

Mount St. Joseph University COVID-19 Vaccine Policy

Overview

Mount St. Joseph University remains committed to a positive, thriving, and healthy in-person campus environment for all Mount students, faculty, and staff this academic year. The COVID-19 vaccine is one of the most effective public health measures for minimizing the spread of, and severe illness and death caused by, COVID-19. **Therefore, all current students and employees (those enrolled or employed as of September 13, 2021) must be vaccinated against COVID-19 by December 15, 2021 and all future students and employees must be vaccinated against COVID-19 prior to registering for classes, commencing work or, as applicable, pursuant to this policy.**

This policy also aligns with the University's Catholic identity and mission, and helps protect the health and well-being of the entire Mount community and beyond. Appearing in a [video](#), the Holy Father, Pope Francis, shared that “[getting vaccinated is a simple yet profound way to care for one another, especially the most vulnerable. I pray to God that each one of us can make his or her own small gesture of love.]”

Vaccination status of students and employees will be kept confidential by the University consistent with applicable laws. Anyone with questions about COVID-19 vaccinations should consult their healthcare provider.

The University reserves the right to modify this policy and/or to change vaccination requirements at any time in response to changing circumstances.

Applicability

This policy applies to all students and employees *except* those students enrolled in fully online courses or programs who are not required to be present on campus for any portion of a class or program (including but not limited to high school dual enrollment students) or employees with positions that do not require presence on campus at any time or for any reason. Exemptions may be requested for medical or religious/moral reasons, as set forth below.

Procedure for Current Students and Employees

- Current students and employees (without University-approved exemptions) must submit a copy of their vaccination card as proof they have received AT LEAST the first dose of a 1-dose COVID-19 vaccine (Johnson & Johnson) or a 2-dose COVID-19 vaccine (Pfizer, Moderna) **by November 15, 2021.**
 - If you are a student and have not already submitted your proof of vaccine to the Wellness Center or to the Athletic Department because you are a student-athlete, you must email your proof via email to Wellness.Center@msj.edu.

- If you are an employee and have not already submitted your proof of vaccine to the Office of Human Resources, you must email your proof to Human.Resources@msj.edu.
- **Students and employees (without University approved exemptions) must submit a copy of their vaccination card as proof they have received ALL prescribed doses of a COVID-19 vaccine by December 15, 2021.**
- Students and employees seeking an exemption to the University's vaccination requirement must complete the [Mount St. Joseph University COVID-19 Immunization Exemption Request and Waiver form](#) ("Exemption Request form") **by November 1, 2021**. Please see below for more information.
- Students and employees are encouraged to submit their proof of receipt of (full or partial) vaccination or Exemption Request form **as soon as possible**. Any student or employee who has not submitted proof of receipt of at least one dose of the COVID-19 vaccine or an Exemption Request form to the University by November 15, 2021 may be contacted regarding their noncompliance as of that date.

Result of Failure to Comply with Policy for Current Students and Employees

- Students
 - Students (without University-approved exemptions) who do not submit proof of receipt of all prescribed doses of a 1-dose (Johnson & Johnson) or 2-dose (Pfizer, Moderna) COVID-19 vaccine (or receive a University-approved exemption) by November 15, 2021 will be permitted to *provisionally register* for the Spring 2022 semester only, which means that a hold will be placed on the student's registration that will only be removed upon compliance with this policy.
 - **Any student (without a University-approved exemption) who fails to provide proof of receipt of ALL prescribed doses of the 1-dose or 2-dose COVID-19 vaccine by December 15, 2021 will be dropped from any class in which they are provisionally registered without further notice.**
- Employees
 - Employees (without University-approved exemptions) who do not submit proof of receipt of all prescribed doses of a 1-dose (Johnson & Johnson) or 2-dose (Pfizer, Moderna) COVID-19 vaccine by November 15, 2021 will be subject to disciplinary action.
 - **Any employee (without a University-approved exemption) who fails to provide proof of receipt of ALL prescribed doses of the 1-dose or 2-dose COVID-19 vaccine by December 15, 2021 may be immediately terminated without prior notice.**

Procedure for Future Students and Employees

All future students at the University (those enrolled after September 13, 2021) will be required to submit proof of full COVID-19 vaccination to the Wellness Center at Wellness.Center@msj.edu prior to being permitted to register for classes (absent the receipt of a University-approved exemption).

All future employees at the University (those who commence employment after September 13, 2021) will be required to submit proof of full COVID-19 vaccination to the Office of Human Resources at Human.Resources@msj.edu prior to commencing work at the University (absent the receipt of a University-approved exemption).

Exemption Requests

The University may provide exemptions to the COVID-19 vaccination requirements imposed by the University on students and employees when the student or employee is unable to comply with this policy for medical or religious/moral reasons. The University also considers and facilitates students' requests for exemptions from any COVID-19 vaccine requirements imposed by various external businesses and organizations ("External Partners) as a condition of the student's placement in their business, organization, or facilities. The University reserves the right to approve or deny requests based on its legitimate operational, academic and other nondiscriminatory interests and in accordance applicable law.

