

Surfing New Zealand COVID 19 Health and Safety Policy	
Vision	Enriching Kiwi lives through the positive development and enjoyment of surfing.
Purpose	Building a better surfing future for our New Zealand surfing community.
Values	<ol style="list-style-type: none"> 1. Positivity and Enjoyment: We create an enjoyable environment for all that keeps everybody active. We have inclusive attitudes that encourage both participation and high performance. We create positive learning and performance environments. We enjoy our peer groups, the social and ocean environments. 2. Passion and Commitment: We love our sport and enjoy what we do. Our staff, volunteers and athletes are positive people, committed to the supporting clubs, events, training, and activities. They are known for investing their time to go the extra mile to help others and for continuing in the face of adversity. 3. Innovation: We are forward looking and proactive in the development of ideas. We are open minded to trying new things and positively accept change. 4. Respect: We respect the power of the ocean, our ocean environment, and the diverse people governing, participating and officiating in our sport. We guide, develop and support those new to the sport on our sport's etiquette. We respect the tikanga of our sport. 5. Collegial. We look out for each other whether in the ocean or on land, and we work together for the greater good of the enjoyment of our sport. We are empathetic to others and seek to understand their view. We collaborate and are prepared to compromise, while parking agendas and egos.
Policy Rationale	<p>We are committed to protecting all Surfing New Zealand employees, volunteers, contractors, partners, and participants from the harmful effects of COVID-19, as well as minimising the risk of COVID-19 transmission within our workplace and wider Surfing New Zealand community.</p> <p>Surfing New Zealand acknowledges that the risks associated with COVID-19, and the measures that can be taken to minimise or eliminate those risks, can change over time. As such, the Board reserves the right to vary, amend, or terminate this Policy at any time, following consultation with you.</p> <p>We intend to minimise the risk of COVID-19 transmission by:</p> <ul style="list-style-type: none"> • Ensuring compliance with the Health Order issued by the New Zealand Government as it applies to Surfing New Zealand's affected employees, volunteers, contractors and participants. • Requiring all employees, volunteers, and contractors, to be vaccinated against COVID-19 as part of our obligations under the Health and Safety at Work Act 2015 ("HSWA"); • Confirming the COVID-19 vaccination status of all employees, volunteers, contractors and participants;

	<ul style="list-style-type: none"> • Taking all other reasonably practicable steps to minimise the risk of COVID-19 transmission for employees, volunteers, contractors, and participants. <p>The Government has repeatedly emphasised the importance of vaccinations – to protect individuals and to give the country more possibilities in managing the virus. Vaccination is widely considered critical to protecting people’s health and safety, by reducing the risk of transmission and minimising the clinical impacts of COVID-19 infection.</p> <p>Under current legislative settings, all organisations can require participants in activities that they run, to be vaccinated as a condition of entry, subject to having undertaken a risk assessment to inform a final policy decision. The new COVID-19 Protection Framework is in force and vaccination status is a key feature in determining what is possible under different settings (green, orange, red).</p> <p>This policy sets out Surfing New Zealand’s COVID-19 vaccination requirements as they apply to employees, and contractors, and to all members and volunteers*. It is designed to keep our people safe and is aligned to the Government’s objective of minimising the impacts of the COVID-19 global pandemic and protecting the communities of Aotearoa New Zealand.</p> <p>* including coaches, officials, managers, athletes and parents (if under 18 years)</p>
Statement	<p>At Surfing New Zealand, we encourage and support our members being vaccinated against COVID-19, so that we can reduce the risk of exposure and transmission of COVID-19. It is important that we provide you with a safe community, in which you can undertake our events. Likewise, it is important that our events are safe for the host communities. Furthermore, it is important that our participants return home safe to their own communities. A safe community is a COVID-19 free community, and currently the best protection against spreading COVID-19 is vaccination. We recognise that COVID-19 poses a very real and serious risk to the safety of our staff, members and volunteers, and in accordance with our health and safety obligations, we are required to take reasonably practicable steps to put in place control measures to manage and minimise any such risk.</p>
Surfing New Zealand Requirements	<p>From December 3 2021, only those people who are fully vaccinated (i.e. have completed a NZ Government recognised course of COVID-19 vaccination) will be able to access Surfing New Zealand sanctioned events where participant and spectator numbers exceed maximums outlined in the COVID Protection Framework. The requirement applies to participants over the age of 12 years and 3 months.</p> <p>As a result of the risk assessment undertaken by Surfing New Zealand, employees and contractors who perform certain roles will be required to have had their first vaccine by December 3 2021 and their second vaccine by January 17 2022, as those roles have been assessed as putting the person performing it at an increased risk of contracting or transmitting COVID-19, and that risk cannot be safely managed with other control measures.</p>

