

## **The University of Akron Employee COVID-19 Vaccination Policy**

The University of Akron is committed to protecting the health and well-being of our employees, their families, students and members of our community against the coronavirus (COVID-19). Therefore, consistent with the authority granted by the Ohio Administrative Code §3359-1-05, which outlines the broad responsibility of the President for the administration and operations of the University, and based on guidance and recommendations issued by the federal Centers for Disease Control and Prevention (CDC), and other public health authorities, the University now implements the following policy.

### **Policy**

The University of Akron requires all faculty, staff and contract professional employees to be fully vaccinated against COVID-19 by December 13, 2021. Individuals are considered fully vaccinated when they meet the requirements as defined by the CDC for full vaccination. According to the CDC as of August 27, 2021, people are considered to be *fully vaccinated*:

- Two weeks after their second dose in a two-dose series, e.g., the Pfizer or Moderna vaccines, or
- Two weeks after a single-dose vaccine, e.g., Johnson & Johnson's Janssen vaccine.

Please check the [CDC website](#) for current indications to be considered fully vaccinated.

The COVID-19 vaccine has been determined to be a safe and effective measure for preventing against serious illness or death from the virus. The University of Akron believes this is an important measure to protect the health and safety of employees, students and community members who visit the campus from the COVID-19 infection.

All employees must maintain and provide written proof to [Med+Proctor](#) that they have been fully vaccinated against COVID-19. Note that employees should not provide proof of vaccination that includes any genetic information (e.g., family medical history). Vaccination information will only be shared with those responsible for administering the COVID-19 safety protocols, unless disclosure is otherwise required by law. [Instructions](#) for uploading vaccination records to [Med+Proctor](#) are available here.

Effective December 13, 2021, new hires must present proof of COVID-19 vaccination, if vaccines are available and the employee is eligible, at time of hire. If a new employee is not fully vaccinated at the time of hire, the offer of employment will be contingent upon the employee becoming fully vaccinated within 60 days of hire, unless a qualifying exemption is granted for a medical, religious or reason of conscience.

This policy is mandatory except for employees with a documented medical, religious or conscience reason for not receiving the COVID-19 vaccine who have been granted an exemption by the University. The process for seeking an exemption based on a medical, religious or reason of conscience is addressed below.

## **Process for Obtaining COVID-19 Vaccination**

Employees may receive the COVID-19 vaccine on campus or by a third party, including a health care provider or pharmacy. For information regarding campus vaccination opportunities, visit the Return to Campus [web page](#). For information regarding off-campus vaccination, visit the Ohio Department of Health [web page](#).

## **Requests for Exemptions**

An employee or job applicant (i) who has a qualifying medical condition that contraindicates a COVID-19 vaccination, or (ii) who objects to being vaccinated on the basis of a sincerely held religious belief, observance or practice, or (iii) who objects to being vaccinated on the basis of a sincerely held moral or philosophical conviction may request an exemption from this vaccination policy. All requests should be directed to Human Resources. Forms for requesting a vaccine exemption:

- for [medical reasons](#)
- for [sincerely held religious beliefs or reasons of conscience](#)

Initial policy implementation requests for exemptions should be submitted no later than December 1, unless good cause exists for an extension.

## **Compensation for non-exempt hourly staff employees**

Employees will be paid their hourly rate for the time spent waiting for and receiving the COVID-19 vaccination as well as for the waiting time after receiving the vaccine to monitor for an adverse reaction to the vaccine. If an employee receives a vaccine at an off-campus location, the employee will be also be compensated for reasonable time traveling to and from the vaccination site. Time spent obtaining, waiting time after receiving the vaccine to monitor for an adverse reaction and, if applicable, reasonable time traveling to and from the vaccine location, should be coded as Leave With Pay in EmpCenter with the comment "COVID-19 Vaccine."

Prior supervisory approval is required to schedule and receive paid time for vaccination. Employees must work with their supervisor to schedule a vaccination time that is mutually agreeable. Employees and supervisors are encouraged to flex work hours to accommodate vaccination and avoid overtime.

## **Noncompliance**

An employee who does not provide proof that they have been fully vaccinated for COVID-19 by December 13, 2021, will be considered noncompliant with this policy. Noncompliance may result in disciplinary action up to and including termination of employment.

This provision does not apply to an employee who has been provided an exemption for a medical, religious or reason of conscience. In the event that an employee is unable to receive a vaccine by December 13, 2021, due to factors outside of their control (e.g., lack of vaccine supply), employees are to contact Human Resources.