



Girard College COVID-19 Vaccination Policy

Updated November 8, 2021

Purpose

The College has adopted a COVID-19 Vaccination Policy in an effort to protect the health and well-being of all staff, students, and families. This policy is based upon guidance provided by the Centers for Disease Control and Prevention and other public health authorities, and will be revised as circumstances dictate.

Scope

This policy applies to all Girard College employees and all vaccine-eligible students, and is a condition of continued employment and enrollment.

Policy

By September 20, 2021, all employees and vaccine-eligible students must establish that they have been fully vaccinated against COVID-19 unless they have, no later than August 20, 2021, sought in writing an approved exemption from vaccination, as described below.

To establish that they have been vaccinated, employees must submit proof of vaccination to the Human Resources Office. Parents / Guardians must submit proof of student vaccination to the Health Services Office.

The College will assist by hosting vaccine clinics on campus and providing information on additional vaccine providers.

As younger students subsequently become eligible for vaccination as a result of turning 12 years of age, they will have six weeks from the date of eligibility to become fully vaccinated or two weeks from the date of eligibility to apply for an exemption.

Once vaccination is approved for children aged 5 through 11, the College will consider extending the vaccination requirement to our students in that age range.

Update 11.8.21 Following the FDA Emergency Use Authorization and the CDC recommendation of the Pfizer-BioNTech pediatric vaccine for children ages 5 through 11, the College's vaccine requirement will be extended to that age group as a condition of continued enrollment.

Requests for Exemptions

A Vaccine Review Committee will evaluate, on a case-by-case basis, individual requests for exemption to this policy. Exemptions will not be granted if it is determined that doing so would cause the College an undue hardship or pose a direct threat to the health and safety of other employees or students.

Exemptions may be considered in the following circumstances:

1. Medical contraindications to vaccination documented by the student's / employee's primary care provider;
2. Sincerely held religious objections documented by the student or employee;

Those seeking an exemption are relying on the good will of others within the community to take on the role of prevention on their behalf.

An employee or student who lacks COVID-19 vaccination due to an approved exemption:

- Will be required to sign a waiver/assumption of risk prior to arriving on campus, signed by parents/guardians;
- May be required to undergo extra COVID-19 testing prior to arrival on campus at their expense;
- May be required to wear a mask at specified times in large group settings;
- Will be required to leave (or stay off) campus for prescribed period if positive for COVID-19 or if required to quarantine due to close contact of a known case; for employees regular sick time must be used;
- Will be required to designate a fully willing guardian within driving distance to assume care during a required leave from campus for COVID-19 quarantine or isolation of a student;
- May be required to participate in routine surveillance testing;
- May be required to undergo additional PCR testing at the employee's / family's expense;
- May be prohibited from using common spaces on campus in the event of heightened public health risks;

- May be impacted in other ways in accordance with any directives from the Pennsylvania Department of Health, Philadelphia Department of Health, and/or the Centers for Disease Control and Prevention.

An employee or student requiring these types of accommodations may necessarily be recognized by others in the community as being unvaccinated. It is not the intention of the College to make vaccination status known or to allow vaccination status to be known. However, it is not possible to ensure complete privacy regarding vaccine status in all circumstances. Families of unvaccinated students assume this risk as well.