To request an exemption, students and employees must complete the [Mount St. Joseph University COVID-19 Immunization Exemption Request and Waiver form](#) and submit it to the Wellness Center at Wellness.Center@msj.edu (students) or Office of Human Resources at Human.Resources@msj.edu (employees). **Please note that requesting an exemption does not guarantee that the request will be approved.**

Due to academic or campus needs for current students, certain departments or programs may establish deadlines for students to apply for a COVID-19 exemption that are prior to November 1, 2021 and the Wellness Center will adhere to such established deadlines.

Release, Waiver, and Acknowledgement by Persons with University-approved Exemptions

Persons who obtain a University-approved exemption to this policy and are not vaccinated release the University, its agents, officers, and employees from any and all responsibility for any harm that may result because of a COVID-19 vaccine exemption, including any impairment of health, increased educational costs, delayed academic/graduation progression, and/or lost work opportunity.

Students who obtain a University-approved exemption to this policy and are not vaccinated understand that, as a result of a COVID-19 vaccine exemption, a clinical, internship or other external placement required for academic progression and/or graduation may not be possible. Students are responsible for any class or course work missed as a result of an approved COVID-19 vaccine exemption.

Employees who obtain a University-approved exemption to this policy and are not vaccinated understand that modifications to their work schedules or other terms and conditions of employment may be necessary. Employees are responsible for any absences from work arising from or related to COVID-19 and all applicable University attendance and leave policies shall apply.

Applicability of Other University Policies to Unvaccinated Persons

Persons who obtain a University-approved exemption to this policy and are not vaccinated are required to follow all other University [COVID-19 Safety Guidelines](#) (the “Guidelines”). Students are also required to follow the COVID-19 related rules, practices and/or protocols of any External Partners, as applicable. Failure to adhere to the Guidelines or required rules, practices and/or protocols may result in discipline consistent with the Guidelines.

Persons who obtain a University-approved exemption to this policy and are not vaccinated will be included in the University’s surveillance testing program unless and until they provide proof of full vaccination. Students and employees may be required to comply with additional or different procedures as a reasonable accommodation to a vaccine requirement.

Modifications for Vaccination Requirements of External Partners

If a student obtains a COVID-19 vaccine exemption from the University and the student is required to take part in any clinical, internship or other external placement to progress academically where a COVID-19 vaccine is required, the student should contact the Learning Center. The Learning Center will facilitate collaboration between the student and appropriate instructor/advisor at the University who will make a reasonable effort to secure an external placement for the student at an External Partner that does not require COVID-19 vaccinations. Availability of clinicals, internships, or other external placements that do not require students to obtain a COVID-19 vaccine to participate may not be possible or may be extremely limited.

The University will facilitate a request for an exemption from a vaccine requirement imposed by the External Partner when the External Partner indicates that it is willing to consider such a request. Exemption information will be forwarded to the External Partner provided that the student has signed the requisite authorization for the release of this information to the External Partner. The University cannot guarantee that an External Partner will grant a student an exemption or that the number of hours or types of experiences provided through any External Partner due to a COVID-19 vaccine exemption will meet academic/graduation progression requirements for any student.

Access to Free Vaccinations

Students and employees may schedule their own vaccinations through outside sources. To find a vaccine location, please visit the [CDC’s website](#) or search [vaccines.gov](#), text your ZIP code to 438829, or call 1-800-232-0233.

Students should schedule their vaccinations outside of class time. Employees should schedule their vaccination outside of work hours, whenever possible.

September 13, 2021

Students and employees will not have to pay out of pocket for a COVID-19 vaccine, whether you have insurance or not. Vaccinations are free to all persons in the United States. If you have health insurance, vaccinations must be run through your health insurance first.

Unreimbursed costs associated with a vaccination appointment are extremely rare. Students and employees are expected to use reasonable care avoid such costs whenever possible. Before incurring any cost, please contact the Wellness Center or Office of Human Resources, as applicable, if you have reason to believe your vaccination will result in an out-of-pocket cost to you. In the extremely unlikely circumstance that out of pocket costs are unavoidable, as determined by the Wellness Center or Office of Human Resources in advance, students may submit authorized uncovered costs to the Wellness Center to request reimbursement and employees may submit any authorized uncovered costs to their manager to request reimbursement.

Maintaining Vaccinations

Student and employees must maintain their full vaccination by getting a “booster” at the intervals recommended by the CDC, and state or local departments of health, including as necessary for protection against variants. Student and employees have 30 days from the recommended booster date to comply. If limited vaccine availability prevents a person from obtaining a booster, please notify the Wellness Center or Office Human Resources, as applicable, for assistance in advance of your deadline. Failure to maintain vaccination as required, or failure timely to provide proof, is a violation of this policy.

Enforcement

The Wellness Center and Office of Human Resources are responsible for enforcement of this policy, with the assistance of The Learning Center and Office of the Registrar in applicable circumstances. Any person who knowingly submits false or misleading information to the University will be subject to discipline in accordance with the Student Handbook or Employee Handbook.