



Policy on Vaccination Programs

DRAFT FOR SYSTEMWIDE REVIEW 9/15/23-12/15/23

Responsible Officers:	Provost & Executive Vice President for Academic Affairs (Campuses, ANR, Labs) Executive Vice President – University of California Health (UC Health) Executive Vice President and Chief Operating Officer (Campuses, ANR, Labs)
Responsible Offices:	Academic Affairs University of California Health (UCH) University of California Operations (UCO)
Issuance Date:	TBD 2024
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Last Review Date:	TBD 2024
Scope:	All University of California locations and faculty, academic personnel, staff, trainees, students, and others accessing University facilities and programs.

For questions regarding individual employee situations and this policy, please contact your [location's applicable office](#). For individual student questions related to the medical aspects of the policy, please contact your campus [Student Health Services](#).

Campus Contact:	UC Emergency Management
Health System Contact:	UC Health
Email:	VaccinePolicyComments@ucop.edu

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I. POLICY SUMMARY

The purpose of this policy is to facilitate protection of the health and safety of the University community, including its patients as well as its Students, Personnel and all others who work, live, and/or learn in any of the University’s Locations or otherwise participate in person in University Programs.

The University strongly recommends that all members of the University community follow vaccine recommendations adopted by the U.S. Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH) applicable to their age, medical condition, and other relevant indications.

In addition, this policy and its Program Attachments together may provide for Mandate and/or Opt-Out Vaccination Programs. In a Mandate Program, Covered Individuals are required, subject to limited Exceptions and associated Non-Pharmaceutical Interventions, to be Up-To-Date on specified Vaccines as a condition of Physical Presence at any University Location or Program. In an Opt-Out Program, Covered Individuals are required, subject to Non-Pharmaceutical Interventions, to be Up-To-Date on specified Vaccines or to properly decline such Vaccines as a condition of Physical Presence at any University Location or Program. The applicable Program Attachment indicates whether a Vaccine Program is a Mandate or Opt-Out Program.

II. DEFINITIONS

Compliance Date: The deadline for compliance with a Vaccination Program, as specified in the applicable Program Attachment. Unless otherwise specified in a Program Attachment, for new employees whose first date of employment is later, the deadline for initial compliance is within 14 days of the first date of employment; for students starting or returning to campus after the Compliance Date, the deadline is the first date of instruction for the term when they first enroll. Student employees are subject to the deadlines applicable to students.

Contraindications and Precautions: A contraindication or precaution to a Vaccine recognized by the CDC, CDPH, or in the case of internationally administered Vaccines, the World Health Organization (WHO). Contraindications and Precautions are limited and do not include conditions that are unrelated to Vaccines or injectable therapies, such as food, pet, venom, or environmental allergies, or allergies to oral medications.

Covered Individuals: A Covered Individual includes anyone designated as Personnel or Students under this policy who Physically Access a University Facility or Program in connection with their employment, appointment, or education/training. A person exclusively accessing a Healthcare Location as a patient, or an art, athletics, entertainment, or other publicly accessible venue at a Location as a member of the public, is not a Covered Individual.

Covered Non-Affiliates: A Covered Non-Affiliate is a person who Physically Accesses a University Facility or Program as a Non-Affiliate (other than as an “official volunteer”) under the [Regulations Governing Conduct of Non-Affiliates in the Buildings and on the Grounds of the University of California](#). For purposes of this policy, “Covered Non-Affiliates” also includes K-12 students and children enrolled in day care programs and camps sponsored by the University or operated at a University Facility or Location; as well as individuals enrolled in UC extension programs, continuing education, lifelong learning, seminars, workshops, and other non-degree-granting educational programs, professional development, and/or recreational programs. Refer to section III.B of this policy for additional information regarding Covered Non-Affiliates.

