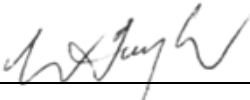


Policy Name	COVID-19
Policy Number	G024_PO (Governance)
Principles	<p>This policy states the COVID-19 safety requirements for student, staff, visitor or contractor access to campus grounds, facilities, equipment, and resources.</p> <p>The Trimester 1 2022 policy requirement that all persons (students, staff, and others) seeking access to a Whitehouse campus be fully vaccinated or have a medical exemption is repealed.</p> <p>From Monday June the 6th 2022, mandatory vaccinations (two doses) or a medical exemption will not be required.</p> <p>Persons will still be required to observe COVID safety measures if they test / contract COVID or are a close contact of a COVID positive case, in accordance with the advice issued by relevant state / territory government jurisdictions, and measures set out in Whitehouse’s COVID Safety Plans at each campus.</p> <p>This Policy should be read with the Student and Staff Codes of Conduct and in conjunction with other frequent and timely email ‘notifications’ (messages to students and staff) detailing specific arrangements, changes, and updates.</p> <p>This Policy complies with relevant national and state legislation, as listed below.</p>
Scope	<p>This Policy version:</p> <ul style="list-style-type: none"> (i) Applies to all Whitehouse students (referred to in this document as “students”), at all its campuses (ii) Applies to all Whitehouse employed staff, visitors, guests, and contractors at all its campuses (iii) Takes effect, starting Monday June 6th, 2022 (iv) Is subject to review and update, as required.
The policy	<p>Ensuring the health and safety of our students, staff, and the community</p> <p>The COVID-19 pandemic, and the Delta, Omicron and emerging variants with its attendant restrictions has adversely affected the health and safety of the community at large and has had unintended consequences for student learning and staff teaching at Whitehouse, resulting in shifts from campus based face-to-face learning to remote, online learning and / or mixed modes of delivery, including the implementation of a range of COVID safety measures. (e.g. hygiene and social distancing; wearing of masks; testing and isolation).</p> <p>Ensuring the wellbeing and safety of all persons while on campus grounds continues to be of paramount importance to Whitehouse. As a national Institute of VET and Higher Education provider, with campuses in Sydney NSW, Melbourne VIC, and Brisbane, QLD, Whitehouse has a duty to provide a safe environment for all persons who normally interact in proximity while on campus grounds by minimising, as much as possible the risk of exposure to the COVID-19 pandemic.</p>

	<p>A Policy for students, staff, and others to access Whitehouse campuses</p> <p>The Australian population has a high proportion of persons fully vaccinated. The Australian, state and territory governments and agencies have relaxed many restrictions related to travel (interstate and international), group gatherings and business operations, with further lockdowns considered unlikely.</p> <p>From June 6th, 2022, all persons (students, staff, or visitors) seeking access to a Whitehouse campus must comply with this Policy.</p> <ol style="list-style-type: none"> 1. Persons are not required to be vaccinated or have a medical exemption to access campus grounds, facilities, equipment, resources, and services, as appropriate 2. Nevertheless, COVID is still a present danger in the community, so in accordance with Whitehouse’s campus based COVID Safety Plans, Whitehouse requires persons to observe a range of health and safety measures while on campus, including but not limited to: <ol style="list-style-type: none"> a. observing hygiene measures (e.g. washing; using sanitisers) b. observing social distancing in group settings, if required c. wearing of masks, if required d. following health and safety directions (verbal or electronic messages) issued by staff e. observing posted directions and signs on campus grounds. <p>The COVID pandemic still poses health risks. Observing COVID health and safety measures while on campus will ensure a safer environment and reduce disease transmission rates, minimise the severity of infections and reduce the likelihood of severe disease impact requiring admission to hospital, and consequent disruptions to studies.</p> <ol style="list-style-type: none"> 4 Notifications to students and staff: <p>Notifications to students and staff with updates are sent on a regular basis, as conditions and government advice tend to also change. It is vital that students and staff check their Whitehouse emails and Google Classroom for these messages and read them carefully.</p> 5 Notifications to persons other than students and staff (e.g. visitors, contractors, guests) are provided as required in the normal course of dealing with them.
<p>Definitions</p>	<p>Policy: means a Whitehouse Institute of Design Australia policy as introduced or altered by Whitehouse from time to time.</p> <p>Person: means anyone (student, staff, or visitors) seeking access to a Whitehouse campus</p> <p>Student: means all students enrolled in a program at Whitehouse included but not limited to fee paying students, FEE-HELP students, VET Students, International students, Summer School / workshop students.</p> <p>Staff: means an employee of the Whitehouse Institute of Design Australia including a casual employee.</p> <p>Fully COVID-19 Vaccinated: means having received two doses of an approved COVID-19 vaccine. Additional requirements may include a booster(s) and / or other measure(s), as recommended by an appropriate government health authority.</p> <p>Medically exempt: means a PDF copy of the student’s exemption that has been recorded on the Australian Immunisation Register (AIR).</p>
<p>Relevant Legislation</p>	<ul style="list-style-type: none"> • https://www.health.nsw.gov.au/ • https://www.dhhs.vic.gov.au/ • https://www.dhhs.vic.gov.au/victorias-restriction-levels-covid-19 • https://www.health.qld.gov.au/ • https://www.safework.nsw.gov.au/ • Fair Work Commission, Australia • Fair Work Ombudsman

	<ul style="list-style-type: none"> • Anti-Discrimination Act 1977 (NSW) • Australian Human Rights Commission Act 1986 • Disability Act 2006 (VIC) • Disability Discrimination Act 1992 (Commonwealth) • Disability Discrimination and Other Human Rights Legislation Amendment Act 2009 • Occupational Health and Safety Legislation and Regulations (Victoria) • Work Health and Safety Act 2011 (Commonwealth) • Work Health and Safety Law and Policy (NSW)
Key Related Documents	<ul style="list-style-type: none"> • Code of Conduct (Students) • Code of Conduct (Staff) • G002 Critical Incident Policy and Procedure • G005 Grievances and Complaints Resolution Policy and Procedure (Non-Academic) • G008 Privacy Policy and Procedure • Student Handbooks • Enrollment Forms and Guides
Responsible Officer	Executive Director Board of Governors
Approval Authority/ Authorities	Board of Governors
Date Approved	16/12/2021
Date of Commencement	17/12/2021
Date for Review	16/12/2024
Documents superseded by this Procedure	N/A
Amendment History	<p>06/06/2022</p> <ul style="list-style-type: none"> • Remove statements and related clauses that specify mandatory COVID-19 vaccination. Update the policy with statements and clauses with advice of the revised policy. <p>01/2022</p> <ul style="list-style-type: none"> • Review of the Policy for 2022, and extension of its scope to include not just students, but any person (student, staff, visitors, guests, and contractors) seeking access to a Whitehouse campus • Update of the Policy statements section to include provisions and clauses for the additional groups of persons identified in the Scope section • Update of the Definitions and Relevant Legislation sections. <p>10/2021</p> <p>This is a new Policy</p>

Signed and dated for Whitehouse Institute Pty Ltd		Leslie Taylor	16/12/2021
	Signature	Name	Date

INFORMATION FOR PUBLISHING ON POLICY REGISTER	
Category	Governance
Stakeholders	Whitehouse Academic Board Whitehouse Board of Governors Whitehouse Executive Management Committee Students Staff Applicants to Programs Visitors, Guests, Contactors