

Erikson Institute

COVID-19 Vaccine Mandate Policy

revised 09/14/2021

Purpose

COVID-19 presents challenges and poses risks to the health and safety of everyone in the Erikson community. Consistent with its mission and core values, Erikson seeks first and foremost to help protect the well-being of our community and the community at large, including our students, faculty, staff, families, visitors, and members of the public with whom we interact.

Erikson monitors local and national guidance regarding COVID-19 and surveyed employees and students. We have considered the latest information including surges in cases primarily of prevalent variant(s) and have taken the employee and student responses into careful consideration.

As a result, Erikson is enacting a COVID-19 vaccination mandate policy for all students and employees (including contracted employees) to return to on-campus activities. This policy is intended to safeguard the health and well-being of people who spend time on Erikson's campus from a COVID-19 infectious condition that can be reduced through an effective vaccination mandate. This policy complies with all state and local laws (subject to change in accordance with the law) and is based upon guidance provided by Centers of Disease Control and Prevention (CDC) and Illinois Public Health Department, as well as other recognized authorities.

Scope

All students and employees, including contracted employees, who may be on-campus are subject to this policy. Online students who are not visiting Erikson's campus and employees with an approved fully-remote work schedule will not be required to comply. This policy only applies to the requirement for completion of the COVID-19 vaccine and does not supersede or otherwise limit any current or future immunization policies. Compliance under this policy may require recurrent vaccinations or boosters consistent with FDA or CDC recommendations.

Policy

Students and employees must have a completed COVID-19 vaccination and provide proof of vaccination if they are returning to campus. **The deadline for receiving the first dose of a two-dose COVID-19 vaccine series or a single dose vaccine is September 19, 2021, and the deadline for receiving the second dose in a two-dose COVID-19 vaccine series within 30 days after the first dose (no later than October 19, 2021).** Beginning on September 20, 2021, those students and employees who are unable or unwilling to be vaccinated will be required to get tested for COVID-19, if they intend to be on-campus, or until they can prove that they are fully vaccinated. In addition, on or before the deadline applicable to them for becoming fully

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vaccinated based upon the type of COVID-19 vaccine they receive, students and employees must either 1) provide proof of full COVID-19 vaccination; or 2) must be tested for COVID-19 and provide proof or confirmation of a negative test result no more than 72 hours prior to each time they will be on campus. Alternatively, individuals who obtain a COVID-19 vaccine exemption from Registration & Student Records Office (students), or Human Resources Office (employees) must also be tested for COVID-19 and provide proof or confirmation of a negative test result no more than 72 hours prior to each time they will be on campus.

The testing must be done using a test that either has Emergency Use Authorization by the FDA or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services. Proof of a negative test should include a paper or electronic copy of the negative test result for review by Erikson. There should be sufficient personally identifiable information on the test result for Erikson to ensure the specimen and result do in fact apply to the student or employee required to test. To the extent permitted by law, any testing cost is the responsibility of the employee or student, Erikson will not reimburse or pay for COVID-19 testing. The process for seeking an exemption from the vaccine requirement is explained below. Individuals receiving offers of employment will be required to comply with this policy prior to commencement of their employment. Similarly, students will be required to comply with this policy as a condition of registration for an on-campus course. If requested and subject to scheduling requirements of the department, employees shall be provided release with pay from their scheduled work time (for up to two hours) to obtain a vaccination injection and may seek further release with pay for post vaccination recovery.

Students will email the proof of vaccination or a request for an exemption from the vaccine requirements set forth in this policy via registration@erikson.edu. Students will be notified if proof of vaccination is inadequate, and requests for exemptions will be processed as described below.

Employees will submit the [Erikson Vaccination Form](#), including proof of Covid-19 vaccination or a request for an exemption from the vaccine requirements set forth in this policy. Any falsification of vaccine information or information provided in support of an exemption request will be subject to potential disciplinary action. For students, disciplinary actions are described in the Student Handbook, and for employees, disciplinary action is up to and including termination of employment in accordance with any applicable policies or procedures.

Requests for Vaccination Exemption

To assist students and employees who have provided the required information supporting a request for an exemption from the vaccine requirements set forth in this policy, Erikson will engage in a process to determine if a reasonable accommodation can be provided so long as it does not create an undue burden (in the case of a medical exemption request) or an undue hardship (in the case of a religious exemption request) to Erikson and/or does not pose a direct threat for the health and safety of those on campus. Students and employees may request an exception and seek an accommodation without fear of retaliation. Individuals who

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demonstrate they are exempt from the vaccination requirement shall undergo testing described above.

For an explanation of the types of exemptions that may be requested by students and employees:

Medical Contraindications/Disabilities: *Requires a written, signed, and dated statement from a treating physician specifying the COVID-19 vaccine that is contraindicated and the duration of the medical condition(s) that contraindicates it. If such contraindications are temporary, the employee or student must then comply with the vaccine mandate policy as soon as their physician approves or Erikson otherwise determines that the vaccine is no longer contraindicated. This includes any individual who request an accommodation under the Americans with Disabilities Act or any other law applicable to a disability-related reasonable accommodation. Individuals who demonstrate that they are exempt from the vaccination requirement due to a medical contraindication shall be tested for COVID-19 and provide proof or confirmation of a negative test result no more than 72 hours prior to each time they will be on campus, so long as the exemption is deemed to be a reasonable accommodation (i.e., it does not constitute an undue burden).*

Pregnancy or Suspected Pregnancy: *Requires a written, signed, and dated statement from a treating physician verifying pregnancy or suspected pregnancy will temporarily exempt a person from the vaccination requirement. The statement must indicate the expected date of delivery. The employee or student must then comply with the vaccine mandate policy as soon as practicable after pregnancy and prior to return to in-person activities. Individuals who demonstrate that they are exempt from the vaccination requirement due to a pregnancy or suspected pregnancy shall be tested for COVID-19 and provide proof or confirmation of a negative test result no more than 72 hours prior to each time they will be on campus, so long as the exemption is deemed to be a reasonable accommodation (i.e., it does not constitute an undue burden).*

Religious Exemptions: *Requires a written, signed, and dated statement demonstrating that the COVID-19 vaccine conflicts with a religious belief, practice, or observance that is sincerely held and a determination that the requested exemption would not create an undue hardship. Individuals who demonstrate that they are exempt from the vaccination requirement due to a religious exemption shall be tested for COVID-19 and provide proof or confirmation of a negative test result no more than 72 hours prior to each time they will be on campus, so long as the exemption is deemed to be a reasonable accommodation (i.e., it does not constitute an undue hardship).*

Non-Compliance

Employees and students arriving on campus who either fail to provide proof of full vaccination, or receive an approved exemption or provide proof of a negative COVID-19 test result will be subject to the following disciplinary action:

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1st incident: will be refused entry to the campus and will be directed to provide proof of one of the following:

- a. proof of COVID-19 vaccination as described above;
- b. proof of an approved exemption as described above; or
- c. proof of a negative COVID-19 test result as described above.

Any subsequent incidents may result in disciplinary or other corrective action, up to and including dismissal or termination in accordance with any applicable disciplinary procedures that apply to students, faculty, and staff.

Questions

Any questions regarding this policy should be directed to David Wilson, CHRO (dwilson@erikson.edu). If a student or employee believes they have been treated in a manner not in accordance with this policy, please notify Patricia Lawson via email at plawson@erikson.edu.