



Policy Title: Student COVID-19 Vaccination Policy for: *School of Business, School of Education, Graduate School of Theology, School of Continuing Studies, and College of Arts & Sciences (Graduate Students)*

Responsible Executives: Vice President for Administration

Adopted by Authority of: The President’s Cabinet

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Available at: <https://www.redlands.edu/urready/info-for-students-and-families/graduate-student-vaccination-policy/>

Contents

PURPOSE 2

SCOPE/APPLICABILITY 2

POLICY 2

VACCINATION ADMINISTRATION..... 3

 Full Vaccination per the CDC - Primary Series 3

 Full Vaccination per the University Policy – Booster 3

 Primary Series and Booster After Having COVID-19 4

 Booster Eligibility 4

VACCINATION DOCUMENTATION & PROCESS FOR REPORTING 5

 Vaccination Documentation 5

 Vaccination Reporting Process 5

QUALIFYING EXEMPTIONS & REQUEST FOR EXEMPTIONS..... 6

 Disability Accommodations and Medical Reasons 6

NON-RETALIATION & PRIVACY..... 6

POLICY MODIFICATION 7

PURPOSE

Consistent with guidance for colleges and universities provided by the state of California and the U.S. Center for Disease Control and Prevention (CDC), and in alignment with its duty to provide and maintain a workplace free of recognized hazards, the University has adopted this policy to safeguard the health and well-being of our community, including our students and visitors; employees and their families; others who spend time in our facilities; and those living and working in and around campus. An effective vaccination program can mitigate conditions that promote COVID-19 infection.

SCOPE/APPLICABILITY

This policy applies to all full and part-time students in the following schools:

- College of Arts & Sciences – Graduate Students
- School of Business & Society
- School of Education
- Graduate School of Theology
- School of Continuing Studies

It does ***not*** apply to those students exclusively enrolled in **online classes/programs** who have no plans to visit any U of R campus during their tenure as a student. However, any student who plans to take in-person courses as part of their program plan, or attend on-campus activities, must comply with the policy. **Proof of vaccination will be required to attend in-person classes and use campus facilities.**

Effective July 1, 2021, a SARS-CoV-2 virus (COVID-19) **primary series** vaccination will be required to attend in-person classes and use campus facilities. Effective February 7, 2022, a SARS-CoV-2 virus (COVID-19) **booster vaccination** will be required to attend in-person classes and use campus facilities.

Those who have contracted COVID-19 are ***not*** exempt from this vaccination requirement, as illness does not assure immunity.

POLICY

It is with these considerations and the general availability of COVID-19 vaccines and boosters approved by the U.S. Food and Drug Administration for anyone 5-years of age or older that the University will require the COVID-19 vaccination of all employees and students learning and/or living on-site. Those who do not receive a vaccine must obtain an approved exemption from the requirement by submitting a COVID-19 vaccine [Exemption Request Form](#).

The University is committed to ensuring the health and safety of all students, employees, campus guests, and the greater communities in which our campuses are located. This policy is based on guidance from the Centers for Disease Control and Prevention (CDC), the Equal Employment Opportunity Commission, the California Department of Fair

Employment and Housing, American College Health Association, and local public health officials and is designed to comply with all applicable federal, state, and local laws.

In making this decision, we once again turn to our core guiding principles that have consistently anchored our decision-making since the outset of the COVID-19 pandemic: (1) protect the health and safety of our students, employees, families, and guests and (2) offer a rigorous, experiential education for all our students. Requiring vaccines is an important aspect of our return to campus and is critical to reducing the spread of the virus. Vaccinations offer an added measure of safety, especially in congregant residential communities and classroom settings.

VACCINATION ADMINISTRATION

Full Vaccination per the CDC - Primary Series

An individual being **fully** vaccinated under this policy is defined as receiving **all** required doses of an FDA (or like non-US entity) authorized SARS-COV-2 (COVID-19) vaccination. Students requesting a disability accommodation or a medical exemption are required to submit a request using the COVID-19 [Accommodation or Exemption Request Form](#). (see “Qualifying Exemptions & Requests for Exemptions”).

You are considered fully vaccinated by the CDC:

- 2 weeks after your second dose in a 2-dose series (primary series), such as the Pfizer or Moderna vaccines.
- 2 weeks after a single-dose vaccine (primary series), such as Johnson & Johnson’s Janssen vaccine.

