

Policy Title:	COVID-19 Vaccination
---------------	----------------------

Governing Body:	SOU	Policy Number:	GEN.010
Policy Contact:	General Counsel	Date Revised:	
Custodial Office:	Office of the President	Date Approved:	August 2021
Approved By:	President Schott	Next Review:	
Related Policy:			

Revision History

Revision Number:	Change:	Date:
	Initial version	July 2021

A. Purpose

Pursuant to the recommendations of the Oregon Governor’s Office, Oregon Health Authority, and Jackson County Public Health, Southern Oregon University will implement a vaccine requirement for on-campus employees, students, volunteers and affiliates beginning with the fall 2021 term and thereafter. This policy is intended to assist public health authorities and SOU in decreasing the prevalence of COVID-19 as well as protecting employees and students while engaged in on-campus activities.

B. Definitions

Affiliate: an individual formally associated with the university who is not considered an employee or volunteer and includes but is not limited to: Aladdin (SOU Dining), Barnes & Noble (SOU Bookstore), Board of Trustees, Emeritus Faculty, JPR, OHSU, ROTC, Rogue Credit Union, Saint Mary’s, SOU Foundation and SOUF Affiliate representatives, etc.

Attest: declaration of being fully vaccinated by an FDA approved (EUA or full authorization) COVID-19 vaccine.

Defer: election to delay attestation until the FDA provides full authorization for COVID-19 vaccine(s).

Employee: any part-time or full-time employed individual working at SOU, including but not limited to:

- Faculty (includes adjuncts/instructors/affiliated)
- Staff (unclassified administrators and classified)
- Student employee

Fully vaccinated campus: institutions of higher education where all students, faculty, and staff have completed their

vaccination series to protect against COVID-19 prior to returning to campus except those people who are unable to get the COVID-19 vaccine due to medical or other reasons.

File an Exemption: indication of either a medical or non-medical exemption to the vaccines.

Guest: anyone other than an employee, student, volunteer and affiliate; typically, a short-term visitor to campus.

On-campus: employees, students, and affiliates who participate in any SOU sponsored in-person activity while on SOU owned property. All others (e.g. subcontractors, vendors, parents, or guests are subject to the [SOU Face Covering Policy](#) and/or physical distancing requirements (if any).

Student: any undergraduate, graduate, and non-admitted individual registered and working toward degree or certificate or any individual otherwise taking workshops/symposiums/other educational activities (whether credit or non-credit) that includes their physical presence on any SOU campus, SOU-sponsored fieldwork, and SOU-sponsored practice/internship activities.

Travel and Off-campus activities: This vaccine policy will apply to group travel and participation in SOU-sponsored off campus activities.

Vaccine: approved vaccines are those that have received Emergency Use Authorization or full use authorization from the Federal Food and Drug Administration (FDA). For international students, approved vaccines are those that have received Emergency Use Listing or full use listing by the World Health Organization (WHO).

Volunteer: is not an employee of the university and performs services at their own free will, without remuneration of any kind, for an ongoing basis or for a short-term event and without entitlement, right or privilege.

C. Policy Statement

Beginning with the fall 2021 term and thereafter, Southern Oregon University requires employees, students, volunteers, and affiliates who participate in an on-campus activity to certify one of the following with respect to US Food and Drug Administration (FDA) or World Health Organization (WHO) approved (either Emergency Use Authorization, Emergency Use Listing or full authorization) COVID-19 vaccines:

1. **Attest** that the individual has been fully vaccinated by an FDA or WHO approved COVID-19 vaccine or are in the process of receiving the full vaccine and/or waiting period;
2. **Exemption** for a medical or non-medical reason to the vaccine requirement; or
3. **Defer** attesting receipt of vaccine until the FDA grants full authorization for COVID, employees, students, volunteers, and affiliates who deferred attestation are required to either attest to receiving the vaccine or file an exemption within 30 calendar days of the approval. Note: deferral is not available for international students.

Proof of vaccine through the attestation certification process is strongly encouraged if not already provided to the Office of Human Resources (HR) or the Student Health and Wellness Center (SHWC). Proof of vaccination is required if the vaccine was received outside of the state of Oregon. Employees, students, volunteers, and affiliates attesting to receiving the vaccine will be subject to random audits of the Oregon Health Authority database for Oregon residents who have received the vaccine. Proof of vaccine will not be a condition of participation in classroom and/or student activities, unless prescribed for a specific program requirement. Employee, volunteer and affiliate proof will be accessed by HR personnel only and will be stored separate from the official personnel file.

Student and student employee proof will be accessed by the SHWC.

Individuals who file an exemption to the vaccination requirement for non-medical reason(s) (e.g. religious, philosophical, etc.) are encouraged to complete an education module.

Process For Students: for each student enrolled for in-person classes beginning fall 2021 and every newly matriculated student thereafter, the SHWC will send a mandatory survey asking students to attest, file an exemption, or defer. Students who do not attest, file an exemption, or defer are subject to a registration hold until the attestation, exemption, or deferral is received by the SHWC. The registration hold will be administered in the second term of enrollment if not received prior to or during the student's first term of enrollment. Students who have received a vaccine may upload a picture of their vaccination card to a secure site administered by the [SHWC](#).

For international students whose home country is not providing vaccines, the SHWC will offer vaccines to these students. In the interim period before international students are fully vaccinated, SOU will provide quarantine housing (pursuant to the current housing rates for room and board) until fully vaccinated.

