



**NOORDA COLLEGE**  
of OSTEOPATHIC MEDICINE

Policy Name:	Employee COVID-19 Vaccination
Approval Authority:	President's Council
Responsible Executive:	Dean
Responsible Office(s):	Dean
Effective:	March 2021
Expires:	March 2024
Last Revised:	December 2022
Next Review Date:	N/A

## Employee 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 been 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 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 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.

COVID-19 vaccinations currently preferred and covered by this policy that have received full Food and Drug Administration approval include Pfizer and Moderna. The Johnson and Johnson vaccine is not preferred due to potential blood clots following administration and remains available under emergency use authorization for those who prefer it. 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 contact your manager if you experience any side effects which require your absence from work.

Noorda-COM does not provide or administer COVID-19 vaccination on-site. Vaccinations can be scheduled through your county health department (please see Relevant Links below)

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

Fully vaccinated (received booster) employees do not need to quarantine after an exposure to COVID-19 individual and should wear a mask for ten (10) days after the exposure. 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 requires faculty and staff of the Noorda-COM Health Clinic to report the dates, manufacturer, and lot numbers of their vaccinations to the Chief Medical Officer. You may present a copy of the COVID-19 Vaccination Record Card, provided at the time of your first vaccination for verification. This card has the CDC logo in the upper right corner. Please keep that for your own records. Noorda-COM does not retain this record in compliance with Utah Law (HB0063, Section 1, 26-68-201, 5a).

Faculty and staff whose responsibilities do not include patient activities in the Noorda-COM Health Clinic are not required to submit proof of vaccination or boosters.

Noorda-COM does not access vaccine records via the Utah State Immunization (USIIS). 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 that prohibits them getting the vaccine or a sincerely held religious belief. Please contact 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 at Noorda-COM.

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 Taskforce: Assistant Dean for Clinical Sciences, Chair of Biomedical Sciences, or the Chief Medical Officers office.

## Definitions

N/A

## Responsibilities

## 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-coronavirus/covid-19-vaccine/>  
<https://immunize.utah.gov/usiis/>  
<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

## Policy Adoption Review and Approval

President's Council