SEATTLE UNIVERSITY COVID-19 VACCINATION POLICY

1. POLICY STATEMENT
Seattle University requires all students, faculty and staff to be fully vaccinated against COVID-19 with an authorized vaccine, unless the individual has an approved authorized exemption.

2. PURPOSE
To help protect the health and safety of the Seattle University community and the general public by preventing the transmission of COVID-19 through effective and safe authorized vaccines and to allow the University to engage in in-person instruction, lectures, research, operations, co-curricular activities and other activities by being a “fully vaccinated campus” under Governor Inslee’s Proclamation for Institutions of Higher Education (20-12.4).

3. AUTHORITY
Seattle University’s COVID-19 Vaccination Policy is adopted pursuant to the Washington State Department of Labor and Industries (L&I) workplace requirements for preventing COVID-19, Governor Inslee’s Proclamation for Institutions of Higher Education (20-12.4), Governor Inslee’s Proclamation 21-14.1 and Washington State and general public health guidance. COVID-19 vaccination is now a condition of employment under Governor Inslee’s vaccination proclamation 21-14.1.

Seattle University is committed to maintaining a respectful, productive, inclusive, and equitable campus environment. Harassment or other prohibited conduct directed toward an individual based on their vaccination status will not be tolerated and may be subject to corrective or disciplinary action.

4. DEFINITIONS

**Authorized exemption:** An approved waiver from the vaccination requirement based on medical or religious reasons. Under Proclamation 21-14.1 and university policy, individuals are prohibited from claiming an exemption or accommodation on false, misleading, or dishonest grounds, including by providing false, misleading or dishonest information to an educational institution. The university will conduct an individualized assessment and determination of each individual’s need and justification for an accommodation. The university will not approve accommodations that it knows are based on false, misleading or dishonest grounds or information or that it knows are based on personal preference or philosophical beliefs of the individual and not on an inability to get vaccinated because of a disability or a conflict with a sincerely held religious belief, practice, or observance.

**Authorized vaccine:** COVID-19 vaccines authorized by the U.S. Food & Drug Administration or World Health Organization.

**Fully vaccinated:** A person is fully vaccinated against COVID-19 two weeks after they have received all recommended doses of an authorized vaccine.
**Medical exemption:** A waiver from the vaccination requirement based on medical contraindications, precautions or other medical conditions/disabilities for which a licensed medical provider certifies that the individual is unable to receive an authorized vaccine. The university will not accept a medical certification from an individual’s family member.

**Religious exemption:** A waiver from the vaccination requirement based on an individual’s sincerely held religious belief, practice or observance.

**Proof of full vaccination against COVID-19:** All students, faculty and staff are required to provide full proof of vaccination against COVID-19 by providing a photo or electronic copy of the following:

- CDC COVID-19 Vaccination Record Card;
- Documentation of vaccination from a health care provider or electronic health record;
- State immunization system record; or
- For an individual who was vaccinated outside of the United States, a reasonable equivalent of any of the above.

Personal attestation is not an acceptable form of verification of COVID-19 vaccination. Individuals with an approved exemption must submit an Authorized Exemption form to the appropriate department (HR for employees and Student Health Center for students) by the required deadlines. (Student Authorized Exemption forms are available [here](#). Faculty and Staff Authorized Exemption forms are available [here](#).

**Under Proclamation 21-14.1, faculty and staff who are not fully vaccinated against COVID-19 will not be permitted to work for the university after October 18, 2021, unless the individual has an authorized exemption.**

**Authorized Exemption Deadlines:**

- Faculty and Staff (non-Law): July 23, 2021
- Students (non-Law): August 16, 2021
- Law Faculty and Staff: July 23, 2021
- Law Students: July 30, 2021

**Vaccination Registration Deadlines:**

- Faculty and Staff (non-Law): September 6, 2021
- Students (non-Law): September 3, 2021
- Law Faculty, Staff and Students: August 9, 2021

