

Wells College COVID-19 Vaccine Policy – FINAL, August 10, 2021

Overview:

To reduce the risk of COVID-19 transmission among our community and provide a safe educational and work environment, Wells College is requiring all students and employees to be fully vaccinated with an authorized COVID-19 vaccine prior to the beginning of the Fall semester, unless they have been approved by the College for a medical, religious or other exemption. **As of Aug. 16, 2021, we also require all persons to wear a mask when indoors.** This policy will comply with all applicable laws and is consistent with the guidance from the Centers for Disease Control and Prevention, as well as state and local health authorities.

Students and Employees Must Prove Fully Vaccinated with Authorized COVID-19 Vaccine

All students and employees must provide documentation that they are fully vaccinated with an authorized COVID-19 vaccine prior to coming onto campus for the Fall semester for any reason, including but not limited to moving into a residence hall, attending classes, employment and/or entering any campus building.

An authorized COVID-19 vaccine is an FDA-authorized vaccine or a vaccine authorized for emergency use by the U.S. Food and Drug Administration (FDA). Vaccines that are not authorized or approved by the FDA cannot be used to satisfy the requirements of this Policy.

- International students or employees can submit evidence of vaccination authorized by the World Health Organization. Here is the [status of COVID-19 vaccines within WHO EUL/PQ evaluation process](#).

Students and employees are considered fully vaccinated:

- Two weeks after second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or
- Two weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine

Documentation that proves students and employees are fully vaccinated must be submitted electronically to covidvac@wells.edu or in person by hard copy to the office of Human Resources (Macmillan 223) for employees, or to the office of the Dean of Students (Macmillan 210) for students.

Because of the two-week time period for becoming fully vaccinated, the following are some key dates to remember for the Fall 2021 semester:

- **August 1:** the date when students and employees **must have received their final required dose** to be considered fully vaccinated in order to participate in on-campus employment, classes and **activities that begin the week of August 15.**
- **August 12:** the date when students and employees **must have received their final required dose** to be considered fully vaccinated to participate in on-campus employment, classes and **activities that begin on August 26.**

- **August 15:** the date when students and employees **must have received their final required dose** to be considered fully vaccinated to participate in on-campus employment, classes and **activities that begin the week of August 29.**

Those who receive their final vaccination dose after these dates will need to be tested weekly until two weeks following the date of their final vaccine dose.

- Students and employees who require a medical, religious or other exemption can apply for a waiver following the guidelines provided below.

In accordance with New York State Law, employees will receive up to four (4) hours of paid leave per COVID-19 vaccine injection for their own receipt of the vaccine. All COVID-19 vaccines are available at no cost.

If you are currently in an approved remote work arrangement you are exempt under this policy, as long as you do not plan to come to campus at any time during the academic year.

The COVID policy is subject to change to remain consistent with relevant state and federal guidance. All changes will be promptly communicated to the College community.

Exemption for Medical, Religious or Other Reasons

To be exempt from this COVID-19 vaccine policy, students and employees must provide a brief statement explaining their reasons for not obtaining the COVID-19 vaccine, describing either a medical, religious, or other reason that precludes them from becoming vaccinated. The Office of the Dean of Students and the Office of Human Resources will coordinate the exemption review process for students and employees, respectively.

Application for exemption should be made by completing the COVID-19 Vaccine Waiver Request form available at this link: <https://wells.edu/covid-waiver>.

If you do not want to submit your statement through this online form, you can send a print copy to:

- Employee statements requesting exemption can also be submitted in person by hard copy to the office of Human Resources (Macmillan 223)
- Student statements requesting exemption can also be submitted in person to the office of the Dean of Students (Macmillan 210).

The College reserves the right to request additional documentation to support the requested medical, religious or other exemption request.

Accommodations for Those with Approved Exemptions

The College will review all requests for exemption. In accordance with applicable state and federal law, the College shall provide reasonable accommodations to students and employees with qualifying medical or religious exemptions, provided the requested accommodation is both reasonable and does not create an undue hardship for the College and/or pose a direct threat to the health or safety of other members of the College community.

Additional Health and Safety Precautions for Approved Exemptions

Subject to any restrictions imposed as part of the exemption process, students and employees who receive an approved medical, religious or other exemption may participate fully in campus activities (i.e., classes, events, athletics, residence life), but must sign the assumption of risk acknowledgement included with the waiver application and abide by the following additional health and safety precautions:

- Get tested weekly for the duration of their time on campus (or until they are fully vaccinated)
- Quarantine in a manner consistent with New York State and CDC guidelines if test positive or become exposed to COVID-19

The College reserves the right to modify and/or add to these additional health and safety precautions as deemed necessary and in the sole discretion of the College. The College also reserves the right to remove any individual from campus who does not adhere to these additional precautions.

Additional Considerations for Students and Employees with Approved Exemptions

Students and employees with an approved exemption need to be aware that:

- Instruction is delivered in-person and students are expected to attend classes in person. Remote learning is not an option and is not an available accommodation.
- Certain off-campus academic experiences may not be available to non-vaccinated persons, based on requirements of those entities. Examples of these include, but are not limited to, experiential learning placements, internships, or thesis research. The inability to participate in these learning options may result in a graduation delay.
- Depending on employment responsibilities, the ability to work remotely may not be possible and, thus, the requested accommodation may be denied on that basis.
- Under certain circumstances, employees and/or students may need to pursue a leave of absence.

Denied Exemptions and Refusal to Comply

Refusal to comply with this Policy may impact an employee's employment status or a student's ability to complete their degree requirements on time. The College will review reports of non-compliance on a case-by-case basis.