

COVID-19 vaccine frequently asked questions (FAQs)

The WCB recognizes that due to COVID-19, our customers have questions about what would be an acceptable mental health claim in relation to COVID-19. The following information is provided to assist you with a better understanding of what constitutes an acceptable WCB mental health claim.

If you feel that you have suffered a work-related mental health injury, we encourage you to submit a claim to our office for review.

Q: My employer's vaccine/testing mandates are affecting my mental health. Can I file a psychological injury with WCB?

A: The WCB covers psychological diagnoses that are caused by traumatic work events. Per *WCB Policy 02/2017 Injuries – Psychological*, "Any reasonable action taken by an employer relating to management is considered a normal part of employment and is not considered a traumatic event." COVID-19 vaccination and testing requirements are safety measures. Following your employer's health and safety requirements is a normal expectation of employment and would not qualify as a traumatic event.

Q: My employer is discriminating against me because of my personal preference to refuse the COVID-19 vaccination and/or testing. Can I file a psychological injury claim with WCB?

A: Objection to vaccination/testing based on personal preference is not protected under *The Saskatchewan Human Rights Code, 2018*. The WCB references the Code when establishing whether or not behaviour is discriminatory. The WCB is unable to accept a claim under these grounds.

