



Policy Name:	COVID Vaccination
Approval Authority:	President's Council
Responsible Executive:	Dean
Responsible Office(s):	Dean
Effective:	March 17 th 2021
Expires:	March 17 th 2024
Last Revised:	March 17 th 2021
Next Review Date:	N/A

COVID-19 Vaccination Policy

Policy Statement

Noorda-COM is committed to creating a safe and secure environment for all members of the College community (administrators, faculty, staff, students, and all other persons that participate in the College's educational programs and activities) including those at off-site clinical educational experiences. Noorda-COM has a duty to provide and maintain a workplace that is free of known hazards, adoption of this policy helps us safeguard the health of our employees, our students, campus visitors and their families; and the greater community at large from infectious diseases such as COVID-19. Vaccination against the Coronavirus known as COVID-19 has shown to increase protection, decrease the severity of illness, decrease sick days and decrease the risk of closure. This is an opportunity for us to serve as a role model in our community. By getting vaccinated, you can positively influence vaccination decisions of coworkers, students, friends and family.

Entities/Parties Affected by the Policy

- Administration
- Faculty
- Staff
- Third Parties

Policy Procedures

MANAGEMENT

Noorda-COM is committed to remaining in compliance with applicable Utah State, Utah County Public Health Departments and this policy is based on guidance from the Centers for Disease Control and Prevention (CDC). At times, Noorda-COM policy may exceed Utah public health and CDC guidelines in order to ensure the health and safety of all our students, faculty, staff and other third parties.

Noorda-COM strongly encourages employees to obtain vaccination against COVID-19 as they become available to them in the community in which they work or reside.

COVID-19 vaccinations currently covered by this policy that have received emergency authorization approval include, Pfizer, Moderna, and Johnson and Johnson. The CDC has outlined common side effects which may be experienced following vaccination. More information on possible side effects is available at: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/expect/after.html>. Please reach out to your manager if you experience any side effects which require your absence from work.

Noorda-COM does not provide or administer the vaccination on-site. Vaccinations can be scheduled through your county health department (please see the link below)

Noorda-COM does not pay for the vaccination nor compensate employees for their time and travel to vaccination sites.

According to CDC guidelines vaccinated employees must continue to follow guidelines of social distancing and wearing masks when they are in large groups or around unvaccinated and high risk individuals, and cleaning hands often. Vaccinated employees do not need to quarantine after an exposure to COVID-19 individual if their last vaccine has been within the last 90 days. Vaccinated employees may also opt out of the testing requirement that may be implemented as a requirement for coming on campus.

Vaccine Reporting

Noorda-COM faculty and staff should report the dates, manufacturer and Lot Numbers of their vaccinations to the office of the Chief Medical Officer. The simplest way is to submit a copy of the COVID-19 Vaccination Record Card provided at the time of your 1st vaccination. This card has the CDC logo in the upper right corner. Do not submit your original card. Please keep that for your own records.

The College does not access vaccine records via the Utah State Immunization (USIIS) but if you have misplaced your COVID-19 vaccination card individuals may request a record of their own immunizations from USIIS.

Exemptions

Employees may seek an exemption from this policy for a medical condition or disability that prohibits them getting the vaccine or a sincerely held religious belief. Please contact the office of the Chief Medical Officer to request an accommodation for an exemption. Accommodations will be granted where they do not cause Noorda-COM undue hardship, unreasonable expense or pose a direct threat to the health and safety of others.

Noorda-COM will not discharge or discipline any employee who falls under the exemptions or is unable to obtain the vaccination in good faith due to vaccine shortages or distribution timeline variations in the state in which they reside.

Questions: any questions can be directed to the COVID-19 Task force: Chair of Clinical Science, Chair of Biomedical Science or the Chief Medical Officers office.

Definitions

N/A

Policy Violations

Policy violations may result in legal action up to and including termination.

Noorda-COM will not discharge or discipline any employee who falls under the exemptions or is unable to obtain the vaccination in good faith due to vaccine shortages or distribution timeline variations in the state in which they reside.

Interpreting Authority

- President's Council
- Dean's Council
- Chief Medical Officer

Statutory or Regulatory References

N/A

Relevant Links

<https://coronavirus.utah.gov/vaccine-distribution#lhd>
<https://health.utahcounty.gov/covid-19-vaccine/>
<https://immunize.utah.gov/usis/>
<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

Policy Adoption Review and Approval

Dean's Council: approved March 17, 2021
President's Council