Full Vaccination per the University Policy – Booster

Beginning February 7, 2022, all onsite students are required to get a booster of COVID-19 vaccine **within three weeks of becoming eligible** to do so. For example, if you are eligible to receive a booster dose on February 7, 2022, you need to get boosted no later than February 27, 2022. Individuals who received a primary series but do not wish to receive a booster because of a religious or disability accommodation, or are unable to do so for medical reasons, must submit a COVID-19 [Accommodation or Exemption Request Form](#). Individuals who have received a primary series and are granted an accommodation or exemption from the booster requirement, will be coded as “Vaccinated.”

You are considered fully vaccinated by the University once you receive the required booster dose. You are eligible to receive a booster as follows (also, see Booster Eligibility table on next page):

- By at least five months after completing a primary Pfizer or Moderna COVID-19 vaccination series.
- At least two months after receiving a J&J/Janssen COVID-19 vaccine.

NOTE: Bring [your CDC COVID-19 Vaccination Record card](#) to your booster appointment so your provider can fill in the information about your booster dose. If you did not receive a card at your first appointment, contact the vaccination site where you got your primary series or your [state health department](#) to find out how you can get a physical card. Californians can access a digital vaccine record here - <https://myvaccinerecord.cdph.ca.gov/>.

Please refer to the CDC’s [“Choosing Your COVID-19 Booster Shot”](#) online resource for more information.

Primary Series and Booster After Having COVID-19

Individuals who had COVID-19 infection (unvaccinated or breakthrough case) can get a COVID primary series or a booster once symptoms have resolved and they have met the criteria to end isolation; as early as two weeks after full resolution of symptoms. For boosters, individuals must also ensure the recommended time has elapsed since receiving a primary series of either Pfizer (5 months), Moderna (5 months) or J&J (2 months). Vaccinated and unvaccinated individuals who received monoclonal antibodies as part of their COVID-19 treatment plan need to wait 90 days before getting a COVID booster.

Students are responsible for scheduling and obtaining all recommended doses of a COVID-19 vaccine and are required to be fully vaccinated before coming back to a U of R campus.

Booster Eligibility

COVID-19 vaccine	Primary Vaccination Series	Booster-Eligible	Which vaccine booster dose to receive?
Pfizer-BioNTech Moderna	1st and 2nd doses	5 months after 2nd dose	Any of the COVID-19 vaccines authorized in the United States may be used for the booster dose, but either Moderna or Pfizer-BioNTech are preferred.
Johnson and Johnson [J&J]/Janssen	1st dose	2 months after 1st dose	Any of the COVID-19 vaccines authorized in the United States may be used for the booster dose, but either Moderna or Pfizer-BioNTech are preferred.
World Health Organization (WHO) emergency use listing COVID-19 vaccine	All recommended doses	6 months after getting all recommended doses	Single booster dose of Pfizer-BioNTech COVID-19 vaccine
A mix and match series composed of any combination of FDA-approved, FDA-authorized, or WHO-EUL COVID-19 vaccines	All recommended doses	6 months after getting all recommended doses	Single booster dose of Pfizer-BioNTech COVID-19 vaccine

VACCINATION DOCUMENTATION & PROCESS FOR REPORTING

Students will be required to submit proof of primary series vaccination and booster vaccination unless an exemption from this policy has been granted.

Vaccination Documentation

Acceptable documentation **must show the vaccination brand for both initial dose(s) and booster dose, date of initial vaccination(s), date of booster vaccination, and your name**, and includes the following options:

- CDC or similar non-US entity immunization card
- Healthcare provider immunization record
- Digital vaccine passport (for US residents only)

Vaccination Reporting Process

Once you are fully vaccinated, you will need to upload your documentation per the instructions listed in the table below. Your vaccination card will become part of your protected and confidential education record.

