have to be physically on campus to attend class, complete tests, examinations, and other assessments. Such attendance will only be possible if the student is fully vaccinated, subject to what is set out below.

To be allowed access to campus, students will be required to provide proof of a COVID-19 vaccination or documents supporting an acceptable ground for exemption (as per the application contained in annexures) should they want to access the CTU campuses or facilities to comply with their study requirements.

In order to approach this decision rationally and reasonably, CTU has decided to put the following measures in place

### Required Vaccinations

All CTU students wishing to access campus must vaccinate as they risk contracting and infecting others with COVID-19.

This measure is essential to advance a safe environment for all students.

Any CTU students with concerns regarding vaccinations may receive voluntary individual counselling at any counselling support service.

### Implementation

This Policy will take effect on approval and allow for a compliance period to enable students to obtain their vaccinations before enforcing compliance.

Students will be required to receive approved government vaccinations before **28 February 2022.**

All students wishing to request exemption or deferral from receiving the COVID-19 vaccine, will be required to comply with the following provisions, until their application has been approved:

- a. Submit proof of a weekly COVID-19 test at their own cost to their campus manager. These COVID-19 tests should be submitted weekly from **28 February 2022** by all students who have not been vaccinated.
- b. Provide a COVID-19 negative test before returning to campus following any travel for 24 hours or more.


### Exemptions

CTU recognises the existence of certain legally acceptable bases for refusing a COVID-19 vaccination and wishes to adhere to a process that protects all stakeholders' constitutional rights.

CTU will consider the following exemptions:

**Medical objections** (Section 27 of the Constitution of South Africa):





For a student to successfully raise a medical objection, they will have to provide a letter/report from any registered medical practitioner indicating that the student has a medical reason or risk justifying such an individual not to be vaccinated. Such a letter/report from a medical practitioner should contain the diagnosis and the prognosis of the individual, and any such individual must disclose the information to CTU to qualify for an exemption.

A medical objection may be raised based on the grounds set out in Annexure A.

Medical objections may include the following contraindications:

- a) Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a component of the COVID-19 vaccine.
- b) An immediate allergic reaction of any severity to a previous dose or known (diagnosed) allergy to a component of the COVID-19 vaccine.

Conditions for precaution and consideration before vaccination is required:

- a) Long COVID-19
- b) Bleeding disorders and Anticoagulation medication
- c) Female (18 and 49) with diagnosed blood clotting risk
- d) History of Myocarditis or Pericarditis
- e) Pregnancy or breastfeeding (only on the recommendation of a Gynaecologist)
- f) History of Multisystem Inflammatory Syndrome (adult or child)
- g) History of Heparin-induce Thrombocytopenia
- h) Dermal fillers
- i) History of Guillain-Barré syndrome
- j) Immunosuppressive disorders (like HIV, cancer or being on immunosuppressive therapy)

Condition NOT considered as a contraindication or requires precautions is: a Common allergies (pet, food, medication, etc.)

CTU undertakes to keep all medical information secure and deal with it confidentially.

**Religious objections** (Section 15 of the Constitution of South Africa):

Should any students have a religious objection to receiving a COVID-19 vaccination, a student should obtain a declaration from their religious leader indicating the nature of the religion and the specific religious doctrine which supports the contention. The motivation provided should be plausible and accepted as an established doctrine within an existing religious grouping.

**Natural Immunity objection:**


Should a student prove they have recently tested positive for COVID-19 test results, they may apply for a deferral exemption based on their natural immunity. Natural immunity may last for a maximum of three months.

The current guidelines from the National Department of Health recommends that individuals who had COVID-19 should wait for a period of 30 days after recuperation from the illness before they should vaccinate.

Should a student want to extend this period of deferral by a further three months, they will be required to have a COVID-19 or an approved antibody blood test report.

CTU will accept either a pathology report and/or a South African Health Products Regulatory Authority (SAHPRA) approved antibody test when accompanied by a report, which can be obtained from service providers (such as Clicks and Dischem).

These tests must be conducted at an individuals' own cost, or are free at any government testing facility, to prove that COVID-19 antibodies are still present.



