

August 24, 2021

# Lenczner Slaght Introduces Mandatory Vaccination Policy

Lenczner Slaght is proud to take the next step in prioritizing the health and well-being of our firm members, clients, and community by introducing a mandatory vaccination policy.

## **Mandatory Vaccination Policy**

Effective September 13, 2021, if a firm member wishes to work in the Lenczner Slaght office, they must be vaccinated or be exempt because of a protected ground under the *Human Rights Code*.

Everyone entering the office, including firm clients and other guests, will also be required to be vaccinated.

In light of the current public health situation and the increasing cases of the Delta variant, the mandatory vaccination policy will further help to ensure that our office and our communities are as safe as possible.

## **Flexible Return-to-Office Plan**

Throughout 2021, our vaccinated firm members will have the flexibility to work from home or from the office. However, starting in January 2022, our current plan is to implement a six-month pilot for a hybrid remote work program.

If a firm member chooses not to work in the office during the Fall months, they will nevertheless be expected to be vaccinated by no later than January 4, 2022 (unless otherwise exempt) so that each firm member can safely return to the office by that time.

We will continue to monitor and adapt our plans, as necessary, based on public health guidance.

## **Rapid Antigen Screening**

We are a proud member of the Creative Destruction Lab's Rapid Screening Consortium. We are currently piloting a program with 60 firm members who self-administer rapid antigen screening tests at home every 72 hours. A formal program will be available to all firm members beginning September 13, 2021.

While we are no longer allowing rapid screening to be a substitute for vaccination for those who wish to work at our office, we are strongly encouraging our firm members to participate in our formal program.

Frequent rapid screening complements many of the health and safety protocols currently in place and is critical to detecting asymptomatic cases before they can spread.

### **Supporting The Frontline Fund**

Canada's frontline healthcare workers continue to be caught in the fight against COVID-19, despite unprecedented costs and strain. To support their efforts and help arm them with what they need to defeat this pandemic, Lenczner Slaght will be donating to The Frontline Fund.

All donations to The Frontline Fund will help to meet the highest-priority needs of hospitals across Canada, including urgent measures to combat COVID-19, as well as to support the Northern Territories and Indigenous Health. These needs will focus on supplies and equipment for hospitals, mental health and family supports for frontline workers, and funding for vital research like clinical drug trials to discover therapeutic breakthroughs and intense vaccine development efforts. Learn more and consider donating [here](#).