

STADIO

— HOLDINGS —

STADIO'S POSITION ON MANDATORY COVID-19 VACCINATIONS

INTRODUCTION

With the COVID-19 vaccination being rolled out in South Africa, certain companies, and universities, are considering, or have adopted, policies on mandatory vaccination. STADIO fully supports individuals being vaccinated and believes that the COVID-19 vaccination is effective at protecting individuals against severe symptoms and death, reducing their chance of hospitalization.

STADIO registers thousands of students, 6 000 of whom are contact learning students, required to be on campus, and around 32 000 students are distance learning students who do not attend campus. STADIO also employs over 900 permanent employees to service its student population.

MANDATORY VACCINATION

In considering a mandatory vaccination regime for employees and students, STADIO is guided by the Department of Higher Education and Training, Higher Health, and World Health Organisation (WHO).

Higher Health has considered an individual's Constitutional rights, specifically

- s 12(2) right to bodily integrity;
- s 15(1) right to freedom of religion, belief and opinion;
- 24(a) right to environment not harmful to health & well-being;
- s 9 (3&4) right not to be unfairly discriminated against; and
- s 36 rights may be limited in terms of law of general application

as well Occupational Health and Safety Act (85 of 1993) and June 2021 Directive; Employment Equity Act (55 of 1998); and Labour Relations Act (66 of 1995).

They confirm that there are grounds to make the vaccination mandatory based on the above. Each institution, "being governed by Higher Education Act, 1997 and their own individual institutional statutes, have the power, through their university council, to govern the university and to make rules binding on its staff and students. This is the legal source for the power to make a rule, if it chooses to do so, requiring all members, staff and students who come onto its premises to be vaccinated."

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PN de Waal - Non-executive director | A Mellet - Alternate non-executive director to PN de Waal

Company registration number: 2016/371398/06

Higher Health have not mandated compulsory vaccinations at this stage, and are following the WHO guidelines who “currently do not support general mandates for COVID-19 vaccination and believe it is better to work on information campaigns and vaccine accessibility”.

STADIO will continue to follow the guidelines and protocols developed by Higher Health for all the post-school education institutions, and rolled-out to all STADIO campuses, explaining how to deal with COVID-related issues on campus, the importance of social distancing, mask wearing, regular sanitization, daily health screening etc¹.

STADIO will also continue to promote and build confidence in the vaccination by running awareness campaigns to assist in educating its staff and students on the benefits of vaccinating and to address other vaccination related questions.

STADIO will monitor the number of staff who are vaccinated through a development and maintenance of a vaccination register per campus. Staff will be encouraged to vaccinate and where time off work is required, this will be granted. STADIO will continue to follow all developments made by Higher Health and the Minister in this regard.

¹ GOVERNMENT GAZETTE 29 MARCH 2021

1. Each institution must work out its own Covid-19 management plan for the 2021 academic year.
2. Each institution must have a Covid-19 Response Task Team (which will include student and union representation).
3. Your teaching and learning plan must include “blended learning methodologies, flipped classrooms, carousel and block contact teaching”.
4. Students and staff who can work remotely must be encouraged to do so, and given the tools to do so.
5. Each institution must determine the maximum allowable student numbers per classroom, based on the latest regulations.
6. Each institution must control access to campuses in line with the maximum capacity allowed.
7. Each institution must identify and support students who cannot study from home (circumstances, devices, data, etc.).
8. Contact exams and assessments must be managed in accordance with health protocols (adequate ventilation, sufficient distancing, cleaning between each exam).
9. If contact exams are held, we must follow the guidelines in the GG section 4.5.10, which includes keeping answer papers in quarantine for at least 12 hours before sending them for marking.
10. Students in residences must sign an agreement that they commit to safe behaviour.
11. Each institution must identify high-risk areas (such as libraries, labs and frequently used lecture venues) and clean these frequently.
12. Students and staff must wear masks at all times. Failure to do so is a criminal offence that can lead to arrest.
13. Ideally, students should do a health check at home via the Higher Health website (or alternative) before they come to the campus to speed up the access process.