



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. All students, faculty, and staff are also expected to be Up to Date with their COVID-19 vaccines, and therefore to receive any authorized COVID-19 vaccine booster dose(s) when eligible to do so.

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 \(20-12.5\)](#).

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 \(20-12.5\)](#), [Governor Inslee’s Proclamation 21-14.3](#), and Washington State and general public health guidance. COVID-19 vaccination is now a condition of employment under Governor Inslee’s vaccination proclamation 21-14.3.

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 the second dose in a two-dose series of a COVID-19 vaccine (e.g., Pfizer-BioNTech or Moderna) or a single-dose COVID-19 vaccine (e.g., Johnson & Johnson (J&J)/Janssen) authorized for emergency use, licensed, or otherwise approved by the FDA or listed for emergency use or otherwise approved by the World Health Organization.

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.

Up to Date: A person is up to date with their COVID-19 vaccinations if the person has received all recommended COVID-19 vaccines, including any booster dose(s), when eligible.

Proof of full vaccination against COVID-19: All students, faculty and staff are required to provide proof that they are fully vaccinated 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 21-14.3, 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.

5. HEALTH AND SAFETY PROTOCOLS AND MAINTAINING UP TO DATE VACCINATION STATUS

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, the [University's Face Covering Policy](#), and additional University requirements based on public health and government recommendations that may include symptom monitoring, use of the [Safe Start Health Check](#), regular mandatory COVID-19 testing, and quarantine requirements. Additional health and safety protocols may apply to students, faculty, and staff with authorized exemptions.

The [Centers for Disease Control and Prevention \("CDC"\)](#) considers an individual's COVID-19 vaccination to be Up to Date if that individual has received a COVID-19 vaccine booster dose



when eligible (see definition of “Up to Date,” above). All non-exempt students, faculty, and staff are therefore expected to receive booster doses of authorized COVID-19 vaccines and to verify receipt of their booster dose by completing and submitting a [COVID-19 Vaccine Booster Dose Registration form](#) by April 1, 2022. Students who enroll and employees who are hired after April 1, 2022 are expected to submit their [COVID-19 Vaccine Booster Dose Registration form](#) before their first day of class or first day of work, as applicable.

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 who are 12 years of age or older who will be attending on-campus events, large outdoor gatherings, or will be physically present in campus buildings for more than 15 minutes in a single day are required to complete the [Safe Start Health Check for Visitors](#) before or immediately upon arrival to campus. The Safe Start Health Check will only indicate approval to be on campus for individuals who are fully vaccinated or have tested negative for COVID-19 in the past 72 hours. Vendors and visitors may be required to show proof of their vaccination or recent negative test results while on campus.

Vendors and visitors do not have to complete the Safe Start Health Check if they do not enter campus buildings for more than 15 minutes in a single day and do not attend any events or large outdoor gatherings while on campus (e.g. delivery people making drop-offs, visitors walking through campus or enjoying outdoor spaces alone or in small groups).

Vendors and visitors must be informed of current face covering requirements by the host department or area and/or via signs in and around university buildings. Volunteers, vendors and visitors 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 21-14.3, any individual who is not fully vaccinated as of October 18, 2021, is prohibited from engaging in work for Seattle University. Students who enroll and employees who are hired after October 18, 2021 must submit their [COVID-19 Vaccine Registration form](#) or [Authorized Exemption form](#) before their first day of class or first day of work, as applicable.**



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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.



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- 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.