



Title:	<b>Vaccination Policy</b>
Effective Date:	October 1, 2023
Approved By:	President's Council
Responsible Party:	Director of Safety and Security
History:	

## **I. PURPOSE**

The health and well-being of our students, faculty, staff and patients is a top priority at Salus University. As a health science teaching and clinical institution, we require the receipt of certain vaccines and strongly recommend others.

## **II. DEFINITIONS**

“PSRs” means Patient Service Representatives.

“Salus Individuals” means all matriculated students and employed faculty and staff that are required by their curriculum or job description, as the case may be, to learn, teach or work on Salus Property.

“Salus Patient Providers” means students and faculty assigned or to be assigned to a Salus clinic as part of their curriculum or faculty assignment sheet, as the case may be.

“Salus Property” means any property owned, leased, occupied, operated or otherwise controlled by the Salus University, including but not limited to academic and auxiliary buildings, clinics, common areas, athletic facilities, exterior open spaces and parking lots.

## **III. POLICY**

All Salus Individuals are required to receive and self-report having received the vaccines and tests prescribed herein.

## IV. PROCEDURE

### Vaccinations and Tests

1. All Salus Individuals are required to be vaccinated (bivalent vaccine or monovalent vaccine and bivalent booster) against COVID-19.
2. All Salus Individuals are strongly encouraged to receive an annual influenza vaccine and a current Tdap (Tetanus, Diphtheria, Pertussis) vaccine.
3. In addition, all Patient Service Representatives (PSRs) assigned to a Salus clinic are required to receive an annual (between September 1<sup>st</sup> and October 31<sup>st</sup> each year) influenza vaccine.
4. In addition, all Salus Patient Providers are required to receive:
  - a. an annual (between September 1<sup>st</sup> and October 31<sup>st</sup> each year) influenza vaccine;
  - b. a current Tdap vaccine;
  - c. a Hepatitis B vaccine or proof of immunity; and
  - d. Tuberculosis screening prior to patient contact.

### Exemptions and Opt-Out

Any Salus Individual may seek a legally permissible medical or religious exemption from these requirements by submitting an email to the University's Compliance Officer at [bzuckerman@salus.edu](mailto:bzuckerman@salus.edu). Requests for medical exemptions must be accompanied by documentation from the individual's health care provider. Requests for a religious exemption must specify the individuals sincerely held religious belief, practice, or observance that prevents them from receiving the vaccine and be accompanied by supporting documentation from the individual's religious officiant.

In addition, any Salus Individual may choose to opt-out of these requirements.

Students shall submit their opt-out election to Student Affairs. Staff (other than PSRs) and didactic (only) faculty shall submit a written opt-out election to the Human Resources Department. Clinical (and those with both didactic and clinical assignments) faculty and PSRs shall submit their written opt-out election to their respective Clinical Director.

All Salus Individuals who are granted an exemption from, or who choose to opt-out of any or all of these requirements, are required to wear a face mask that covers their nose and mouth while on Salus Property. The following types of facemasks are the only types permitted: N95; KN95; KF94; and medical grade surgical masks.

**All students are advised that their academic programs and clinical rotation sites may have additional health-related and vaccination requirements and exemption/opt-out guidelines that may vary from**

**those prescribed by this policy and the failure to comply with such requirements/guidelines may delay or preclude clinical placement and/or graduation.**

### **Timing**

Following the initial adoption of this Policy, all Salus Individuals shall have until October 1, 2023 to comply. Thereafter, all newly matriculated or employed Salus Individuals shall be required to comply prior to their matriculation/employment. Any Salus Individual that has received the initial dose of a vaccine shall be considered to be compliant with such applicable requirement if they are currently in the process of the receiving the subsequent dose.

### **Reporting**

Students shall use the CastleBranch system to report their vaccination/testing status.

Staff (other than PSRs) and didactic faculty and staff shall report their vaccination status to the Human Resources Department.

Clinical faculty and PSRs shall report their vaccination status to their respective Clinical Directors.

### **Costs**

All faculty and staff shall be reimbursed for any vaccine expense incurred that is not covered by insurance. All PSRs will be paid for all time spent obtaining their required vaccinations.

### **Compliance**

The failure to comply with the requirements of this policy subject the individual to disciplinary action up to and including dismissal/termination.