



Effective Date: January 12, 2022

Responsible Official: Executive Director

3.7 Covid-19 Vaccination Policy

Given that the situation around the SARS-CoV-2 pandemic is dynamic and continuing to evolve, we likewise expect that this policy will change and evolve with the situation.

All GMHEC employees working either on-site or remotely are required to receive a full initial vaccine dosage with a SARS-CoV-2 vaccine ("COVID-19 vaccine") authorized (including any emergency use authorization) or approved by either the U.S. Food and Drug Administration (FDA) or listed for emergency use by the World Health Organization. In addition, all current employees are required to receive a COVID-19 booster shot by Jan. 31, 2022. Those current employees who are not eligible for a COVID-19 booster on Jan. 31st must receive the booster within 30 days of becoming eligible.

Vaccines and boosters are available without cost through the Vermont Department of Health.

Additionally, prior to their hire date, all new employees must:

- (a) submit documentation showing that they have received a full initial vaccine dosage and submit documentation within 30 days of becoming eligible for a booster showing receipt of the booster (See "Procedure" below); or
- (b) obtain an approved exemption. [Refer to 3.8 Covid-19 Vaccination Exemption Policy]

Vaccine exemptions previously granted by GMHEC may also exempt employees from the above booster requirement, depending on the terms of those exemptions. Employees who were previously approved by GMHEC for an exemption from the vaccination requirement will be contacted if they need to re-apply for an exemption.

To mitigate risk to GMHEC community members when at the Shelburne Green office or on Consortium member campuses and premises or participating in any in-person GMHEC programs or activities, and to the extent permitted under federal, state, and local law, any person who receives an approved exemption under this policy will be subject to additional requirements and restrictions that do not apply to fully vaccinated (and boosted) employees, including, but not limited to:

the use of additional personal protective equipment (PPE) and, depending on the unvaccinated person's worksite, physical distancing requirements,

increased testing frequency, and/or

other limitations and modifications that may be applicable to the employee's position.



New employees must submit documentation evidencing full vaccination (including, if eligible, a booster) or obtain an approved waiver of this requirement prior to their hire date. Those who fail to do so will not be allowed to perform work for GMHEC or to access Consortium member campus facilities.

Existing employees must submit documentation evidencing full vaccination (including, if eligible, a booster) or obtain an approved waiver of this requirement prior to January 31, 2022 (or if not eligible for a booster on that date, then within 30 days of becoming eligible). Those who fail to do so will not be allowed to perform work for GMHEC or access Consortium member campus facilities.

GMHEC prohibits any form of discipline, reprisal, intimidation, or retaliation for reporting a violation of this policy or any other health and safety concern. Employees also have the right to report work-related injuries and illnesses, and GMHEC will not discharge or discriminate or otherwise retaliate against employees for reporting work-related injuries or illnesses or good faith health and safety concerns.