

## **COVID-19 Vaccination Required for CaroMont Health Employees and Personnel by October 31, 2021**

Despite incredible efforts to bring the pandemic to an end, COVID-19 is once again spreading rapidly in our community. In just four weeks, COVID-19 cases have increased 2,000% and COVID-related hospitalizations are up more than 1,000%. The low rate of COVID-19 vaccination in the region has left our community extremely vulnerable to the new Delta variant, which spreads more aggressively than previous strains.

Given the serious threat posed by the Delta variant, and the ongoing scientific data demonstrating the safety and effectiveness of the COVID-19 vaccines, **all CaroMont Health employees, physicians, APPs, volunteers, contract staff, students and instructors must provide proof of COVID-19 vaccination by October 31, 2021.**

While we understand and respect that there are strong personal opinions about the COVID-19 vaccine, there is irrefutable evidence that the COVID-19 vaccine is safe and provides significant protection against severe illness, hospitalization, and death. As healthcare professionals, our primary responsibility is to first do no harm, but more than that, it is to help protect, preserve, and improve the lives of others. Getting the COVID-19 vaccine is the best way to protect yourself, your family and everyone around you.

### **FAQs**

#### **Why is CaroMont Health requiring the COVID-19 vaccine?**

CaroMont Health made this decision for three important reasons:

1. As healthcare providers, we have a responsibility to protect our patients, to first do no harm. Getting the COVID-19 vaccine is the single most effective way to protect employees from getting and spreading COVID-19 to patients, co-workers, family members and the community.
2. The new Delta variant is twice as contagious and twice as likely to cause severe infection as previous variants of COVID-19. COVID-19 is once again spreading rapidly in our community, and if we wish to end the pandemic and save lives, the vaccination rate in our community must increase significantly.
3. Adding the COVID-19 vaccination to the six other immunizations required for all CaroMont Health employees is in alignment with our mission, vision and CARES values. Because we care first, it is important that CaroMont Health employees take the necessary steps to protect themselves and others from the highly communicable diseases.

#### **When is the deadline for getting the COVID-19 vaccine?**

OCTOBER 31, 2021. All CaroMont Health employees, physicians, APPs, volunteers, contract staff, students and instructors must provide proof of vaccination (first and second shot if getting a two-dose vaccine) or have an approved medical declination, religious declination, or deferral no later than 5:00 p.m. on October 31, 2021.

#### **What happens if a student or instructor is not fully vaccinated by the deadline?**

Failure to complete full vaccination series or submit and gain approval for medical declination, religious declination, or deferral by 5:00 p.m. on October 31, 2021 will result in denial of student or instructor.

#### **What if a student or instructor can't get vaccinated by the deadline?**

Employees, physicians, APPs, volunteers, contract staff, students and instructors who get a two-dose vaccine must be aware of the waiting period between the two doses (Pfizer/21 days | Moderna/28 days). If a student or instructor are on vacation between now and the deadline, they must plan accordingly to ensure all doses are completed by October 31, 2021. If they are unable to complete the vaccination series by the deadline, they will be non-compliant and denied.

### **For students or instructors choosing the Pfizer or Moderna vaccination, does a single dose meet the requirement for COVID-19 vaccination?**

NO. Pfizer-BioNTech and Moderna require two doses to be fully effective. Employees and personnel who choose a two-dose vaccine need to be aware of the waiting period between the two doses and plan accordingly. Full vaccination status must be reached, and documentation must be submitted no later than 5:00 p.m. on October 31, 2021.

### **How is proof of vaccination submitted?**

Proof of vaccination for students will be submitted via MyClinicalExchange option "COVID-19 Vaccine" beginning October 10<sup>th</sup>, 2021. Proof of vaccination will need to be uploaded. Please contact [supportticket@myclinicalexchange.com](mailto:supportticket@myclinicalexchange.com) if you do not want the item to be added to your campus checklist. Proof of vaccination for instructors will be emailed to [students@caromonthhealth.org](mailto:students@caromonthhealth.org).

### **Are declinations or deferrals allowed?**

Yes. CaroMont Health will recognize limited medical declinations and deferrals and religious declinations. **All declinations and deferrals for any students or instructors who will be on site through December 31<sup>st</sup>, 2021 must be submitted no later than August 27<sup>th</sup>, 2021 and notification of approval or denial will be sent on or before September 17<sup>th</sup>, 2021.** Deferrals will be considered for students and instructors who are pregnant. Declinations or deferrals for personal reasons will not be accepted. **Medical declinations or deferrals must be accompanied by documentation from the student or instructor's medical provider.** Standard criteria for medical exemptions will be established based on recommendations from the Centers for Disease Control and Prevention (CDC) and the Advisory Committee on Immunization Practices (ACIP). Religious declinations must include supporting documentation. ***Please be advised the process for declinations and deferrals may cause delays in clearance and an exemption is not guaranteed. We recommend you strongly encourage your students and instructors to be vaccinated.***

### **How are declinations or deferrals submitted?**

Declinations and deferrals must be submitted via [this link](#). Students and instructors should carefully follow the instructions for submitting required documentation.

### **Other Informational Resources:**

[About the COVID-19 Vaccine](#)

[COVID-19 Vaccines and Your Health](#)

[COVID-19 Vaccines and Reproductive Health](#)