

MSM Mandatory COVID-19 Vaccination Policy

MSM Students, Faculty & Staff | Effective August 4, 2022

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

- All MSM students, MSM faculty, and MSM staff entering the MSM campus must be fully vaccinated against COVID-19 and have received at least one COVID-19 booster vaccination for those eligible.
- All MSM students, MSM faculty, and MSM staff must submit proof to MSM of being fully vaccinated against COVID-19 and having received at least one COVID-19 booster vaccination for those eligible by the following date:
 - By **August 10, 2022**, submit proof of being fully vaccinated against COVID-19 and having received at least one COVID-19 booster vaccination
- 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).
- For purposes of this policy, those eligible for a booster includes the following:
 1. Ages 12 and older for whom five months have passed since receiving their second dose of the Pfizer vaccine;
 2. Ages 18 and older for whom five months have passed since receiving their second dose of the Moderna vaccine;
 3. Ages 18 and older for whom two months have passed since receiving the Johnson & Johnson vaccine; or
 4. Ages 12 and older vaccinated outside of the US for whom five months have passed since receiving all the recommended doses of any WHO-listed vaccine.
- Proof of vaccination and booster status for those eligible must be sent to <https://airtable.com/shrRkqVqdMq3gq0O2> by the deadline stated above.

- 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.
- **MSM students, faculty and staff** who do not meet the timelines as outlined above will not be permitted on campus until fully vaccinated and having received a booster (see #2 below for recognized exemptions).

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

Individuals claiming religious or medical exemption from the Policy should make a request as outlined below. All exemption requests should be submitted to covidresponse@msmnyc.edu no later than **August 10, 2022**.

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 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 at MSM currently include **submitting to weekly PCR**

testing. 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.

Exemptions granted under this section may be revisited at intervals to determine whether exemptions remain 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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