



# OGLETHORPE

UNIVERSITY

## Policies

**Title:** COVID-19 Vaccine Policy for Fall 2021

**Effective Date:** August 1<sup>st</sup>, 2021

**Supersedes:** COVID-19 Masking & Social Distance Policy (where relevant)

**Issuing Authority:** VP for Campus Life, Chair of COVID-19 Taskforce, VP for Business & Finance

**Responsible Officers:** VP for Campus Life, VP for Business & Finance, Dean of Admission, Provost, Director of Human Resources, Dean of Students

### Policy

All students, faculty, and staff enrolled or employed during the Fall 2021 semester must receive a COVID-19 vaccine and be fully vaccinated in order to be present on campus during such time, or must receive an exemption under a medical or religious accommodation.

Oglethorpe will assist the campus community by providing on-site access to immunizations or identifying sites where individuals may receive a vaccination(s). Vaccinations are provided free of charge. Oglethorpe will consider time spent to receive vaccination as “hours worked” for all employees. International students unable to access a COVID-19 vaccine or be fully vaccinated prior to arriving on campus may be given a grace period based on the discretion of the Dean of Students.

Masks will be optional in all campus settings unless otherwise indicated, and subject to Centers for Disease Control and Prevention (CDC) guidance.

### Policy Purpose

Oglethorpe has adopted this policy to safeguard the health and well-being of its students and employees, and others in the larger university community from infectious conditions of the ongoing global COVID-19 pandemic which may be mitigated through an effective vaccine program. This policy is intended to comply with all state and local laws and is based upon guidance by the CDC and Georgia Department of Public Health.

### Policy Scope

This policy is effective August 1, 2021 for the Fall 2021 semester and applies to all students enrolled, and faculty and staff employed, who will be on the University campus at any time throughout the semester. This policy does not apply to visitors.

### Requests for Exemptions

Individuals may apply for an exemption as a medical or religious accommodation only. Requests for exemptions by employees must be submitted to Human Resources. Requests for accommodations by students must be submitted through the online portal.

Individuals who are granted an exemption may be subject to additional COVID-19 testing.

### **Policy Definitions**

**Fully Vaccinated:** An individual is fully vaccinated once two weeks have passed since receipt of the second dose in a two-dose series (such as the Pfizer-BioNTech or Moderna vaccines) or since receipt of a single-dose vaccine (such as the Johnson and Johnson vaccine).

**COVID-19 Vaccine:** Any vaccine authorized and recommended by the CDC and the Federal Drug Administration (FDA) to prevent COVID-19. As of the date of this policy publications, those authorized vaccines are: Pfizer-BioNTech, Moderna, Johnson and Johnson/ Janssen.

### **Procedure and Implementation**

Individuals will submit to the University the date(s) of vaccination, name of authorized vaccine, and vaccination clinic location or provider. Employees will submit information to HR. Students will submit information through Campus Life and/or Admission. All information is submitted on the honor system. Individuals will not be required to provide their vaccine card.

### **Consequences for Failure to Comply**

Employees who do not receive a vaccine or exemption may be placed on unpaid leave, and their status will be evaluated periodically. Employees may also be subject to the progressive discipline policy for submitting false information, obstruction of this policy, or any other violation of this policy.

Students who do not comply with this policy may be placed on suspension, and/or otherwise ineligible to join the campus community, including residing in residence halls, attending in-person courses, participating in athletics, attending campus social events, or any other campus privilege as determined by the Dean of Students. Students will be responsible for any financial impact of their violation of this policy and may be further subject to the Honor Code and Code of Conduct polices.

**Final version approved on June 3, 2021.**