



PROCEDURE

Policy Name:	COVID-19 Fully Vaccinated Campus
Policy Number:	1007
Applicable Code/Law:	Governor's Proclamation 21-14.1

Procedural Guidelines

1. Employees

All employees (including student employees), volunteers working on campus, and contractors with the College must be fully vaccinated or be approved for a medical or religious exemption as a condition of employment for work October 19, 2021 forward. Verification of vaccination status or eligible exemption is managed by the Office of Human Resources. Employees who do not comply with the vaccine requirement (or approved exemption) will not be eligible to work at Shoreline after October 18, 2021. Employee separations will be processed in accordance with applicable collective bargaining agreements and/or policies.

2. Students

All in-person or on-campus students coming to the College for courses and/or any activities or services must be fully vaccinated or be approved for a medical or religious exemption by October 18, 2021. Note that fully online students who will not enter the campus are not required to claim their vaccination status or submit a request for exemption. Verification of student vaccination status or eligible exemption is managed by the Students, Equity, and Success division. Students participating in in-person/hybrid courses or services who do not submit an attestation or have an approved exemption by Oct. 18 will have a registration hold applied to their records. Any students who submit false statements for the purpose of attestation or exemptions may be subject to disciplinary action.

3. Vaccination Status

For purposes of this policy, an individual is considered fully vaccinated against COVID-19:

- Two (2) weeks after they have received the second dose in a two-dose series of a COVID-19 vaccine authorized for emergency use by the FDA (e.g., Pfizer-BioNTech or Moderna)

- Two (2) weeks after they have received a single-dose COVID-19 vaccine authorized for emergency use by the FDA (e.g., Johnson & Johnson (J&J)/Janssen)
- Two (2) weeks after they have received all recommended doses of a COVID-19 vaccine that is listed for emergency use by the World Health Organization (WHO)

4. Confidentiality & Legal Compliance

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, individuals may not include any genetic or health history with vaccination documentation submitted. "Genetic information," as defined by GINA, includes: an individual's family medical history, the results of an individual's or family member's genetic tests, genetic information of a fetus carried by an individual or an individual's family member, or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

Information confirming an employee has been vaccinated is confidential and will be stored separately from the employee's personnel file.