Students who intend to rely on this exemption will have to provide CTU with a copy of their positive COVID-19 SAHPRA approved antibody blood test report. Any such exemption will only defer or delay such an applicants' required vaccination deadline date. This objection will not be regarded as an absolute or permanent exemption to nullify the required vaccination obligation.

### Other legally acceptable exemptions

Students who believe that they have a legally acceptable exemption (including possible reasonable accommodation approved by their relevant manager) may apply for exemption or deferral by completing Annexure D and attaching an affidavit detailing the grounds for their legal objection and the justification thereof.

### Participants in SAHPRA approved clinic trials

Students who are participants in any medically approved clinical trials, at an accredited institution, compelling them not to be vaccinated with a COVID-19 vaccine, may apply for exemption or deferral. Such applicants should complete Annexure D and attach an affidavit detailing the grounds for their objection as well as a copy of the clinical trial participant cards, issued to them.

### Process

Any existing student or student planning to enrol for the first time from the 2022 academic year and who wishes to invoke any of the above exemptions will be required to submit the relevant Application for Exemption Form to their Campus Operational Manger before the required vaccination deadline date **28 February 2022**.

Where an Application for Exemption Form requires a student to obtain supporting documents or the signature of a duly appointed expert and/or religious leader to support the Application for Exemption Form, such obligation, and the costs thereof, will rest on the applicant.

These applications will be dealt with based on the content of the application form and the supporting evidence provided.


As part of the Exemption process, an applicant will be provided with the option of attending voluntary individual counselling should they wish to do so.

If CTU believes that the reasons provided in the Application for Exemption are not plausible, acceptable, or truthful, CTU will be able to interrogate the reasons presented.

If the applicant is a student, the COM will refer such cases to the Vaccination Exemption Committee (VEC)

The (VEC) will be a representative independent Committee that CTU will appoint. CTU will appoint a diverse Committee. The ad hoc consulting services of experts will be contracted as needed which could consist of a registered Medical Practitioner, a religious expert, a Psychologist, or a legal expert.

The VEC will be responsible for, where it deems necessary, inviting the student to a meeting where they may interrogate the content of the Application for Exemption and make a final determination on the matter.



Formal feedback will be given to the applicant regarding the decision and the reasons thereof. An applicant will be granted an opportunity to invoke his right to voluntary individual counselling based on the result of the VEC Committee.

The determination by the VEC will be final and binding

In the event that an application is successful, the individual concerned will be required to follow such health and safety protocols as may be prescribed from time to time, as well as such additional measures as may be deemed necessary in the circumstances, including, for example, the requirement to wear a mask.

Should such an application be unsuccessful, such a student will receive fourteen (14) calendar days to conclude voluntary individual counselling and provide CTU with proof of receiving the first vaccination.

## Non-Compliance

Students who make themselves guilty of non-compliance in the absence of an approved Application for Exemption may be requested to attend voluntary individual counselling via any external counselling support service.

Such students may undergo a maximum of 2 (two) voluntary individual counselling sessions per student to address any related concerns.

All students will have fourteen (14) calendar days to comply with this provision.

Should a student still be unwilling to be vaccinated in the absence of an approved exemption or a weekly COVID-19 negative test result, such student will:

- Not be granted access to the campus.
- In dealing with non-compliance, CTU reserves the right to cancel such a students' CTU access card.
- Be encouraged to consider online study options that may be available.
- May as a last resort, choose to terminate their studies.

No students or former students will be allowed access to campus to attend in-person graduation ceremonies without displaying proof of vaccination unless they have an approved exemption or can produce a COVID-19 PCR negative test result not older than 7 days.

External graduation guests should produce a COVID-19 negative test result not older than 7 days or proof of natural immunity (recent SARS COVID19 positive test result not older than 3 (three) months or COVID-19 antibody test).

## Liability

In terms of this COVID-19 Vaccination Policy, CTU considers COVID-19 vaccinations an operational requirement and a health and safety rule .

Insofar as students are concerned, individuals still have the right of freedom of choice to remain enrolled as a student at CTU subject to the UCTU's Student Admission Rules.

