



Australian Government

Australian Sports Commission

ASC High Performance Zone Vaccination Policy

Version 1.0

Prepared by

Infrastructure and Facilities Services

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Contents

1. PURPOSE	3
2. STATEMENT OF INTENT	3
3. GUIDING PRINCIPLES	3
Work health and safety.....	3
Risk-based approach	3
4. SCOPE	4
5. ROLES AND RESPONSIBILITIES	4
The ASC	4
Users and visitors to ASC’s High Performance Zones	4
6. VACCINATION REQUIREMENT FOR USERS OF AND VISITORS TO ASC HIGH PERFORMANCE ZONES	5
Designation of High Performance Zones on ASC Sites	5
Vaccination requirement.....	5
Exemptions	5
Evidence of COVID-19 Vaccinations.....	6
COVID safe plans	6
7. PRIVACY	6
8. REFERENCES AND LEGISLATION	6
APPENDIX 1: LEGISLATIVE REFERENCES AND DEFINITIONS	8



1. Purpose

The Australian Sports Commission (ASC) is committed to providing a safe and healthy workplace as required by the Commonwealth's Work Health and Safety (WHS) legislation, namely the [Work Health and Safety Act 2011](#) (the WHS Act), the [Work Health and Safety Regulations 2011](#) (the Regulations) and relevant Codes of Practice.

The ASC High Performance Zone Vaccination Policy (the policy) provides information for users of, and visitors to, the ASC's High Performance Zones in relation to the vaccination requirements for those individuals, having regard to the ASC's obligations under the WHS Act.

2. Statement of intent

It is the ASC's intent to promote wellness and minimize the risk of injury and illness by applying systematic WHS risk management practices.

3. Guiding principles

Work health and safety

The ASC will eliminate WHS hazards or, where elimination is not reasonably practicable, reduce risks to health and safety so far as is reasonably practicable.

Risk-based approach

The ASC has taken a risk-based approach to determine the reasonably practicable measures that are necessary to minimise the risks to health and safety from potential infection with COVID-19.

The ASC's COVID-19 risk assessment and response has considered:

- the highly infectious and transmissible COVID-19 Delta variant;
- the cessation of stay-at-home orders in circumstances where community transmission is present;
- the impact of the opening of interstate borders and international travel on transmission; and
- the consequences for athletes of COVID-19 being transmitted in High Performance Zones.

The existing health protection measures such as mask wearing, hand hygiene, social distancing, the requirement to stay at home if unwell and isolating if required to do so under relevant State and Territory public health rules are important measures to minimise the risks. However, the medical evidence suggests:

- the benefits of vaccination include reducing the risk of passing the virus to close contacts including work colleagues;
- a single dose of a COVID-19 Vaccine partially reduces transmission by around half and therefore may benefit close contacts and the community; and
- two-doses of a COVID-19 vaccination offers optimal protection against both infection and hospitalisation.

While mandating vaccination will not eliminate the risk of transmission of COVID-19, it is a reasonably practicable step to take to significantly reduce that risk.

The ASC requires workers who attend its sites to be vaccinated against COVID-19 (see *COVID-19 Vaccination requirements for ASC Employees Policy*).

In addition to mandating vaccination for workers, the ASC has determined that is reasonably practicable to require other persons who enter High Performance Zones to be vaccinated.



4. Scope

The policy covers all users of, and visitors to, designated High Performance Zone (red zone) except for:

- ASC workers who are covered by the *COVID-19 Vaccination requirements for ASC Employees Policy*; and
- Persons under 12 years of age who are not currently eligible to receive a COVID vaccination, but who are subject to other requirements of the policy.

Users of, and visitors to, designated High Performance Zones include:

- High performance athletes (both longstay and short stay camps)
- Parents or carers of High performance athletes
- High performance coaches and staff
- Short term building/public works contractors
- Long term site contractors (eg cleaning, security, catering)
- Regular contractors embedded within ASC teams (eg ICT contractors)
- NSOs on ASC Canberra site
- ASC Licensees
- External practitioners visiting or servicing NSO programs on the Canberra site
- Visiting international High Performance athletes and groups
- Persons using the facilities through a facility hire agreement, and
- Any person accessing facilities and services, or providing services

5. Roles and Responsibilities

The ASC

The ASC has a primary duty of care under the WHS Act to ensure, so far as is reasonably practicable, the health and safety of ASC workers and that the health and safety of other persons is not put at risk from work carried out on ASC sites. This includes:

- taking reasonably practicable steps to minimise the risks of exposure to COVID-19; and
- ensuring that the health of ASC workers and the conditions of the workplace are monitored to prevent COVID-19 arising out of the conduct of the business or undertaking.

Users and visitors to ASC's High Performance Zones

All users of and visitors to ASC High Performance zones have a responsibility under the WHS Act and this Policy to:

- take reasonable care for their own health and safety;
- take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons; and
- comply, so far as the site user is reasonably able, with any reasonable instruction that is given by the ASC to allow the ASC to comply with the WHS Act and the WHS Regulations.



