

# UConn

<b>Title</b>	<b>Mandatory Workforce COVID-19 Vaccination Policy</b>
<b>Policy Owner</b>	Human Resources
<b>Applies to</b>	All employees, including volunteers and contractors
<b>Campus Applicability</b>	All campuses, excluding UConn Health
<b>Effective Date</b>	August 18, 2021
<b>For More Information Contact</b>	Human Resources
<b>Contact Information</b>	HR@uconn.edu
<b>Official Website</b>	<a href="http://hr.uconn.edu">http://hr.uconn.edu</a>

## PURPOSE

UConn is committed to protecting our students, employees, and our communities from COVID-19. Toward that goal, and in consideration of guidance released by the state of Connecticut, the U.S. Centers for Disease Control and Prevention (CDC), and a variety of public health authorities and professional organizations, UConn is implementing a mandatory vaccination policy for its workforce.

## APPLIES TO

The Mandatory Workforce COVID-19 Vaccination Policy applies to all Workforce members (see definition below)<sup>1</sup>. This policy applies to Workforce members regardless of whether they work on-site or remotely, unless the individual qualifies for an exemption as provided herein. Exemptions may be granted to Workforce members (1) who have certain medical conditions; or (2) on the basis of a strong religious or sincerely held belief. Workforce members who are denied an exemption shall have ten (10) days from the date of the notice of the denial to receive the vaccine (either a single dose vaccine or first dose of the 2-dose vaccine). Deferral of the receipt of the vaccine may be granted to Workforce Members (1) who have certain medical conditions; (2) who are on approved block FMLA or supplemental leave; (3) due to a positive COVID test or treatment; or (4) due to current pregnancy or breastfeeding.

## DEFINITIONS

**Workforce Members**— all UConn employees, volunteers, and any contracted individuals.

**COVID-19**— COVID-19 is a respiratory disease caused by SARS-CoV-2, a new coronavirus discovered in 2019. The virus is thought to spread mainly from person to person through respiratory droplets produced when an infected person coughs, sneezes, or talks.

**Fully Vaccinated**— Individuals are considered fully vaccinated 1) two weeks after their second dose in a 2-dose series (such as the Pfizer or Moderna vaccines); or 2) two weeks after a single-dose vaccine (such as Johnson & Johnson's Janssen vaccine).

International employees shall be considered in compliance with the COVID-19 vaccine requirement if they have been vaccinated with a COVID-19 vaccine that has either been authorized for emergency use

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<sup>1</sup> Workforce members represented by bargaining units under the jurisdiction of the State's Office of Labor Relations (OLR-OPM) are not currently subject to mandatory vaccination requirements of this policy until negotiations have concluded. They are subject to the mandatory reporting, testing and health and safety requirements if unvaccinated.

in the United States by the Food and Drug Administration (FDA) or been authorized for emergency use outside of the United States by the World Health Organization (WHO).

#### **POLICY STATEMENT**

All Workforce members are required to have or obtain a COVID-19 vaccination as a term and condition of employment at UConn, unless an exemption or deferral has been approved. All Workforce members shall be required to report their vaccine status and to provide approved documentation as proof of vaccination. All current employees shall be required to report their status not later than September 10, 2021. All new Workforce members shall be required to provide proof of their vaccination status prior to the start of their employment. All records of vaccinations and approved exemptions will be maintained by Human Resources. Such records will not be included in Workforce members' personnel files.

#### **ENFORCEMENT**

Violations of this policy or associated procedures may result in appropriate disciplinary measures, up to and including dismissal, in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, other applicable University Policies, or as outlined in any procedures document related to this policy.

#### **PROCEDURES/FORMS**

Procedures and forms associated with this policy are available on the Human Resources [website](#).

#### **REFERENCES**

- <https://www.cdc.gov/coronavirus/2019-ncov/index.html>
- <https://portal.ct.gov/Coronavirus>
- <https://cthosp.org/covid-19-update-center/>
- <https://www.osha.gov/coronavirus/ets>
- <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/advice-for-public>