If a student receives a vaccination, it is implied that they received such vaccination with informed consent.



All individuals attending vaccination sites will be requested to complete an informed consent form at any such vaccination site.

Any such decision to receive a vaccination will not deem CTU liable for any possible side effects, medical conditions, or death that might occur as a result thereof.

CTU will accept no civil liability for individuals who experience any adverse effects as provision is made in this Policy for individuals to apply for an exemption.

Should any student meet the requirements for exemption, there is a positive obligation on the individual to apply for such an exemption.

Students and may be eligible to claim from the compensation scheme established in terms of the Disaster Management Act regulations.

CTU will not be liable for any reimbursement of fees, possible adverse effects, or prejudice, which any student may incur due to the non-adherence to any of the provisions in the Covid -19 Vaccination Policy.

## Confidentiality

Any documents provided by an individual in compliance with this Policy will be dealt with in a confidential manner and in accordance with the prescriptions of the Protection of Personal Information Act.

## POLICY REVIEW

### Policy Review and Continuous Improvement

An annual review will be done of this policy and the procedures stated herein by the Executive board and recommendations made to the Executive Board will be reviewed, documented and implemented.

## Non-conformance

The following actions will be regarded as non-conformance:

Disregarding or not implementing this policy by any of the relevant parties.

Head Office will do its best to assist and advice where possible to achieve the expected compliance. However, continuous non-compliance with this policy will result in action taken as outlined in the organization's Disciplinary Code.

**EXPLANATION ON CONTRAINDICATIONS**

Covid-19 vaccination considerations (Contraindications and Precautions)

**Contraindications:**

A history of the following should be a contraindication to vaccination with COVID-19 vaccines:

- a) Severe allergic reaction (e.g., anaphylaxis) after a previous dose or to a component of the COVID-19 vaccine
- b) An immediate allergic reaction of any severity to a previous dose or known (diagnosed) allergy to a component of the COVID-19 vaccine

The culprits in components are Polyethylene glycol (PEG) in the Pfizer mRNA COVID-19 vaccine, and polysorbate-80 is an ingredient in Johnson & Johnson COVID-19 vaccine. PEG and polysorbate-80 are structurally related, and cross-reactive hypersensitivity between these compounds may occur. People with a contraindication to one of the mRNA COVID-19 vaccines should not receive doses of either of the mRNA vaccines (Pfizer-BioNTech or Moderna). However, people with a contraindication to mRNA COVID-19 vaccines may be able to receive Johnson's COVID-19 vaccine, and vice versa, provided specific measures are taken (see “precautions” below). Neither vaccine contains animal products or eggs. They are suitable for vegans and are Halaal. The rubber stoppers of the vaccine vials do not contain latex.

**Precautions:****Long COVID-19:**

Vaccination will add additional protection to the natural immunity you may already have. If you are seriously debilitated, still under active investigation, or if your condition has become worse more recently, you should consider delaying vaccination. This is to avoid confusing a reaction to the vaccine with any change in your condition.

**Bleeding disorders and Anticoagulant medications (like warfarin and aspirin):**

As with any injection, there is a small risk of bleeding at the injection site. If you are up to date with your scheduled international normalised ratio (INR) testing and your latest INR was below the upper threshold of your therapeutic range, you can receive the vaccination safely. The right size needle and prolonged pressure at the injection site will reduce the risk further, thus not being seen as a contraindication for vaccination. Inform the health practitioner administering the vaccine that you are taking these medications so that they can take the necessary precautions in administering the vaccine.

**Female between 18 and 49:**

Women 18 through 49 years of age can receive any authorised COVID-19 vaccine. However, they should be informed of the rare but increased risk of thrombosis (blood clotting) with thrombocytopenia (low platelets) syndrome (TTS) after receipt of the Johnson and Johnson COVID-19 Vaccine.

