



# COVID VACCINATION POLICY

**For Tennis Team Members working at  
AO 2022 and Surrounding Events**

# Covid Vaccination Policy

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### 1. Purpose

- 1.1 We are committed to provide a safe work environment for all Tennis Team Members. We are also committed to taking measures to protect the broader community.
- 1.2 Vaccination from Covid is currently the most effective measure available to reduce the spread of Covid and reduce the risks of serious health consequences as a result of contracting Covid.
- 1.3 We have undertaken a risk assessment that determined that vaccination from Covid is a necessary measure to manage the work health and safety risks arising from Covid for our Tennis Team Members working at the AO 2022 and Surrounding Events.
- 1.4 Accordingly, this Covid-19 Vaccination Policy (**Policy**) sets out the vaccination requirements for all Tennis Team Members who are accredited to work at the AO 2022 and/or Surrounding Events.

### 2. Application

- 2.1. The Policy commences on 1 October 2021.
- 2.2. This Policy applies to:
  - (a) all employees (whether they are full-time, part-time, casual, temporary or permanent) employed by Tennis Australia (**TA**) or its subsidiary, the Australian Tennis Foundation (**ATF**)
  - (b) any Member Association team member who requires accreditation to the AO 2022 and/or Surrounding Events;
  - (c) any volunteer who requires accreditation to the AO 2022 and/or Surrounding Events; and
  - (d) ballkids participating in AO 2022 and Surrounding Events (collectively, **Tennis Team Members**).
- 2.3. This policy relates to our professional level events during the summer of 2022. These events include the Australian Open 2022 (**AO 2022**) and any other professional tennis events organised by TA over the summer (December 2021-February 2022) that require the workforce to be accredited, including the AO Bubble and any Australian Open lead up events (**Surrounding Events**) (Collectively, **AO 2022 and Surrounding Events**).

### 3. Definitions

- 3.1. In addition to the terms defined elsewhere in this Policy, the following definitions apply:
- (a) **Accreditation** means a pass issued by TA granting permission to access the Event Venue while the Event Venue is in lockdown for the AO 2022 and/or Surrounding Events.
  - (b) **Covid Vaccine** means a vaccine that has been registered, approved or is recognized as a vaccine by the Australian Therapeutic Goods Administration as published on its website.
  - (c) **Event Venue** means the location where the AO 2022 is to take place and the locations where any of the Surrounding Events are to take place.
  - (d) **Prospective Team Member** means a person applying for a position as a Tennis Team Member.

### 4. Requirements

- 4.1. All Tennis Team Members working at an Event Venue in connection with the AO 2022 and/or Surrounding Events will require Accreditation.
- 4.2. All Tennis Team Members requiring Accreditation to work at AO 2022 and/or Surrounding Events need to have:
1. Received the required number of doses of a Covid Vaccine at least two weeks prior to obtaining Accreditation.
  2. Provided acceptable evidence of their vaccination to TA within appropriate timeframes prior to collecting their Accreditation.

#### Notes:

- Accreditation is scheduled to commence at Melbourne Park on **29 December 2021**.
- To minimise risk to the health and safety of the workforce as far as reasonably practicable, all Tennis Team Members should plan to be fully vaccinated with a Covid Vaccine by **Tuesday 14 December 2021** by the latest.
- If you received your vaccination(s) in Australia, acceptable evidence can include:
  - a COVID-19 digital certificate displayed through the Medicare app, Service Victoria app or smartphone wallet; or
  - a printed version of the COVID-19 digital certificate or immunisation history statement issued by the vaccination provider, a medical practitioner or the Australian Immunisation Register (any other printed version will not be accepted).
- If you received your vaccination(s) out of Australia, acceptable evidence can include:
  - an Australian Traveller Declaration or COVID-19 Vaccination and Testing Declaration as sighted by the Commonwealth Government of Australia upon your entry into Australia;
  - a printed or digital government issued vaccination certificate that shows that you are fully vaccinated with a Covid Vaccine and includes your full name,

- date of birth or passport number, vaccine brand name and the date of each dose of the vaccine;
- an Australian International COVID-19 Vaccination Certificate; or
- other evidence recognised by the State Government.

## 5. Alternative Arrangements

- 5.1. TA is committed to supporting the individual needs of Tennis Team Members while also seeking to provide a safe work environment.
- 5.2. Tennis Team Members and Prospective Tennis Team Members may request alternative arrangements from the vaccination requirement because of:
  - (a) any medical condition, treatment (including, without limitation, fertility treatment or IVF), disability or physical attribute that could be affected by the vaccination; or
  - (b) pregnancy.
- 5.3. Tennis Team Members may be required to provide evidence supporting their request for alternative arrangements.
- 5.4. Any Tennis Team Member considering applying for alternative arrangements are encouraged to discuss their situation with the People & Culture team so arrangements can be put in place to protect their safety and the safety of other Tennis Team Members.
- 5.5. Alternative arrangements may include, without limitation:
  - (a) reviewing, and if necessary, altering work duties so that the Tennis Team Member does not require Accreditation to perform their role; and/or
  - (b) leave arrangements during AO 2022 and the Surrounding Events.
- 5.6. Requests for alternative arrangements will be considered on a case by case basis. Relevant considerations that may be taken into account include the organisational needs of TA, the inherent requirements of a Tennis Team Member's role, the environmental conditions and the evidence provided by the Tennis Team Member about why alternative arrangements are required.

## 6. Changes

- 6.1. This policy has been introduced in response to an evolving situation so it may be updated at any time in response to changing circumstances.

## Version Control

|                 |                 |
|-----------------|-----------------|
| Version Number: | 3               |
| Effective Date: | 3 December 2021 |

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