

MSM Mandatory COVID-19 Vaccination Policy

Commencing August 15, 2021

1. **MSM COVID-19 Vaccination Policy** (“the Policy” herein):

As of August 15, 2021, all College students, College faculty, and all staff entering the MSM Campus must be fully vaccinated against COVID-19. For purposes of this Policy, an individual is considered “fully vaccinated” 2 weeks after their second dose in a 2-dose series (such as the Pfizer or Moderna vaccines), or 2 weeks after a single-dose vaccine (such as Johnson & Johnson’s Janssen vaccine). For those who were vaccinated outside the US, MSM will accept for the purposes of the Policy any vaccine approved by the World Health Organization (WHO).

If not already submitted, individuals’ **proof of vaccination** – a photo or scan of the completed vaccination card is sufficient – should be submitted to covidresponse@msmnyc.edu as soon as possible. Documentation submitted should only include proof of vaccination and not other medical or genetic information (e.g., family medical history). Documentation or other proof of vaccination will be maintained as confidential in accordance with applicable law. Misrepresenting vaccination status to MSM may result in expulsion or termination.

- i) **Students** who are not fully vaccinated by August 15, 2021, will no longer be permitted on campus until fully vaccinated (see #2 below for recognized exemptions/accommodations).

International students arriving in the US to attend MSM who do not have access to a WHO-approved vaccine and, therefore, cannot be fully vaccinated prior to arrival in New York, should email covidresponse@msmnyc.edu to inform the School of their situation. MSM’s COVID Response Manager will respond by email with a list of options for getting the vaccine in New York, as well as outlining MSM’s requirements (including testing and mask-wearing) while the full vaccination protocol is completed. Students in this situation will be required to get a first shot of a WHO-approved vaccine upon arrival in New York.
- ii) **Faculty** who are not fully vaccinated by August 15, 2021, will no longer be permitted on campus and if not fully vaccinated by the beginning of the academic year, will be placed on temporary furlough until fully vaccinated and pending discussion with MSM. Working remotely in place of being fully vaccinated is not an available alternative. (See #2 below for recognized exemptions/accommodations.)
- iii) **Staff** who are not fully vaccinated by August 15, 2021, will be placed on temporary administrative furlough until fully vaccinated and pending discussion with MSM. Working

remotely in place of being fully vaccinated is not an available alternative. (See #2 below for recognized exemptions/accommodations.)

Employees may, in appropriate circumstances in accordance with applicable law, be provided with paid leave for time needed to receive vaccinations. Staff members should work with their managers to schedule appropriate time to comply with this policy.

Please note that although mask-wearing is no longer required on campus for fully vaccinated individuals (as of June 16, 2021), all should be mindful and respectful of those who may still feel safest wearing their mask.

2. **Exemptions/Accommodations** (religious or medical):

Individuals claiming religious or medical exemption from the Policy should make a request for accommodation as outlined below. All exemption requests should be submitted to Caryn Kaplan (ckaplan@msmny.edu).

i) **Religious Exemption:**

To claim a **religious exemption**, individuals must submit a statement affirming a sincerely held religious belief that precludes being vaccinated. The statement should explain the religious principle(s) that guide the objection to immunization. A letter from the claimant's clergy or religious leader stating the religion's belief concerning the COVID-19 vaccine may be required. If required, this letter must be on the clergy or religious leader's letterhead.

Personal and/or philosophical objections to vaccinations that are not tied to a sincerely held religious belief are not considered sufficient justification for granting an exemption.

ii) **Medical Exemption:**

To claim a **medical exemption**, individuals must submit documentation of a medical condition that is a contraindication to the COVID-19 vaccine and, if applicable, the expected duration of the qualifying medical condition. The document must be signed by a qualified medical provider. The School reserves the right to contact the medical provider for purposes of authentication or clarification, as may be needed. Any medical information obtained in connection with a request for medical exemption will be maintained as confidential.

All claims for medical exemption will be reviewed carefully, and the School will engage in a good-faith, interactive dialogue with the claimant in order to fully understand the claimant's specific circumstance. The School will then conduct an individualized assessment of the exemption request, determining the legitimacy of the claim, and if the claim is accepted,

determining the feasibility of implementing a reasonable accommodation that will also allow for risk mitigation.

If an accommodation/exemption is granted to enable an unvaccinated person to be present on campus, the unvaccinated person will be subject to adhering to federal, state, and institutional guidance for unvaccinated individuals. These requirements will include observing social distancing requirements, wearing a face mask while on campus, and **submitting to weekly PCR testing**. An unvaccinated person's face mask must be worn in the proper manner, ensuring coverage of both mouth and nose. An unvaccinated person's failure to wear a face mask in the proper manner while on campus could result in disciplinary action, up to and including expulsion or termination.

The unvaccinated person may also be required to observe additional safety precautions that are considered in the medical and scientific community to reflect best practices. Unvaccinated or vaccinated individuals with symptoms of COVID-19 should, as before, refrain from entering campus and seek medical assistance promptly.

Exemptions granted under this section may be revisited at intervals to determine whether exemption remains warranted. Individuals entering campus pursuant to a medical exemption may be asked to submit updated documentation for periodic reevaluation and confirmation of medically exempt status.

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