



Title: COVID-19 Vaccination Policy

Approved by: Board of Trustees

Date Approved: July 6, 2021

Effective Date: July 15, 2021

Responsible Officials : Vice President, General Counsel, Secretary of the Corporation, and Chief Risk Management Officer

Responsible University Offices: Provost's Office; Human Resources Department; Division of Student Affairs; Office of Postdoctoral Affairs

Revision History: September 19, 2022

Related Legislation and University Policies: None

Review Period: 6 Months

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ees and students, and visitors to CWRU's campus, their families, and the
Cleveland community from COVID-19 infection as we all do our part to survive
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led to comply with all federal, state, and local laws and is based upon guidance

s. Centers for Disease Control and Prevention (CDC), the U.S. Department of
Services, the Ohio Department of Health, the Cuyahoga County Board of Health,

nd licensing authorities as applicable. However, this policy does not assume any
lated by law.

Scope

This policy requires mandatory COVID-19 vaccination for all faculty, staff, postdoctoral employees and students on CWRU's Cleveland campus, and it also may apply to certain designated contractors, vendors, and other visitors to CWRU's campus with regular access and presence in the University's facilities (such individuals will be notified of their designation and resulting policy application).

Requirements

Upon employment or registering for an academic course, all faculty, staff, postdoctoral employees and students with an on-campus presence must: (a) establish that they received the primary series and a booster dose when eligible by uploading the vaccination card to the CWRU secured health record system; or (b) obtain an approved exemption from the University as a medical or religious accommodation. Faculty, staff,

an individual's cooperation and participation in the process, the request may be denied due the seriousness of the COVID-19 pandemic and the resulting undue hardship and/or direct threat posed by the lack of vaccination, depending on the circumstances. In particular, it may not be possible to grant exemptions for students in health education programs requiring clinical experiences to graduate.

Non-Discrimination/Non -Retaliation

As stated in its other policies, the University does not discriminate against its faculty, staff, postdoctoral employees and students, or applicants with regard to race, color, religion, sex (including