



CLINICAL POLICY/ADMINISTRATIVE POLICY

2020-07 INFLUENZA VACCINATION POLICY FOR HEALTHCARE PERSONNEL

Title	Influenza Vaccination Policy for Healthcare Workers
Policy Owner and Contact Information	Human Resources Employee Health Services Employee Resource Center hr-employeeresource@uchc.edu
Campus Applicability	UConn Health
Applies to	All Healthcare Workers, including all employees who have contact with patients
Effective Date	September 14, 2020

PURPOSE:

In accordance with the standards from The Joint Commission and to protect the health and safety of patients, staff and families of UConn Health and decrease or prevent the spread of influenza. This policy is intended to achieve the compliance standards established for the rate of vaccination against influenza for healthcare personnel by The Joint Commission during the annual influenza season reporting period.

APPLIES TO:

All healthcare workers at UConn Health.

Health care workers include (but are not limited to) physicians and other licensed providers, nurses, nursing assistants, therapists, technicians, emergency medical service personnel, dental personnel, pharmacists, laboratory personnel, autopsy personnel, students and trainees, contractual staff not employed by the health-care facility, and persons (e.g., clerical, dietary, housekeeping, laundry, security, maintenance, administrative, billing, and volunteers) not directly involved in patient care but potentially exposed to infectious agents that can be transmitted to and from health care workers and patients. (1 – see link in references below)

POLICY STATEMENT:

All healthcare workers are required to obtain an influenza vaccination during the annual flu vaccination period. UConn Health will offer healthcare workers access to the influenza vaccine during the influenza season either through specified vaccination clinics, through employee health, or through the Mobile Immunizers. Healthcare workers are required to obtain their influenza vaccination annually not later than December 31st specific to each influenza season and to provide to Employee Health Services, *if* the influenza vaccine is not provided by UConn Health, the following : 1) annual documentation of influenza immunization; OR 2) a request for an exemption, using the form provided by UConn Health, based upon evidence based documentation from a licensed provider indicating a medical condition for which an influenza vaccine is a contraindication. Approval of each exemption request will be granted by Employee Health Services. Healthcare workers *may* be granted an exemption based upon a religious tenet or belief with documentation from a religious leader or affiliate and the filing of an exemption request form. (see link below) All records of vaccinations and approved exemptions will be maintained by Employee Health Services.

If vaccine shortages occur the CEO of UConn Health may temporarily suspend or alter the compliance dates set forth in this policy.

Compliance with this policy requires the following:

1. Receive an influenza vaccination annually not later than December 31st of the influenza season.
2. Provide documentation to Employee Health Services of influenza vaccination if the vaccination is provided by an entity other than UConn Health.
3. Requesting an exemption for medical or religious reasons on or before October 15th annually on a form provided by UConn Health:
 - a. Requests for medical exemption shall be approved by Employee Health Services in consultation with Infectious Disease providers; or
 - b. Requests for religious exemption shall be approved by Human Resources after review and any necessary consultation.

Healthcare workers, who for good cause shown, fails to obtain an influenza vaccination prior to December 31st may be provided with an approved extension on a case-by-case basis as determined by Employee Health Services.

Healthcare workers who receive an approved exemption shall be required to wear a procedure mask at all times while present in a UConn Health facility, except for a meal period while consuming food.

DEFINITIONS:

Annual Influenza Vaccination Period: The time period in which Healthcare workers are required to receive an influenza vaccination required between September 1 and Dec 31st annually.

Influenza Season: An annually recurring time period generally recognized by ongoing influenza transmission. The season typically occurs during the fall and winter months, generally considered as encompassing the period of October through March.

PROCEDURES/FORMS:

[Influenza Exemption Form](#)

REFERENCES:

<https://www.cdc.gov/flu/professionals/healthcareworkers.htm>

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, the University of Connecticut Student Code, other applicable University Policies, or as outlined in any procedures document related to this policy.

APPROVAL:

Andrew Agwunobi (Signed)
UConn Health Chief Executive Officer

10/27/2020
Date

Kiki Nissen (Signed)
Administrative Policy Committee Vice-Chair

10/27/2020
Date

Janel Simpson (Signed)
Administrative Policy Committee Chair

10/27/2020
Date

POLICY HISTORY:

New Policy Approved : 10/2/20