**Males between 12 and 29:**

Males 12 through 29 years of age can receive any authorised vaccine. However, people receiving an mRNA COVID-19 vaccine (for example, the Pfizer-BioNTech), especially males in this age group and their parents/legal representative (when relevant), should be informed of the risk of developing myocarditis (an inflammation of the heart muscle) or pericarditis (inflammation of the lining around the heart) after receipt of an mRNA vaccine. Cases of myocarditis or pericarditis have occurred predominantly in males aged 12–29 years within a few days after receiving the second dose of an mRNA COVID-19 vaccine. The risk of developing either myocarditis or pericarditis is low. Males 12 through 29 are advised to avoid physical activity for at least 7 days after having received the vaccine.

**History of myocarditis or pericarditis:**

People who have a history of myocarditis or pericarditis unrelated to mRNA COVID-19 vaccination may receive any FDA-authorized COVID-19 vaccine after the episode of myocarditis or pericarditis has entirely resolved.

**Had COVID-19 and treated with antibodies:**

Vaccination should be offered to people regardless of history of prior symptomatic or asymptomatic SARS-CoV-2 infection. There is no recommended minimal interval between infection and vaccination. However, vaccination should be deferred for at least 90 days if a patient received monoclonal antibodies or convalescent serum as a treatment for COVID-19. Until additional information becomes available, this is a precautionary measure to avoid interference of the antibody treatment with vaccine induced immune responses.

**Pregnant or breastfeeding (only on the recommendation of a Gynaecologist):**

Vaccination is recommended for all people aged 12 years and older, including people that are:

- Pregnant
- Breastfeeding
- Trying to get pregnant now or who might become pregnant in the future.

A growing body of evidence on the safety and effectiveness of COVID-19 vaccination indicates that the benefits of vaccination outweigh any known or potential risks of COVID-19 vaccination during pregnancy. If a person becomes pregnant following the first dose of a COVID-19 vaccine that requires two doses (i.e., Pfizer-BioNTech COVID-19 Vaccine), the second dose should be administered as indicated for the person to have maximum protection. Pregnant, breastfeeding, and post-partum people 18 through 49 should be aware of the rare risk of TTS after receiving the Johnson & Johnson COVID-19 Vaccine and the availability of other authorised COVID-19 vaccines (i.e., mRNA vaccines).

**Had multisystem inflammatory syndrome: child or adult:**


Because current evidence suggests that the risk of SARS-CoV-2 reinfection is low in the months after initial infection, people with a history of MIS-C or MIS-A should consider delaying vaccination until they have recovered from their infection and for 90 days after the date of diagnosis of MIS-C or MIS-A.

**History of heparin-induced thrombocytopenia (HIT):**

Although the cause of thrombosis with thrombocytopenia syndrome (TTS) associated with the Johnson & Johnson COVID-19 Vaccine is unclear, it appears to be similar to another rare immune-mediated syndrome, heparin-induced thrombocytopenia (HIT). Until more information becomes available, experts advise that people with a history of an episode of an immune-mediated syndrome characterised by thrombosis and thrombocytopenia, such as HIT, should be offered another COVID-19 vaccine (i.e., mRNA vaccine (Pfizer-BioNTech) if it has been 90 days or less since their illness resolved. After 90 days, patients may be vaccinated with any authorised COVID-19 vaccine.

Experts believe that the following factors do not make people more susceptible to TTS after receiving the Johnson & Johnson COVID-19 Vaccine. People with these conditions can be vaccinated with any authorised COVID-19 vaccine, including the Johnson & Johnson COVID-19 Vaccine:

- A prior history of venous thromboembolism
- Risk factors for venous thromboembolism (e.g., inherited or acquired thrombophilia including Factor V Leiden; prothrombin gene 20210A mutation; antiphospholipid syndrome; protein C, protein S or antithrombin deficiency
- A prior history of other types of thromboses not associated with thrombocytopenia
- Pregnancy, post-partum, or receipt of hormonal contraceptives (e.g., combined oral contraceptives, patch, ring).



**Have dermal fillers:** Authorised COVID-19 vaccines can be administered to people who have received injectable dermal fillers without contraindications or precautions for vaccination. Infrequently, these people might experience temporary swelling at or near the filler injection site (usually the face or lips) following the administration of a dose of aCOVID-19 vaccine. These people should be advised to contact their healthcare provider if swelling develops at or near the site of dermal filler following vaccination.

