

# **MANDATORY COVID-19 VACCINATION POLICY FOR EMPLOYEES, INDIVIDUALS UNDER CONTRACT FOR PROVISION OF SERVICES, AND VOLUNTEERS**

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**Purpose:** In accordance with Westview Health Care Center's duty to provide and maintain a workplace that is free of known hazards, and with the CMS Omnibus COVID-19 Health Care Staff Vaccination Interim Final Rule we are adopting this policy to safeguard the health of our employees and their families, our patients, residents, and visitors, and the community at large from COVID-19. This policy is based on guidance from the Centers for Disease Control and Prevention, the Connecticut Department of Public Health, and all applicable state and local health orders.

**Policy:** All employees, individuals under contract for provision of services, and volunteers, must be (i) fully vaccinated against COVID-19, (ii) have received the first dose and have either received a second dose or have an appointment for the second dose in a two-dose series vaccination, such as Pfizer or Moderna vaccines, or have received a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine, or (iii) exempt from this requirement because a physician, physician's assistant, or advanced practice registered nurse determined that the administration of COVID-19 vaccine is likely to be detrimental to the individual's health, or the individual objects to vaccination on the basis of a sincerely held religious belief, and the individual is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on the long-term care facility. Employees who have received the first dose of a two-dose series vaccination but fail to receive the second dose on the appropriate date or at the scheduled appointment without good cause will be considered not in compliance. Employees not considered in compliance will immediately removed from the schedule and reported to Human Resources for further evaluation.

**Procedure:**

- a. Employees, individuals under contract for provision of services, and volunteers who have completed a COVID vaccination series or who have received the first dose in a two-dose series must submit proof of vaccination to employee health prior to or immediately upon hire. Employees who have received the first dose in a two-dose series must have an appointment or verbalize a plan (ie: going to a walk-in clinic) to obtain the second dose no later than 6 weeks after the first dose.
- b. Employees, individuals under contract for provision of services, and volunteers 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 COVID-19 Vaccination Exempt form with appropriate documentation to the employee health department prior to or immediately upon hire. Accommodations will be granted where the individual is able to perform their essential job functions with a reasonable accommodation that is not an undue burden on Westview Health Care Center. Employees that are not vaccinated and/or are not up to date on COVID-19 vaccinations may be asked to routinely test for COVID-19, wear enhanced PPE and/or source control, wear source control and social distance in non-patient occupied areas such as break or meeting rooms, or be reassigned to a different position. Appropriate accommodations will be determined by the infection preventionist based on the COVID-19 transmission risk.