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 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 (20-12.3).

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 (20-12.3), and Washington State and general public health guidance.

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, religious or philosophical reasons.

**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.

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

**Philosophical exemption:** A waiver from the vaccination requirement based on an individual’s deeply held principle that consistently guides and influences their life.
5. VERIFICATION OF VACCINATION STATUS

All students, faculty and staff are required to verify their vaccination status by completing and submitting a COVID-19 Vaccine Registration form attesting that they have been fully vaccinated or submitting 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).

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

6. HEALTH AND SAFETY PROTOCOLS FOR INDIVIDUALS WITH AUTHORIZED EXEMPTIONS

Individuals with authorized exemptions 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 surveillance testing, and quarantine requirements.

7. VOLUNTEERS, CONTRACTORS, VENDORS AND VISITORS ON CAMPUS

Volunteers, contractors, vendors and visitors on campus 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, contractors, vendors and visitors on campus are required to follow SU’s COVID-19 Face Covering Policy at all times when on campus.

8. ENFORCEMENT

Individuals may 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).

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 may initiate appropriate disciplinary or corrective action.
**Students:** Students who have not submitted the COVID-19 Vaccine Registration form or Authorized Exemption form by the deadlines will be subject to a winter quarter registration hold. Students who have not submitted the registration form are required to wear a face covering in accordance with the COVID-19 Face Covering Policy and follow any additional enhanced health and safety guidelines. Students who do not comply with the required health and safety requirements will be referred to the Office of Student Conduct & Integrity Formation.

9. **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.

10. **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, and guidance from state and local authorities.