**VACCINATION AND INFECTIOUS DISEASE POLICY**

**Purpose**

Consistent with its duty to provide and maintain a workplace that is free of recognized hazards on applicable OSHA laws, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (“\_\_\_\_\_\_\_\_\_\_\_\_\_ or “Company”) has adopted this policy to safeguard the health and well-being of employees and their families, residents of the facilities that our employees enter as part of their job duties, and the community from infectious conditions that may be mitigated through an effective vaccination program. This policy is intended to comply with all applicable state and local laws. It is based upon guidance provided by the Centers for Disease Control and Prevention (“CDC”), OSHA, as well as public health and licensing authorities, as applicable.

**Scope**

This policy applies to all employees who have direct contact with residents in long-term care facilities as a part of their regular job duties. The policy applies to infectious disease testing and vaccinations identified by the Company’s Safety Committee [OR WHOEVER IS IN CHARGE OF THIS], including but not limited to: 1) Tuberculosis (“TB”) testing; 2) seasonal flu vaccine; 3) proof of rubella immunity (i.e., past vaccination); and 4) COVID-19 vaccine

**Policy**

The Company’s Safety Committee maintains and promulgates a list of the vaccines that this policy encompasses and the applicable deadline(s) for complying with this policy. This list of vaccines also advises employees of dates when vaccines will be made available at designated locations.

Before expiration of the corresponding deadline, all employees must either (a) establish that they have received the designated vaccine(s); or (b) obtain an approved exemption as an accommodation. The process for seeking an accommodation is explained below. Employees who do not fulfill one of these two requirements will be placed on unpaid leave and their status will be evaluated periodically. However, if any of the long term care facilities at which you are assigned requires proof of a COVID-19 vaccine for entrance into the facility, there is no reasonable accommodation other than receiving the vaccine that will permit you to perform your job duties at the long term care facility. Under those circumstances, the employee will be put on an unpaid leave of absence until such time as the employee can satisfy the facility’s entrance requirements.

To establish that they have received a vaccination, employees may present written evidence of immunization from the designated site or from another authorized healthcare provider.

The Company will assist employees by providing on-site access to immunizations or identifying sites where employees may receive the vaccinations. The Company will pay for the cost of the vaccination.

**Requests for Exemptions as Accommodations**

To assist any employee who is disabled, who is pregnant, who is a nursing mother, who has a qualifying medical condition that contraindicates the vaccination, or who objects to being vaccinated on the basis of sincerely held religious beliefs and practices, the Company will engage in an interactive process to determine if a reasonable accommodation can be provided so long as it does not create an undue hardship for the Company and/or does not pose a direct threat to the health or safety of others in the workplace and/or to the employee. To request an accommodation for one of the above reasons, please notify the [POSITION TITLE] in writing at [insert email/contact]. Once the Company is aware of the need for an accommodation, the Company will engage in an interactive process to identify possible accommodations. If you believe that you have been treated in a manner not in accordance with this policy, please notify the Company immediately by speaking to the [POSITION TITLE]. You may request an accommodation without fear of retaliation.