**History of Guillain-Barré Syndrome (GBS):**

People with a history of GBS can receive any authorised COVID-19 vaccine. However, given the possible association between the Johnson & Johnson COVID-19 Vaccine and an increased risk of GBS, a patient with a history of GBS and their clinical team should discuss the availability of mRNA (Pfizer-BioNTech) vaccines to offer protection against COVID-19.

**Immunosuppressive disorders** (like HIV, cancer or being on immunosuppressant therapy):

Immunosuppressive disorders, including HIV, irrespective of CD4 count, are not medically a valid reason to decline vaccination. Like everyone who gets the vaccine, you must continue following the general COVID protection measures after vaccination. No contraindication or Precautions:

**Common Allergies:**

Allergic reactions, including severe allergic reactions (to pets, venom, oral medication, environment, food, etc.), NOT related to vaccines, injectable therapies, or components of COVID-19 vaccines, are NOT contraindications or precautions to vaccination. However, individuals who have had severe allergic reactions to anything, regardless of cause, should be observed for 30 minutes after vaccination.

**Vaccines and their ingredients**

1) Johnson and Johnson vaccine:

- Sodium chloride
- Citric acid monohydrate buffer
- Polysorbate 80
- 2 hydroxypropyl-β-cyclodextrin (HBCD)
- Ethanol (absolute)
- Sodium hydroxide
- Water for injection

2) Pfizer-BioNTech vaccine:

- ALC-0315 = (4-hydroxybutyl) azanediyl) bis (hexane-6,1-diyl) bis(2-hexyldecanoate)
- ALC-0159 = 2- [(polyethylene glycol)-2000]-N, Nditetradecylacetamide
- 1,2-Distearoyl-sn-glycero-3-phosphocholine
- cholesterol
- potassium chloride
- potassium dihydrogen phosphate
- sodium chloride
- disodium hydrogen phosphate dihydrate
- sucrose
- water for injections



**APPLICATION FOR MEDICAL EXEMPTION, MEDICAL DEFERRAL, OR PERSONAL DEFERRAL**

*As set out in the COVID-19 Vaccination Policy in CTU’s continued effort to protect the safety of students, stakeholders, and the community, CTU requires all students to be fully vaccinated against COVID-19. All CTU students may apply for a medical and personal deferral. Such applications may be submitted from 1 January 2022.*

*Students must submit their Exemptions Application Forms to the COM.*

*All requests are pending until applicants receive notice of approval or denial. If no decision has been made by 28 February 2022, applicants must comply with the protective guidelines outlined in the Policy until a decision is made. Individuals who are denied an exemption shall have fourteen (14) calendar days from the date of notification of the decision to receive the vaccine (either a single dose vaccine or the first dose of the 2-dose vaccine). This will include any possible future booster vaccinations which Government may prescribe.*

<b>SECTION A</b>	
Name: Surname:	_____
Date of Birth:	_____
Campus:	_____
Student Number:	_____
Email:	_____
Phone number:	_____

**Medical Exemptions or Deferrals:**

Should you believe that you have a medical reason that prevents you from receiving the COVID-19 vaccine, you should:

- a) Students: complete this application and submit it to their COM.
- b) Upload it onto the relevant electronic system.

A registered medical practitioner should complete section II and provide you with supporting documentation during your consultation. All requests will be reviewed by the Vaccination Exemption Committee (VEC) as applicable. The VEC committee reserves the right to confirm the information provided with a registered medical practitioner.

**SECTION B**

**Personal Deferrals:**

Employees on leave, employees, ad-hoc contract workers or students who are pregnant, breastfeeding, have natural COVID-19 immunity (due to a recent COVID infection), or any other lawful exemption ground must complete, sign, and submit their application and supporting documents per email to their line manager, Compliance Officer, or relevant COM

Line Mangers may contact you for additional information regarding your request.