School	Submission
College of Arts & Sciences – Graduate	Upload your documentation via the Online Vaccine Documentation Form . If you have questions, please contact: Department of Communication Sciences and Disorders Cindy Pike at Cindy_Pike@redlands.edu School of Music Pamela Martinez at Pamela_Martinez@redlands.edu Geographic Information Systems Andrea Alvarado at Andrea_Alvarado@redlands.edu
School of Business & Society <i>In-person</i> (Graduate & Undergraduate)	Upload your documentation via the Online Vaccine Documentation Form . If you have questions, please contact Melissa Coffman at melissa_coffman@redlands.edu .
School of Education <i>In-person</i>	Upload your documentation via the Online Vaccine Documentation Form . If you have questions, please contact the Dean's office at soe_dean@redlands.edu .
Graduate School of Theology <i>In-person/In-residence</i>	Upload your documentation via the Online Vaccine Documentation Form . If you have questions, please contact Heidi Mejia at heidi_mejia@redlands.edu .
School of Continuing Studies <i>In-person</i>	Upload your documentation via the Online Vaccine Documentation Form . If you have questions, please contact Sue Hanson at su_hanson@redlands.edu .

QUALIFYING EXEMPTIONS & REQUEST FOR EXEMPTIONS

Like other required vaccinations, medical exemptions for the COVID-19 vaccination requirement will be considered if accompanied by a request from a family physician trained in the relevant specialty that informs the basis for the exemption.

Disability Accommodations and Medical Reasons

Exemptions are available for disability accommodations or medical reasons that make receipt of the vaccine dangerous or otherwise inappropriate. This may also include conditions such as history of certain allergic reactions and any other medical condition that is a contraindication to the COVID-19 vaccine even if they do not qualify as a disability under federal, state, or local law. If you believe you need an accommodation regarding this policy for medical reasons, you are responsible for requesting a reasonable accommodation by submitting an [Exemption Request Form](#). Supporting documentation **will** be required. Your form and documentation will be reviewed by the designated party, and you will be notified as to the outcome of your request.

A medical exemption cannot be used by individuals who experienced known, non-threatening side effects from the primary series vaccine as shown here.

On the arm where you got the shot:



- Pain
- Redness
- Swelling

Throughout the rest of your body:



- Tiredness
- Headache
- Muscle pain
- Chills
- Fever
- Nausea

A medical exemption can be used by individuals who experienced a severe allergic reaction after getting a mRNA COVID-19 vaccine (Pfizer-BioNTech or Moderna) or Johnson & Johnson vaccine, should not receive another dose of that vaccine.

- An allergic reaction is considered severe when a person needs to be treated with epinephrine or EpiPen® or if the person must go to the hospital. Experts refer to severe allergic reactions as anaphylaxis.
- An immediate allergic reaction happens within 4 hours after getting vaccinated and could include symptoms such as hives, swelling, and wheezing (respiratory distress).

NON-RETALIATION & PRIVACY

The University prohibits any form of discipline, reprisal, intimidation, or retaliation for reporting a violation of this policy or any other health and safety concern.

In addition, one's vaccination status is private health information, and the University will handle vaccination records and declination forms with the same care it does for other

personal medical information. Requesting (via the College and the Schools) proof of COVID-19 vaccination, in and of itself, is not a protected inquiry. Nor is asking an individual if they are vaccinated as long as the question is limited solely to vaccination status. However, follow-up questions to individuals such as to why someone did not receive the vaccine may elicit information that is considered protected medical information. Students do not need to disclose their exemption reason to anyone other than to the designated department handling exemption requests.

The University of Redlands is committed to creating and maintaining a community free of all forms of discrimination, harassment, and retaliation. Thus, the University prohibits discrimination and harassment of students based on their COVID-19 immunization status. Our post-pandemic campuses will be different from our pre-pandemic environments, and we recognize the potential for new forms of discrimination and harassment based on vaccination status.

The University can only act to remedy and prevent specific acts of discrimination, harassment, or retaliation from reoccurring if it is made aware of such conduct. If you believe you are experiencing any of these acts based on your vaccination status, you can contact the [Director of Equity and Title IX Coordinator](#) and/or report an incident using the [online form](#). Behaving in a harassing and/or discriminating manner could result in disciplinary action.

POLICY MODIFICATION

Government and public health guidelines and restrictions, as well as best practices within business and industry regarding COVID-19 and COVID-19 vaccines, are changing rapidly as new information becomes available, further research is conducted, and as additional vaccines are approved and distributed. The University reserves the right to modify this policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy workplace.