Effective date: students shall attest, file an exemption, or defer by September 7, 2021. After this date, students are subject to a registration hold. Specific programs (e.g. athletics, housing, etc.) may ask students to attest, file an exemption, or defer by an earlier date, depending on program requirements.

Process For Employees: a mandatory digital COVID-19 Vaccination Attestation Form ([draft](#)) will be available to each employee, volunteer, and affiliate to confirm work location and if on-campus or hybrid (working both on-campus and remote) will attest to receiving the vaccine, file an exemption, or defer. Employees who do not attest, file an exemption, or defer will be subject to discipline related to failure to comply with University policy. Employees who have received a vaccine may upload a picture of their vaccination card to a secure site administered by [Human Resources](#). Supervisors and managers should verbally instruct their employees to complete the attestation form.

Effective date: employees shall attest, file an exemption, or defer by September 7, 2021. For new employees hired thereafter, they will confirm work location and if on-campus or hybrid (working both on-campus and remote) will attest, file an exemption, or defer (if EUA is still in effect) within 5 business days of their employment start date.

This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval.

D. Policy Consultation

Consultation on original policy with Policy Council, and the SOU COVID Reopening Committee. Posted for community comment on July 23, 2021.

E. Other Information

Additional Covid-Related Measures: While the university strongly encourages masking, social distancing, testing, quarantine, or other reasonable measures, particularly for unvaccinated individuals, it is not SOU's intent to require such protocols as a condition of participation for classroom or student activities at the present time. Nonetheless, the university reserves the right to implement such measures where safety and operational needs require it. Such measures may be imposed on unvaccinated or vaccinated persons, or both, depending on the circumstances and the

recommendations of university or governmental health experts. For example, if there is an outbreak within a particular group or location on campus, the university retains the right to require masks and social distancing (or impose any other restrictions during an outbreak) as a condition of continued participation in the activity. That said, in absence of an immediate health and safety need, such measures will typically not be required to participate in campus activities.

It is important to respect the decisions of all members of our campus community regarding both vaccination status and the use or non-use of face coverings. Employees, students and volunteers are discouraged from discussing who has or has not been vaccinated. Because a person's vaccination status is private medical information, supervisors are directed not to ask employees whether they have been or plan to be vaccinated. SOU employees may not ask students whether they have been or plan to be vaccinated, or implement added proof of vaccination processes or policies within their units or programs.

Frequently Asked Questions

Q: I'm vaccinated but I'm not sure if my roommate in University Housing is, how can I find out? Will you assign me to an unvaccinated roommate?

A: During the roommate selection process, students are afforded the opportunity to indicate roommate preferences. One such preference could be vaccine status. If you have concerns or questions about your assigned roommate, contact University Housing for a different roommate assignment.

Q: Are faculty required to be vaccinated in order to teach on campus?

A: Faculty are subject to the same requirements that students and other staff will be. All are required to attest that they have been vaccinated, file an exemption, or defer until full FDA authorization is granted.

Q: Are volunteers coming to campus required to be vaccinated?

A: Yes, volunteers are subject to the vaccine requirement policy. The program under which the volunteer is serving will communicate how the volunteer can comply with the policy.

Q: Are guests or visitors subject to the vaccine requirement?

A: No, short term guests or visitors are not subject to the vaccine requirement. They are subject to all public health protections that are in place at the time while on campus (e.g. mask requirements, physical distancing, etc.)

Q: If I'm an online student, do I have to be vaccinated?

A: It's certainly our recommendation to be vaccinated, but if you do not come to campus, you are not subject to this vaccine requirement policy.

Q: What if I take some online classes and some in-person classes and those classes only require me to come to campus occasionally?

A: You are subject to the vaccination requirement policy. Because you come to campus as part of your class (even if it's for a short period) you will be required to follow the vaccine requirement policy.

Q: I take online only courses but want to participate in student activities (e.g. athletics, student clubs, student events)

A: If you are a registered student and participate in any in-person SOU sponsored activities and/or events, you are subject to the vaccine requirement policy.

Q: Will I be required to show proof of vaccine to attend my class, lab, or student activity?

A: No, SOU will not require proof of vaccination for admission to any classroom, activity, or event. However, students will be required to have on file either an attestation that they have been vaccinated, file an exemption, or defer until full FDA approval is granted to vaccines.

Q: Will the Student Health and Wellness Center share with my faculty or coach whether or not I'm vaccinated?

A: No, your vaccination status is a matter of health and your health records are protected. SHWC will not share your vaccine status.

Q: If I have questions about the vaccine, who can I contact?

A: Contact the Student Health and Wellness Center (Tel: (541) 552-6136).

Q: Do I have to wear a mask if I'm vaccinated?

A: The guidance for masks is being updated, for the most recent information regarding masks, visit here (insert mask policy).

Q: Does my exemption request ever expire?

A: No, your exemption to the vaccine policy does not expire.

Q: If I file an exemption or defer, does that mean I work remotely?

A: No, an exemption or deferral to the vaccine policy does not preclude the operational need to require an employee to be on campus. Unvaccinated individuals will continue to be required to follow OHA, CDC, OSHA and university policies.

Q: If I file a medical exemption to the vaccine policy and operational needs require me to be on campus, how do I request an accommodation?

A: Please contact Human Resources to begin the interactive process for reasonable [accommodation](#).

The Policy Contact, defined above, will write and maintain the procedures related to this policy and these procedures will be made available within the Custodial Office.