

**BURRELL COLLEGE
OF OSTEOPATHIC MEDICINE
POLICY MANUAL**

SECTION: Faculty and Staff

Policy B7515

TOPIC: COVID-19 Vaccine/Testing Compliance

Approval Date: 01/10/2022

Revised:

Approved: Signature on File

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POLICY

Vaccination is a vital tool to reduce the presence and severity of COVID-19 cases in the workplace, in communities, and in the nation as a whole. The College encourages all employees to receive a COVID-19 vaccination to protect themselves and other employees. However, should an employee choose not to be vaccinated, the employee will be required to submit weekly COVID-19 test and wear a mask while indoors. *This policy complies with OSHA's Emergency Temporary Standard on Vaccination and Testing (29 CFR 1910.501).*

RESPONSIBLE OFFICIAL(S)

Office of Human Resources

Office of Compliance

DEFINITIONS

Employee: Any person who is employed by the institution (1099 contractors are not included). Employees are included in regularly scheduled bi-weekly payroll.

PROCEDURE

All employees are required to report their COVID-19 vaccination status and, if vaccinated, provide proof of vaccination. If an employee is not fully vaccinated, the employee must submit weekly COVID-19 test results. Employees must provide truthful and accurate information about their COVID-19 vaccination status, and, if not fully vaccinated, weekly testing results. Employees not in compliance with this policy will be subject to discipline including unpaid leave and termination.

Employees may also 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 observance. Requests for exceptions and reasonable accommodations must be initiated by the employee by contacting the Office of Human Resources. All such requests will be handled in accordance with applicable laws and regulations and will be handled on a case-by-case basis. Exemptions can be filed with the Office of Human Resources.

CROSS REFERENCE:

Standard Operating Procedure GA.015 COVID-19 Vaccine and Testing Procedures