6. Vaccination requirement for users of and visitors to ASC High Performance Zones

Designation of High Performance Zones on ASC Sites

The areas on the ASC Canberra site are currently specified as High Performance Zones – see map accessible at Attachment A

The ASC may designate other zones to be High Performance Zones (red zones) as required.

Vaccination requirement

From 17 December 2021 users of, and visitors to, ASC High Performance Zones will only be permitted to enter a High Performance Zone if:

- they have received two doses of an Approved COVID-19 Vaccine; and
- demonstrate they have received two doses of an Approved COVID-19 Vaccine in accordance with the ASC's requirements for Evidence of Vaccination; or
- received an Exemption from the ASC.

For the purposes of this Policy:

- an **Approved COVID-19 Vaccine** means a vaccine against COVID-19 that has been approved by the Therapeutic Goods Administration.

Users of and visitors to ASC High Performance Zones must not enter a High Performance Zone if they have not met the requirements set out above.

Zones determined by the ASC to be general/blue zones are open to the general public and will be accessible to both vaccinated and unvaccinated people. Additional control measures may be implemented by the ASC in these zones to minimise the risk of transmission of COVID-19.

Exemptions

Where a user of, or visitor to, an ASC High Performance Zone is unable to receive an Approved COVID-19 Vaccine due to medical reasons or other grounds, the individual may apply for an exemption in writing to Infrastructure and Facilities Services. Any relevant medical evidence should be provided as part of that application.

Applications for exemption will be assessed on a case by case basis.

The ASC will consult and coordinate with the individual to identify whether alternate arrangements or control measures can be implemented where an exemption is granted to allow the individual to access the High Performance Zone. Those arrangements may include mask wearing, COVID-19 tests or other control measures to mitigate the risk of transmission.

If a user of, or visitor to, an ASC High Performance Zone is provided with a relevant exemption, the individual will be required to comply with any additional control measures communicated to them as part of the exemption when entering a High Performance Zone.



Evidence of COVID-19 Vaccinations

Users of, or visitors to, High Performance Zones may be asked to:

- show Evidence of Vaccination consistent with the arrangements set out in any relevant agreement that applies to the user or visitor (eg facility hire agreements);
- show Evidence of Vaccination on each occasion the user or visitor seeks to enter a High Performance Zone and prior to the individual entering the Zone; or
- show Evidence of Vaccination on the first occasion the user or visitor seeks to enter a High Performance Zone after 17 December 2021. The ASC will record that Evidence of Vaccination has been viewed, but will not keep a copy of the Evidence of Vaccination or record the user's vaccination information.

Evidence of Vaccination includes a copy of an official Government Immunisation History Statement or COVID-19 digital certificate which shows the person is fully vaccinated against COVID-19.

If a person is unwilling to provide Evidence of Vaccination, they will be treated as having an unknown vaccination status.

COVID safe plans

Prior to commencement of any works on the ASC Canberra site the contractor is required to provide their COVID Safe Plan which sets out management of personnel and activities to ensure all exposure risks are adequately managed and dealt with.

7. Privacy

The ASC will manage the collection, use and disclosure of information about an individual's vaccination status in accordance the *ASC Privacy Policy*.

8. References and legislation

[Department of Health](#)

[Fair Work Ombudsman](#)

[Safe Work Australia](#)

[Work Health and Safety Act 2011](#)

[Work Health and Safety Regulations 2011](#)

World Health Organisation (WHO)



ASC COVID-19 Vaccination Policy V1.0			
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Appendix 1: Legislative references and definitions

Term	Abbreviation (if applicable)	Definition
Australian Sports Commission	ASC	For the purposes of this Work Health and Safety Policy, the Australian Sports Commission covers Sport Australia (SportAUS) and the Australian Institute of Sport (AIS).
Policy	N/A	A statement of principle which outlines statutory, regulatory or organisational requirements in line with the strategic direction of ASC and the Australian Government.
Reasonably practicable	N/A	Reasonably practicable is a legal requirement for employers under health and safety legislation. It means doing what you are reasonably able to do to ensure the health and safety of workers and others like volunteers and visitors. See s18 of the WHS Act .
Work Health and Safety	WHS	Work Health and Safety (WHS) is the discipline concerned with protecting the health and safety of all stakeholders in the workplace from exposure to hazards and risks resulting from work activities. See s3 of the WHS Act .
<i>Work Health and Safety Act 2011</i>	WHS Act	An Act relating to work health and safety, and for related purposes. The main object of this Act is to provide for a balanced and nationally consistent framework to secure the health and safety of workers and workplaces.
<i>Work Health and Safety Regulations 2011</i>	WHS Regs	The Work Health and Safety Regulations 2011 (the WHS Regulations) describe how to prevent or minimise a risk at your workplace.





Australian Government
Australian Sports Commission

SportAus.gov.au



Leverrier Street Bruce ACT 2617
PO Box 176 Belconnen ACT 2616
+61 2 6214 1111