Please mark the appropriate option for your application:

- I am requesting a medical **exemption** from the COVID-19 vaccination.
- I am requesting a medical **deferral** from the COVID-19 vaccination





Select a reason for personal deferral:

I am currently on leave and will not return until \_\_\_\_\_ (date).

I am pregnant (only if recommended by Gynaecologist)

Anticipated Delivery Date: \_\_\_\_\_

I am actively breastfeeding (only if recommended by Gynaecologist)

Planned end date: \_\_\_\_\_

**ACKNOWLEDGMENTS AND CONSENTS**

I hereby acknowledge that should there be a need for the VEC Committee and Mangement to contact my medical practitioner regarding my portrayed reasons preventing me from receiving the COVID-19 vaccination, my medical practitioner will be authorised to disclose my relevant medical information.

I further acknowledge that if my request is approved, I will be exempted or deferred from receiving the COVID 19 vaccine, and I will be required to comply with the following provisions (except in the event of an approved deferral based on natural immunity):

- a. All individuals will be required to present a COVID-19 negative test result before returning to work following any travel for 24 hours or more.
- b. Be required to always wear a mask (like all other individuals on campus)and/or take whatever additional measures as may be deemed appropriate in the circumstances.
- c. Be required to sanitise (Updates to these requirements may be made based on Government COVID-19 regulations).

I agree to comply with these restrictions and accept the responsibility for compliance with all health and safety requirements that may be required from time to time.

I understand that by signing this form (if granted), my name and vaccination status will be shared, to the necessary extent and with those individuals duly authorised and required to have access to this information, to ensure compliance with the CTU’s health and safety requirements.

I understand and assume the risks of non-vaccination.

I understand that COVID-19 vaccination is required to protect me, co-employees, CTU students and stakeholders from COVID-19 and its complications, including severe illness and death.

I hereby agree to comply with all safety measures listed above and any other necessary and reasonable safety measures that may be required from time to time.

I acknowledge that I am aware of all current Covid-19 Vaccine Information and that if my request for an exemption/deferral is not approved, I will be required to receive the COVID-19 vaccine as a health and safety rule and a condition of my employment and/or studies.

Individuals who have been denied an exemption shall have fourteen (14) calendar days from the date of notice of the denial to receive voluntary individual counselling and the vaccine (either a single dose or first dose of the two-dose vaccine). This will include any possible booster vaccines which Government may prescribe.

Thus, done and signed at \_\_\_\_\_ on the \_\_\_\_\_ of \_\_\_\_\_ 20\_\_.

\_\_\_\_\_  
APPLICANT



SECTION II: MEDICAL PRACTITIONER TO COMPLETE THIS SECTION

Step 1: Select the reason for exemption.

A documented history of severe or immediate-type allergic reaction to any ingredient of all currently available COVID-19 vaccine brands. List vaccine ingredient (s) the patient is allergic to:

Details:

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There is a documented history of severe allergy or immediate-type hypersensitivity reaction to previous COVID-19 vaccination and a separate contraindication to all currently available COVID-19 vaccine brands.

Details:

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For the J&J/Pfizer vaccine: A history of a specific heparin allergy known as heparin-induced thrombocytopenia (HIT) may be a contraindication or reason to defer the vaccination,

Details:

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Other- a medical condition that requires an employee, ad-hoc contract worker or student not to receive the vaccination or delay until a future date

Details:

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The following conditions are not considered medical contraindications to the COVID-19 vaccination but for which a deferral of the vaccination to a later date is being requested:

Medication-induced immunocompromised states, especially when the medication is temporary, and the vaccine is predicted to have better efficacy with a future administration. Ideally, though, the vaccination should be given at least two weeks before initiating such immunosuppressive medications

Details:

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Prior SARS COVID-19 PCR positive test: If they test positive for SARS COVID19 PCR before their first vaccine or after the first vaccine but before the second vaccine, they should wait 10 (ten) days from the positive test (or 90 days after they received treatment with Monoclonal Antibody Infusion) and be fully recovered as before receiving the first or second dose as appropriate.

Details:

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Upcoming surgery: If an individual is scheduled for an upcoming surgery, they should consult with the surgeon to determine if their vaccination should be scheduled later.

