

<b>Title:</b>	HR-15 COVID-19 Mandatory Vaccination Policy
<b>Chapter:</b>	Human Resources

## **I. Purpose**

It is well-established by the Centers for Disease Control and Prevention (CDC) and other trusted sources that COVID-19 vaccines are safe, protect against serious illness from COVID-19, and reduce rates of transmission. To safeguard the health of our employees and their families, our patients and clients, and the community at large from the risks associated with COVID-19, Fenway Health is implementing a COVID-19 mandatory vaccination policy. This policy, which will take effect on **September 15, 2021**, complies with all applicable laws and incorporates guidance from CDC, the Massachusetts Department of Public Health, and local health authorities. This policy is subject to change to ensure alignment with a rapidly changing environment and to incorporate CDC regulatory modifications and other federal and state requirements.

## **II. Scope**

Fenway Health is adopting a mandatory COVID-19 vaccine policy for all employees and contractors regardless of whether they work in-person, hybrid, or remote schedules. Contract staff/vendors will be required to provide proof of vaccination depending on the services provided to Fenway Health and in the sole judgement of Fenway Health. In addition, all new hires will be required to be vaccinated as a condition of employment. Exemptions and reasonable accommodations will be made for medical or religious reasons as described further in this policy. Employees not in compliance with this policy will be placed on unpaid leave and will be subject to termination of employment.

## **III. Procedures**

Fenway requires employees to (a) provide confirmation that they have received a COVID-19 vaccination; (b) request and receive a vaccination from Occupational Health; or (c) request and receive an approved accommodation exempting them from this requirement in accordance with the accommodation process described below. All such information will be treated as confidential and maintained by Human Resources and Occupational Health.

Vaccinations will be provided by Fenway at no cost to the employee. If vaccination is not provided by Fenway, employees must present documentation of vaccination elsewhere.

## **IV. Reasonable Accommodation**

If employees require an exemption from this policy for a medical reason or a because of a sincerely-held religious belief, they must submit a written request for an accommodation to Human Resources. Requests will be considered promptly via a consultative process with the employee to identify potential accommodations and determine if one can be provided that does not create an undue hardship or otherwise pose a direct threat to the health and safety of the employee and others, consistent with applicable law.

## **V. After Vaccination**

After vaccination, all employees and contractors should continue to follow all current guidance to protect themselves and others. This includes wearing a mask and face shields when seeing patients and clients, along with other guidance and practices which may apply at various points in time.

## **VI. Additional Information**

We understand some individuals may still have questions about the safety and efficacy of COVID-19 vaccine. We recommend several resources from CDC for further information:

[About COVID-19 Vaccines](#)

[Myths and Facts About COVID-19 Vaccines](#)

[Benefits of Getting a COVID-19 Vaccine](#)

The Massachusetts Department of Public Health has also issued this guidance:

[About the COVID-19 Vaccine](#)

We also recommend speaking with your health care provider.

Please direct any questions regarding this policy to Human Resources.

Written:	09/02/2021
References:	
Additional Information:	
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