

ALIVE! COVID-19 VACCINATION POLICY

(Approved by the Executive Board January 12, 2022)

I. SUMMARY

COVID-19 is a highly transmissible illness, caused by the SARS-CoV-2 virus, that has created a global pandemic and unprecedented disruption to the way we live and work. Vaccination is highly recommended by the Centers for Disease Control (CDC) and the Virginia Department of Health. The vaccines approved by the U.S. Food and Drug Administration (FDA) under Emergency Use Authorization have been proven safe and effective according to public health experts and agencies around the world, including the CDC.

ALIVE! requires vaccination against COVID-19 to reduce the spread of the disease within our community, to help create a safe working environment, and to minimize the pandemic's impact on the communities we serve.

II. SCOPE

This policy applies to all employees working for ALIVE! and to all ALIVE! volunteers who come into contact with the public (including other ALIVE! volunteers) in their volunteer activities.

III. DEFINITIONS

Approved COVID-19 Vaccine. The Moderna, Pfizer, or Johnson & Johnson COVID-19 vaccine and any vaccine subsequently approved for COVID-19 by the FDA.

Fully Vaccinated. Individuals who have received the requisite number of FDA approved vaccines more than 14 days ago and/or any additional requirements, including but not limited to booster shots, as may be recommended by the CDC.

IV. VACCINATION REQUIREMENT

As a condition of continued employment and volunteer service involving public contact, ALIVE! requires that all employees and all such volunteers be Fully Vaccinated with an approved COVID-19 Vaccine and submit proof of such as required by staff or designated volunteer leaders.

Medical and Religious Exemptions All requests for medical or religious exemptions will be considered by the Executive Director on a case-by-case basis. Employees and volunteers who are not Fully Vaccinated but have requested and received a medical or religious exemption

must abide by all health and safety measures, including but not limited to masking, physical distancing, and continued COVID-19 surveillance testing.

Lack of Full Vaccination may preclude the presence of the employee or volunteer from certain high-risk activities or areas even though granted an exemption.

ALIVE! is not required to waive essential functions of an employee's position. Therefore, exemption requests that result in an undue hardship to the organization or that are not otherwise legally required may not be approved. By the Executive Director.

V. PROOF OF VACCINATION

All ALIVE! employees shall be required to submit proof of Full Vaccination to be filed in the main office. All volunteers who will have public contact will affirm that they are Fully Vaccinated before signing up to volunteer. Proof may be requested by any employee, board member or volunteer leader at any time. ALIVE! may request physical or photographic records of vaccination to be furnished within 3 days, and failure to provide it may result in cessation of volunteer activities or termination of relationship between ALIVE! and said volunteer or employee.