Details:

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Note: The following conditions are not considered medical contraindications to COVID-19 vaccination

- A history of allergy or anaphylaxis to foods, antibiotics, other oral medications, pets, venom, other environmental allergies, or non-COVID vaccines
- History of latex allergy
- Individuals who do not eat eggs or gelatin
- Family history of adverse vaccine reactions or autoimmune conditions
- Fear of needles or general avoidance of vaccine

Add any supporting data (please include any pertinent labs or studies, specialist notes, etc.) Exemption is temporary and vaccination can be initiated at a date:

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Anticipated duration of temporary exemption: \_\_\_\_\_

Practice Street Address:

Postal Code:

Phone Number: Email Address:

Field of specialisation:

Medical Registration Number:

I \_\_\_\_\_ (name), herewith declare that the information provided above is true and correct to the best of my knowledge. Medical Practitioners

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Attention Medical Practitioner and Employee, ad-hoc contract worker or Student

**ATTACH MEDICAL RECORDS**

Please attach medical records or medical certificate indicating the contraindication/s for the patient receiving the COVID-19 vaccine. Please note that the entire medical record is not required. Only the medical certificate of the healthcare provider demonstrating contraindications to the COVID-19 Vaccine is required.



**APPLICATION FOR RELIGIOUS EXEMPTION**

*As set out in the COVID-19 Vaccination Policy in our continued effort to ensure the protection and safety of our students, stakeholders, and community, CTU requires all students to be fully vaccinated against COVID-19.*

*CTU students may apply for religious exemption. Such applications may be submitted from 1 January 2022. Students must submit their Campus Operational Manager.*

*All requests are pending until applicants receive notice of approval or denial. If no decision has been made by 28 February 2022, applicants must comply with the protective guidelines outlined in the Policy until a decision is made. Individuals who are denied an exemption shall have fourteen (14) calendar days from the date of notification of the decision to receive the vaccine (either a single dose vaccine or the first dose of the 2-dose vaccine).*

**SECTION A**

Name: Surname: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Campus: \_\_\_\_\_

Student Number: \_\_\_\_\_

Email: \_\_\_\_\_

Phone number: \_\_\_\_\_

A sincerely held religious conviction:

- Should be more than a social, economic, or political philosophy.
- Should be an established religious doctrine of a recognised and existing religious congregation.
- Should not be solely a belief about vaccinations and one’s personal preference.

In the below, please provide a personal statement detailing the basis for your vaccination objections, explaining why you are requesting the exemption, the religious principle(s) that guide your objection to vaccination, and the religious basis that prohibits the COVID-19 vaccination. Please attach a letter from your religious congregations’ leader to support your application. The CTU may need to discuss the nature of your religious belief(s) and practice(s) with you or your religious leader(s) (if applicable). CTU may also request additional supporting documentation if needed. Please provide an explanation detailing any changes in your religion, belief, or personal observance or the reason(s) that you believe your religion, belief, or observance prevents you from receiving the COVID-19 vaccine.

**ACKNOWLEDGEMENTS AND CONSENTS**

I hereby acknowledge that the VEC Committee can contact me as well as my religious leader regarding my portrayed reasons preventing me from receiving the COVID-19 vaccination, should it be required. I further acknowledge that if my request is approved, I will be exempted or deferred from receiving the COVID-19 vaccine, and

I will be required to comply with the following provisions:



a. Provide a SARS COVID-19 PCR test before returning to work following any travel for 24 hours or more.

b. Be required to always wear a mask (like all other individuals on campus) and/or take whatever additional measures as may be deemed appropriate in the circumstances.

c. Be required to sanitise.

I agree to comply with these restrictions and accept the responsibility for compliance with all health and safety requirements that may be required from time to time.

I understand that by signing this form (if granted), my name and vaccination status will be shared, to the necessary extent and with those individuals duly authorised and required to have access to this information, to ensure compliance with health and safety requirements.

I understand and assume the risks of non-vaccination.

I understand that COVID-19 vaccination is recommended to protect me, co-employees, CTU students and stakeholders from COVID-19 and its complications, including severe illness and death.

