

ELISABETH MORROW SCHOOL
REVISED MANDATORY COVID-19 VACCINATION POLICY

I. PURPOSE

The purpose of this policy is to protect students, faculty, staff, family members and visitors to the Elisabeth Morrow School (“EMS”) from the COVID-19 virus.

II. SCOPE

This policy applies to all EMS employees, temporary workers, trainees, volunteers, vendors, consultants and contractors who regularly work or perform services at EMS (“EMS Worker”), unless subject to an approved exemption.

III. POLICY

As a condition of continued employment, all EMS Workers must be “fully vaccinated” against COVID-19, as redefined below, no later than **February 15, 2022** or when eligible for the booster in accordance with the timing between the primary series and the booster as recommended by the CDC (at least five (5) months after completing the primary series for Pfizer and Moderna and 2 months after J&J). Any EMS Worker not “fully vaccinated” by **February 15, 2022** because they are ineligible for the booster, based on the timing described above, must begin to be tested for COVID-19 no less than two (2) times each work week until they become eligible for and receive the booster.

EMS Workers hired or retained after **February 15, 2022**, must be “fully vaccinated” prior to starting work at EMS.

For purposes of this policy, “**fully vaccinated**” means that an EMS Worker has received either two (2) doses of the Pfizer or Moderna vaccine or the single dose of the Johnson & Johnson vaccine **and a booster shot**.

To demonstrate compliance with the vaccination requirement, each EMS Worker must provide the **School Nurse** with proof of vaccination, including the booster shot by **February 15, 2022**. Proof of vaccination means, a copy of official documentation indicating where and when the vaccine dose(s) were received or a screen shot of the EMS Worker’s Docket Application.

Anyone in need of help finding a location or getting a timely appointment for a booster shot should try <https://www.vaccines.gov/search/>.

IV. EXEMPTIONS

A. Medical

1. A medical exemption to the required COVID-19 vaccination may be granted for certain medical contraindications. Standard criteria for such an exception will be established and include:

- a. Severe allergy to the vaccine or components as defined by the most current recommendations of the CDC's Advisory Committee on Immunization Practices (ACIP)

<https://www.cdc.gov/vaccines/hcp/acip-recs/general-recs/adverse-reactions.html>

- b. Other recognized medical reasons

- <https://www.cdc.gov/vaccines/covid-19/clinical-considerations/covid-19-vaccines-us.html#underlying-conditions>

2. EMS Workers requesting a medical exemption must submit a **Request for Medical Exemption Form** and supporting documentation of medical contraindications to the Human Resources Department.
3. A request for medical exemption will be evaluated by EMS as expeditiously as possible. EMS may seek additional information from the EMS Worker or their Physician prior to making a determination.

B. Religious

EMS Workers who object to immunization due to sincerely held religious beliefs must submit a **Request for Religious Exemption Form** to the Human Resources Department.

C. Requirements Upon Receiving Medical or Religious Exemption

Those EMS Workers whose request for exemption is granted must agree to comply with the requirements for unvaccinated individuals established by EMS which may include but not be limited to wearing an N-95 respirator at all times while in EMS buildings and submitting to twice weekly COVID-19 testing until restrictions are fully lifted for COVID-19. Those with approved exemptions from the COVID-19 vaccine may be subject to additional and changing requirements based on new information and/or guidance issued by public health authorities and as determined by the EMS.

V. COMPLIANCE

Any EMS Worker who fails to comply with the requirements of this policy will be denied access to EMS. Such persons will also be subject to disciplinary actions up to and including termination of employment.