



Administrative/Clinical Policy

2021-03 Mandatory COVID-19 Vaccination Policy

Title	Mandatory COVID-19 Vaccination Policy
Policy Owner and Contact Information	UConn Health Administration
Campus Applicability	UConn Health
Applies to	UConn Health Workforce
Effective Date	August 18, 2021

PURPOSE:

To protect our UConn Health community, and in consideration of guidance released by the Connecticut Hospital Association, 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 Health is implementing a mandatory COVID-19 vaccination policy for its workforce. UConn Health is committed to protecting our patients, staff, learners, and the community from COVID-19.

POLICY STATEMENT:

All Workforce Members are required to have or obtain a vaccination as a term and condition of employment or to work in a UConn Health facility, 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 receipt of the vaccine. All new Workforce Members shall be required to provide proof of their vaccine status prior to the start of their employment. All records of vaccinations and approved exemptions will be maintained by Employee Health Services.

APPLIES TO:

The COVID-19 Mandatory Vaccination Policy applies to all UConn Health employees, volunteers, medical staff, and any contracted individual receiving a UConn Health-issued badge (collectively, “the **Workforce Members**”)¹. In the interest of equity and our mission to protect our communities, 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 provided to Workforce Members (1) with certain medical conditions; and (2) on the basis of a strong religious or sincerely held spiritual belief. Deferral of the receipt of the vaccine may be granted to Workforce Members for (1) certain medical conditions; (2) approved and out on a block leave; (3) date of positive COVID test or treatment; or (4) current pregnancy or breastfeeding. All Workforce Members who are denied an exemption or deferral 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).

¹ 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.

DEFINITIONS:

Workforce Members— all UConn Health employees, volunteers, medical staff, and any contracted individual receiving a UConn Health-issued badge.

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); 2) two weeks after a single-dose vaccine (such as Johnson & Johnson’s Janssen vaccine); or 3) has received an World Health Organization (WHO) approved vaccination in accordance with manufacturer’s instructions.

PROCEDURES/FORMS:

- [Guidance and Procedures for Implementation of the Mandatory COVID-19 Vaccination Policy](#)
- [Religious Exemption Request Form](#)
- [Medical Exemption, Medical Deferral, or Personal Deferral Request Form](#)

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>

RELATED POLICIES:

None

ENFORCEMENT:

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

APPROVAL:

Andrew Agwunobi (Signed)
UConn Health Chief Executive Officer

8/17/2021
Date

Kiki Nissen (Signed)
Administrative Policy Committee Vice-Chair

8/17/2021
Date

Janel Simpson (Signed)
Administrative Policy Committee Chair

8/17/2021
Date

POLICY HISTORY:

New Policy Approved: 8/17/2021