I hereby agree to comply with all safety measures listed above and any other necessary and reasonable safety measures that may be required from time to time.

I acknowledge that I am aware of all current Covid-19 Vaccine Information and that if my request for an exemption/deferral is not approved, I will be required to receive the COVID-19 vaccine as a health and safety rule, and a condition of my employment and/or studies. Individuals who have been denied an exemption shall have fourteen (14) calendar days from the date of notice of the denial to receive voluntary individual counselling and the vaccine (either a single dose or first dose of the two-dose vaccine)

Thus, done and signed at \_\_\_\_\_ on the \_\_\_\_\_ of \_\_\_\_\_ 20\_\_.

\_\_\_\_\_  
APPLICANT



**OTHER LEGALLY ACCEPTABLE EXEMPTIONS**

As set out in the COVID-19 Vaccination Policy in our continued effort to protect the safety of our employees, ad-hoc contract workers, students, stakeholders, and community, CTU requires all students to be fully vaccinated against COVID-19. CTU students may apply for other legally acceptable exemptions. Such applications may be submitted from 1 January 2021.

Students must submit their Exemptions Application Forms at their COM. All requests are pending until applicants receive notice of approval or denial. If no decision has been made by 28 February 2022, applicants must comply with the protective guidelines outlined in the Policy until a decision is made. Individuals who are denied an exemption shall have fourteen (14) calendar days from the date of notification of the decision to receive the vaccine (either a single dose vaccine or the first dose of the 2-dose vaccine).

<b>SECTION A</b>	
Name: Surname:	_____
Date of Birth:	_____
Campus:	_____
Student Number:	_____
Email:	_____
Phone number:	_____

Any other exemption:

- This includes any legitimate ground an employee, ad-hoc contract worker or student wishes to rely on.
- Should not be solely a belief about vaccinations and one’s personal preference.
- May include permission from HOD regarding reasonable accommodation.

I hereby confirm that the basis for my objection is:

\_\_\_\_\_

\_\_\_\_\_

Please attach a confirmatory affidavit detailing plausible reasons for your objection and Application for Exemption. Please provide an explanation detailing any changes in your personal observance or reason(s) that prevents you from receiving the COVID19 vaccine. CTU may also request additional supporting documentation if needed.

**ACKNOWLEDGEMENTS AND CONSENTS**

I hereby acknowledge that the VEC Committee can contact me as well as my religious leader regarding my portrayed reasons preventing me from receiving the COVID-19 vaccination, should it be required. I further acknowledge that if my request is approved, I will be exempted or deferred from receiving the COVID-19 vaccine, and



I will be required to comply with the following provisions:

- a. Provide a SARS COVID-19 PCR test before returning to work following any travel for 24 hours or more.
- b. Be required to always wear a mask (like all other individuals on campus) and/or take whatever additional measures as may be deemed appropriate in the circumstances.
  - a. Be required to sanitise.

I agree to comply with these restrictions and accept the responsibility for compliance with all health and safety requirements that may be required from time to time.

I understand that by signing this form (if granted), my name and vaccination status will be shared, to the necessary extent and with those individuals duly authorised and required to have access to this information, to ensure compliance with health and safety requirements.

I understand and assume the risks of non-vaccination.

I understand that COVID-19 vaccination is recommended to protect me, co-employees, CTU students and stakeholders from COVID-19 and its complications, including severe illness and death.

I hereby agree to comply with all safety measures listed above and any other necessary and reasonable safety measures that may be required from time to time.

I acknowledge that I am aware of all current Covid-19 Vaccine Information and that if my request for an exemption/deferral is not approved, I will be required to receive the COVID-19 vaccine as a health and safety rule, and a condition of my employment and/or studies. Individuals who have been denied an exemption shall have fourteen (14) calendar days from the date of notice of the denial to receive voluntary individual counselling and the vaccine (either a single dose or first dose of the two-dose vaccine)

Thus, done and signed at \_\_\_\_\_ on the \_\_\_\_\_ of \_\_\_\_\_ 20\_\_\_\_.

\_\_\_\_\_  
APPLICANT