



Effective Date: January 12, 2022

Responsible Official: Executive Director

3.8 Covid-19 Vaccination Exemption Policy

GMHEC employees may request an exemption for either medical or religious reasons by submitting written documentation to the Executive Director. The deadline to submit an exemption request is Wednesday, January 19, 2022.

Medical Exemption – Employees may request a medical exemption if receiving a vaccine would jeopardize their health. The licensed health care provider attesting to the employee's need for a medical exemption must be someone who is able to administer a vaccination (e.g., not a chiropractor or optometrist).

Religious Exemption – Employees may request a religious exemption if their sincerely held religious beliefs (not philosophical or political beliefs) prevent them from receiving a vaccine.

Exemptions and reasonable accommodations must be initiated by the employee by submitting a request for exemption. All such requests will be handled in accordance with applicable laws and regulations.

Testing Required for Exempt Employees: Employees with medical or religious exemptions will be required to submit PCR test results every seven days and wear masks indoors regardless of GMHEC current face covering requirements.

Employees required to test every seven days will be provided a means to request an exemption from the every seven day test requirement. Reason could include vacation, other approved leave, or having tested positive for COVID-19 during the past 90 days. Unable to test, missing the seven day window, or failure to get to a testing location are not valid exemptions.