5. **HEALTH AND SAFETY PROTOCOLS**

All students, faculty and staff are required to comply with the Secretary of Health’s face covering order, any applicable L&I workplace safety requirements, and additional University requirements based on public health and government recommendations that may include symptom monitoring, regular mandatory COVID-19 testing, and quarantine requirements. Additional health and safety protocols may apply to students, faculty, and staff with authorized exemptions.
6. VOLUNTEERS, CONTRACTORS, VENDORS AND VISITORS ON CAMPUS

Contractors are required to assume responsibility for the vaccination verification and accommodations required by Proclamation 21-14.1. Volunteers engaging in work while physically present on the university campus must be fully vaccinated or receive an approved exemption from the university. Vendors and visitors physically present on campus for only a short period of time are strongly encouraged, but not required, to be fully vaccinated. However, they must be informed of the requirement for non-fully vaccinated people to wear a face covering indoors by the host department or area and/or via signs in and around University buildings. Volunteers, vendors and visitors on campus are required to follow SU’s COVID-19 Face Covering Policy at all times when on campus.

7. ENFORCEMENT

Individuals will be subject to disciplinary or corrective action if:

- An individual does not submit the COVID-19 Vaccine Registration form or Authorized Exemption form by the required deadline; and/or
- An individual does not follow L&I workplace safety and public health and safety requirements consistent with their vaccination status (e.g., required face coverings);
- An individual claims an exemption or accommodation on false, misleading, or dishonest grounds, including by providing any false, misleading, or dishonest information;
- An individual submits proof of full vaccination that is false, misleading, or fraudulent.
- Pursuant to Proclamation 21-14.1, any individual who is not fully vaccinated as of October 18, 2021, is prohibited from engaging in work for Seattle University.

Faculty and Staff: Supervisors must communicate and enforce these requirements to their faculty and staff. If faculty and staff fail to comply with the requirements in this policy, the University will initiate appropriate disciplinary or corrective action, including:

- A prohibition from coming to campus and performing work for the university
- Placement on unpaid leave status
- Separation from university employment

Students: Students who fail to comply with the requirements in this policy or who have not submitted the COVID-19 Vaccine Registration form or Authorized Exemption form by the deadlines will be subject to corrective action, including:

- A prohibition from coming to campus
- Restricted access to campus WiFi and network resources
- Restriction of campus card/door access
- A prohibition against moving into the residence halls
- Disenrollment from registered classes
- Placement of a registration hold
- Referral to the Office of Student Conduct & Integrity Formation
8. DATA PRIVACY

The University may use COVID-19 vaccination information collected in the following ways:

- To comply with Washington State regulatory requirements.
- To further assess and, if appropriate, make adjustments to the University’s COVID-19 health and safety policies and protocols, including but not limited to exemptions from surveillance testing or other COVID-19 mitigation programs;
- To facilitate evaluation, testing, treatment, and/or follow-up related to COVID-19, including disclosure for purposes of contact tracing;
- To promote or enforce compliance with campus COVID-19 health and safety policies and protocols;
- To respond to authorized requests by public health authorities; and/or
- To comply with legal requirements.

Seattle University is committed to the responsible stewardship of information regarding vaccination status. This information will be maintained securely, with access limited to those individuals engaged in COVID-19 health and safety functions at the University, all on a need-to-know basis. Supervisors may not use, share or disclose vaccination status information for any purpose other than upholding compliance with state regulations and University policies.

9. QUESTIONS REGARDING THE POLICY

Questions about the interpretation of the COVID-19 Vaccination Policy should be raised with the following offices:

- Students should contact Student Health Center at (206) 296-6300 or studenthealthcenter@seattleu.edu.
- Faculty and staff should contact Human Resources at (206) 296-5870 or hr@seattleu.edu.

The University will continue to monitor the environment on campus and in Seattle and King County and will alter this policy and associated guidance based on current conditions, public health requirements, governmental requirements, and guidance from state and local authorities.