

University of the District of Columbia

COVID-19 Vaccination Policy	Effective Date: August 1, 2021
Related Policies and Procedures: None	

I. PURPOSE

The purpose of this policy is to provide and maintain a University that is free of known hazards. The University is adopting this policy to safeguard the health and well-being of our faculty, staff, students, and their families; our customers and visitors; and the community at large from infectious diseases, such as COVID-19. This policy complies with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention (CDC) and local health authorities, as applicable.

II. SCOPE

All faculty, staff, and students are required to receive vaccinations as determined by the University of the District of Columbia unless a reasonable accommodation is approved. Any faculty and staff not in compliance with this policy will be placed on unpaid leave for thirty (30) days until their employment status is determined by the Office of Human Resources. Students reporting to campus for any reason must be vaccinated. Students in violation of this policy may be disenrolled from their course(s) or face other disciplinary action up to and including expulsion. This policy does not apply to visitors or vendors. Visitors and vendors are required to comply with the University's mask/face covering mandate.

III. POLICY STATEMENT

- a. The University requires that all faculty, staff, and students be vaccinated against COVID-19.
- b. The University will follow the CDC guidelines and District of Columbia laws and orders regarding the wearing of a face covering. At present if you are fully vaccinated, you do not have to wear a face covering unless mandated by federal or local laws. You are considered fully vaccinated 2 weeks after your final vaccination. However, the University requires the wearing of a face covering on campus unless you are alone in a space.
- c. Students, faculty and staff are to submit their proof of vaccination to the University Health Services using the Student Health Portal by the stated deadline at <https://udc.studenthealthportal.com>

IV. PROCEDURES

- a. The Food and Drug Administration (FDA) has determined that the type of vaccination(s) covered by this policy are Pfizer, Moderna, and Janssen by Johnson and Johnson, and all other FDA approved companies. OHR will provide either onsite access to the vaccines or a list of locations to assist employees in receiving the vaccine on their own.

University of the District of Columbia

- b. All employees will be paid one (1) hour for time taken to receive vaccinations. For offsite vaccinations, employees are to work with their managers to schedule an appropriate time to comply with this policy.
- c. By August 2, 2021, all faculty, staff, and students will be required to submit proof of vaccination in the medical portal or a medical exemption to Health Services or a religious exemption to OHR.

V. REASONABLE EXEMPTIONS

- a. Anyone requesting an exemption from this COVID-19 vaccination policy because of a sincerely held religious belief must submit a completed Religious Exemption Request Form to the University Health Services to begin the interactive exemption process as soon as possible.
- b. The Medical Exemption is available on a case-by-case basis for any medical condition that is contraindicated to the COVID-19 vaccination. The University Health Services will engage in an interactive process to determine whether an exemption can be granted. The Medical Exemption Request Form must be submitted only to Health Services.
- c. Employees must return the Religious Exemption Forms to OHR and students must return their Religious Exemption Forms to University Health Services

VI. POLICY MODIFICATION

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 and COVID-19 vaccines are changing rapidly as new information becomes available, further research is conducted, and additional vaccines are approved and distributed. This policy may be modified at any time to adapt to changing circumstances and business needs consistent with its commitment to maintaining a safe and healthy workplace.

VII. NON-RETALIATION

The University prohibits any form of discipline, reprisal, intimidation, or retaliation for reporting a violation of this policy or any other health and safety concern. The University will not discharge or discriminate or otherwise retaliate against anyone for reporting good faith health and safety concerns.

VIII. RESPONSIBLE AUTHORITY

Please direct any questions regarding this policy to the Office of Human Resources at udchr@udc.edu or University Health Services at 202-274-5030