

University Policy Number: 200.37
POLICY ON

vaccination with a COVID-19 vaccine, with, if applicable, at least the minimum recommended interval between doses. For example, this includes two weeks after a second dose in a two-dose series, such as the Pfizer or Moderna vaccines; two weeks after a single-dose vaccine, such as the Johnson & Johnson vaccine; or two weeks after the second dose of any combination of two doses of different COVID-19 vaccines as part of one primary vaccination series.

All students/employees are required to report their vaccination status and to provide proof of vaccination. Employees must provide truthful and accurate information about their COVID-19 vaccination status, and, if applicable, their testing results. Vaccination status must be uploaded to the Portal. Click on the vaccination upload and follow the directions.

Students who are not in compliance will be referred to the Vice President for Student Development and Services Office. Employees not in compliance with this policy will be subject to disciplinary action. Paragraph five (5) of the University contract states: “failure on the part of the employee to conform in conduct, or to such rules as the University may deem proper and necessary, or to perform his/her duties efficiently and satisfactorily to the President of the University, shall be cause upon which contract shall become null and void.”

Employees/students may request an exemption from this mandatory vaccination policy if the vaccine is medically contraindicated for them or medical necessity requires a delay in vaccination. Employees may be legally entitled to a reasonable accommodation if they cannot be vaccinated and/or wear a face covering (as otherwise required by this policy) because of a disability, or if the provisions in this policy for vaccination, and/or testing for COVID-19, and/or wearing a face covering conflict with a sincerely held religious belief, practice, or y h .1 8i.8o) 0.1 Z (e,) 26.5riBT 50 0 0 50 833 Tm /5 (.24 8)4

Vaccine Exemptions – If you are granted an exemption, you must continue to follow the

vaccinated); attesting that they have lost and are otherwise unable to produce one of the other forms of acceptable proof; and include the following language:

“I declare (or certify, verify, or state) that this statement about my vaccination status is true and accurate. I understand that knowingly providing false information regarding my vaccination status on this form may subject me to criminal penalties.”

An employee/student who attests to their vaccination status in this manner, should to the best of their recollection, include in their attestation the type of vaccine administered, the date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) administering the vaccine.

Leave for COVID-19 Vaccination

Students who use class time to travel to the vaccination site, receive a vaccination, and experience side effects from the COVID-19 vaccination that prevent them from attending class will be governed by the Student Handbook.

The following procedures apply to employees who request and are granted work time to obtain the COVID-19 vaccine or sick leave to recover from side effects:

An employee may take up to four hours of work (duty) time per dose to travel to the vaccination site, receive a vaccination, and return to work. This would mean a maximum of eight hours of work time for employees receiving two doses.

If an employee spends less time getting the vaccine, only the necessary amount of work time will be granted. Employees who take longer than four hours to get the vaccine must contact their supervisors and follow-up with an email documenting the reason for the additional time (e.g., they may need to travel long distances to get the vaccine). Any additional time requested will be granted, if reasonable, but will not be paid; in that

- Because of the non-vaccination status, the employee/student will be quarantined if identified as a close contact.
- Employees/students must report any exposure they have had with someone who is COVID-19 positive.
- Employees found to be non-compliant, will be reported to the Office of Human Resources for disciplinary action which may include suspension up to immediate termination. Unforeseen circumstances or exceptional actions will be reviewed on an individual basis.
- Students found to be non-compliant will be reported to the Vice President for Student Development and Services Office.
- Students are expected to self-quarantine and test, pending rtPCR test results. This is a tentative recommendation and is subject to change at any time based on CDC guidance.

Employees who have received a positive COVID-19 test or have been diagnosed with COVID-19 by a licensed healthcare provider, are not required to undergo COVID-19 testing for 90 days following the date of their positive test or diagnosis.

Face Coverings

Special Note: Masks are required for the vaccinated and unvaccinated.

Clafin University will require employees/students covered by this policy who are not fully vaccinated (e.g., if they are granted an exemption from the mandatory vaccination requirement because the vaccine is contraindicated for them) to wear a face

for identification purposes in compliance with safety and security requirements.
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