



November 10, 2021

Dr. Aris Lavranos, MD, CCFP-EM
Department of Family Medicine and Emergency Medicine
Dalhousie University and
Nova Scotia Health Authority

By Email: [REDACTED]

Dear Dr. Lavranos:

I am responding to your correspondence of October 29, 2021 regarding the vaccination policy at Nova Scotia Health.

You indicated concerns about the application of the policy to staff. The Nova Scotia Health Vaccination Policy provides staff with the ability to apply for an exemption; an exemption due to a prohibited ground of discrimination under the Nova Scotia *Human Rights Act* or an exemption on medical grounds. I would direct you to Section 15 and 16 of the Policy. Physicians are also able to apply for an exemption under the Policy.

As I expect you are aware, the Province of Nova Scotia established a COVID-19 Mandatory Vaccination Protocol in High-Risk Settings. The Protocol requires the collection of vaccination status and Nova Scotia Health is required to comply with the Protocol. The Nova Scotia Health Policy was developed based on the Protocol.

With respect to your concerns regarding the privacy of information that physicians are asked to provide regarding their vaccination status, the Protocol requires the collection of vaccination information in healthcare settings. Nova Scotia Health is, as noted above, required to comply with the Protocol.

In accordance with Regulation 133/2021, the Medical Staff Bylaws provide for an automatic suspension of privileges where "a member fails to provide acceptable proof of either vaccination, or a valid exception to vaccination as per applicable policy." The Policy sets out the process for a physician to submit proof of vaccination or to seek an exemption.

If you have any further questions, please be in touch with my office.

Sincerely,

A handwritten signature in cursive script that reads "Nicole Boutilier".

Dr. Nicole Boutilier
Vice President Medicine