

MCH Mandatory Covid-19 Vaccination Policy

PURPOSE

As we continue to navigate the COVID-19 pandemic and its challenges, MCH's COVID response team continues to consider its duty to provide and maintain a workplace that is free of known hazards. Accordingly, MCH is adopting this Mandatory Covid-19 Vaccination Policy to safeguard the health of our employees and their families, our students and visitors, and the community at large from an infectious disease that may be reduced by vaccination. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

SCOPE

All employees are required to receive the COVID-19 vaccination unless a reasonable accommodation is approved. Employees not in compliance with this policy will be placed on unpaid leave until their employment status is evaluated by the school.

PROCEDURES

Effective immediately, all new hires will be expected to be fully vaccinated before beginning their employment. All existing employees will be required to provide proof they are fully vaccinated or evidence of medical exemption by July 1, 2021. Individuals are fully vaccinated 2 weeks after the 2nd dose of Pfizer or Moderna vaccines or single dose of J&J vaccine.

If necessary, employees will be paid for missed work time to receive or recover from vaccinations. Employees must work with school administration or supervisors to schedule appropriate time to comply with this policy.

Before the stated deadlines to be vaccinated have expired, employees will be required to provide either proof of vaccination or an approved reasonable accommodation to be exempted from the requirements.

REASONABLE ACCOMODATION

Employees in need of an exemption from this policy due to a medical reason, or because of a sincerely held religious belief must submit a completed Request for Accommodation form to the Angela Imes to begin the interactive accommodation process as soon as possible after vaccination deadlines have been announced. Accommodations will be granted where they do not cause MCH undue hardship or pose a direct threat to the health and safety of others.