



## **Administrative/Clinical Policy**

### **2021-03 Mandatory COVID-19 Vaccination Policy**

#### **PURPOSE:**

UConn Health is committed to protecting our patients, staff, learners, and the community from COVID-19. 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.

#### **POLICY STATEMENT:**

All Workforce Members are required to be fully vaccinated as a term and condition of employment or to work in a UConn Health facility, unless an exemption or deferral has been approved. All new and existing Workforce Members shall be required to report their vaccine status and to provide approved documentation as proof of receipt of the vaccine.

#### **APPLIES TO:**

The COVID-19 Mandatory Vaccination Policy applies to all UConn Health employees, volunteers, medical staff, and any individual receiving a UConn Health-issued badge (collectively, “the **Workforce Members**”). 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; or (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 based on (1) certain medical conditions; (2) being out on approved block leave; (3) recent positive COVID test results 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).

#### **DEFINITIONS:**

**Workforce Members**— all UConn Health employees, volunteers, medical staff, and any 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 Procedure for Implementation if 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.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:**

Bruce T. Liang, MD (Signed) 05/31/2022  
Bruce T. Liang, MD Date  
Interim Chief Executive Officer & EVP for Health Affairs  
Dean, School of Medicine

Kiki Nissen, MD (Signed) 05/26/2022  
Kiki Nissen, MD Date  
Administrative Policy Committee Vice-Chair

Janel Simpson (Signed) 05/25/2022  
Janel Simpson Date  
Administrative Policy Committee Chair

Anne D. Horbatuck (Signed) 05/25/2022  
Anne D. Horbatuck, RN, BSN, MBA Date  
Clinical Policy Committee Co-Chair

Scott Allen, MD (Signed) 05/25/2022  
Scott Allen, MD Date  
Clinical Policy Committee Co-Chair

Caryl Ryan (Signed) 05/25/2022  
Caryl Ryan, MS, BSN, RN Date  
Interim Chief Operating Officer, JDH  
VP Quality and Patient Services & Chief Nursing Officer

**POLICY HISTORY:**

**Date Issued:** 8/17/2021

**Date Revised:** 02/04/2022, 4/11/2022, 5/25/2022

**Date Reviewed:**