	<p>Surfing New Zealand will require proof of vaccination prior to entry to Surfing New Zealand events and where required, other initiatives. This will include digital or hard copy COVID-19 Vaccination Certificates.</p> <p><i>Note: effective from the date of this policy, a requirement of employment for prospective employees is confirmation that the prospective employee has been vaccinated or has appointments booked to be vaccinated prior to the commencement of their employment. Prospective employees will be required to provide proof of their vaccination status following each vaccination.</i></p>
Vaccination Status	<p>Where vaccinations are required, Surfing New Zealand may ask individuals to disclose, and/or provide proof of, their vaccination status. Information regarding vaccination status is collected for the purposes of our health and safety management planning, implementing this policy, and to identify any relevant support measures (related to Covid-19). Surfing New Zealand will hold this information in accordance with the Privacy Act 2020.</p> <p>You are not required to give this information and if you choose not to provide proof of having received the vaccine, or do not wish to disclose your vaccination status then we will respect your personal choice and right to that privacy. In the interests of health and safety, those unable or unwilling to provide proof of vaccination when requested, will be treated as though they have not been vaccinated.</p>
Exemptions	<p>Surfing New Zealand respects the rights of individuals to choose whether to be vaccinated and acknowledges that there may be medical or other reasons or circumstances, for not being vaccinated, for which you may seek an exemption. Where an employee or contractor seeks an exemption from the requirement to be vaccinated, Surfing New Zealand may require them to provide confirmation of this, which may include a letter from their medical practitioner or religious leader.</p> <p>If, in future, a role within Surfing New Zealand is required to be performed by a vaccinated person under the COVID-19 Public Health Response (Vaccinations) Order 2021, exemptions to the COVID-19 vaccine will be subject to that Order. Currently, exemptions under the Order require a suitably qualified medical practitioner or nurse practitioner to apply to the Ministry of Health on an employee's behalf, on the grounds that the employee meets the specified exemption criteria.</p> <p>Even where an exemption from being vaccinated is obtained by an individual, Surfing New Zealand may have to determine whether it can still safely manage the relevant risks posed by that individual not being vaccinated, and whether any accommodations can be made.</p> <p>Surfing New Zealand will work with those people who are not vaccinated on a case-by-case basis, respectfully and in good faith to explore options and try and find a way forward.</p>

	<ul style="list-style-type: none"> • For Surfing New Zealand employees this may involve steps such as working from home, providing alternative duties, or redeployment where practical, but depending on the role, this may not always be possible. Termination of employment is also an option, but this will be used as a last resort, and only after [Organisation] has explored and considered other alternative options first. • For Surfing New Zealand members (including coaches, officials, athletes, parents and other visitors), this is likely to be more challenging given the nature of our settings and operations. As a result, unvaccinated members should expect to be denied entry or participation rights as a result of their non-vaccinated status.
Additional Measures	<p>In addition to this policy, Surfing New Zealand will maintain a range of appropriate and complementary measures in its activities to further minimise the risks associated with COVID-19, as well as following all guidance set out in the legislation and public health guidance.</p> <p>The conditions of entry before taking part in activities include:</p> <ul style="list-style-type: none"> • Stay home if unwell • You must have produced evidence that you are fully vaccinated to gain access to our activities • You are encouraged to wear a mask • Wash or sanitise hands frequently • Scan your QR code <p>The COVID-19 health questions that will need to be answered include:</p> <ul style="list-style-type: none"> • You do not have any symptoms associated with COVID-19 (e.g. fever, cough, sore throat, shortness of breath, sneezing/runny nose or loss of sense of smell) • You are fully vaccinated against COVID-19 • You do not have COVID-19 nor are you awaiting the results from being tested for COVID-19 • You have not been in contact with any known or suspected cases of COVID-19 in the past 14 days • You have not returned, or been in contact with anyone else who has returned, from overseas in the past 14 days <p>Surfing New Zealand acknowledges that best practice in the minimisation and mitigation of the impacts of COVID-19 is evolving rapidly (e.g. the potential introduction of rapid antigen testing). Given this, Surfing New Zealand confirms to its members its intention to work in good faith, as new information and recommendations come to hand, and to do its utmost to introduce the latest and complementary measures to further minimise risks.</p> <p>Surfing New Zealand notes that this policy is based upon the information currently available from Government and is subject to change as we learn and understand more about how New Zealand manages the fight against COVID-19 in our communities and workplaces. In addition, the Government may mandate that Surfing New Zealand take certain steps. This policy may be revoked, amended or replaced at [Organisation]'s sole discretion on reasonable notice in the circumstances at that time.</p>

Review	<p>This policy will be closely monitored by the CEO. A COVID-19 group, led by the CEO, will take responsibility for managing the <i>COVID-19 safety plan</i> and reviewing and updating this policy and risk assessment as needed in consultation with Surfing New Zealand's Board.</p> <p>Policy reviewed by:</p> <p>Date reviewed:</p> <p>Next review date:</p>