Deferral: A temporary delay of vaccination provided for in a Program Attachment based on a reason other than Medical Exemption, Disability, or Religious Objection. In the case of a Vaccine authorized for emergency use or recently approved, a Program Attachment may provide for Deferral based on pregnancy. In the case of a Vaccine for a disease where evidence suggests that contracting the illness or receiving treatment for the disease provides temporary protection, a Program Attachment may provide for Deferral based on recent illness or treatment.

Disability: A physical or mental disorder or condition that limits a major life activity and any other condition recognized as a disability under applicable law. “Disability” includes pregnancy, childbirth, or a related medical condition where reasonable accommodation is medically advisable.

Exception: In the context of a Mandate Program, an Exception is an approval issued by an authorized University official for a Covered Individual to not receive an otherwise required vaccination. Depending on the situation, Exceptions may be premised on Medical Exemption, Disability, and/or Religious Objection. In appropriate circumstances, Deferrals may be approved. In the context of an Opt-Out Program, an Exception may be premised on a Covered Individual’s informed decision to decline Vaccine, with appropriate notification to the Location Vaccine Authority or designee.

Healthcare Location: A collection of buildings and Personnel that serve as an academic health system or student health or counseling center including hospitals, ambulatory surgery centers, outpatient centers, clinics, or other locations where preventive, diagnostic, therapeutic, or other interventional physical or behavioral healthcare services are provided

to UC Health patients, students, employees, or research participants and any associated educational, research, or administrative facilities and offices. A Healthcare Location refers only to that part of a campus that meets this definition.

Location (or Facility): Any United States campus, medical center, or facility operated by the University in connection with its research, teaching, or public service (including clinical care) missions or programs, including University housing. A Location does not include a University-owned property that is leased to a third party unless (and only to the extent) a University Program occurs at that property.

Location Vaccine Authority (LVA): The office or person responsible for implementing the requirements set forth in a Program Attachment for a Location, typically the Chief Medical Officer or Occupational Health office at a Medical Center or an Occupational Health or Student Health office at an academic campus. The LVA is a health care provider and its records are considered confidential health records for purposes of the University's privacy policies.

Mandate Program: A Vaccination Program that requires Covered Individuals to be Up-To-Date on Vaccines unless they have received a University-approved Exception.

Medical Exemption: An excuse from receiving an otherwise required Vaccine due to a medical Contraindication or Precaution for each Vaccine that would satisfy the vaccination requirement.

Non-Pharmaceutical Intervention (NPI): An action, other than getting vaccinated or taking medicine, that members of the University community can take to help prevent or slow the spread of contagious illnesses. NPIs may include, for example, staying home, especially when a person is sick or when a member of the person's family or household is sick; quarantining when an unvaccinated person has been exposed to someone else with the illness; avoiding large gatherings; physical/social distancing; wearing personal protective equipment or face coverings; frequent handwashing and cleaning; and asymptomatic (surveillance) and symptomatic testing.

Opt-Out Program: A Vaccination Program that requires Covered Individuals to be Up-To-Date on Vaccines or to formally decline vaccination by completing an opt-out form provided by their Location (a "Vaccine Declination Statement") and submitting it to their Location Vaccine Authority on or before the Compliance Date.

Participation: Participation in a Vaccination Program as required by the applicable Program Attachment, which may include providing certification or proof of being Up-To-Date on vaccination or obtaining a University-approved Exception under this policy in a Mandate Program or properly declining vaccination in an Opt-Out Program. Participation in all Vaccination Programs applicable to a Covered Individual is a condition of Physical Presence at any University Location or Program as set forth in this policy. Participation compliance may require annual or recurring obligations, such as repeat vaccinations or boosters consistent with U.S. Food and Drug Administration (FDA)-approved labeling and CDC and CDPH recommendations.

Personnel: University faculty, other academic appointees, and staff, including but not limited to visiting, volunteer, without salary, and emeritus/a professors, visiting or volunteer

academic appointees, contract, recall, and emeritus/a employees. “Personnel” also includes, for purposes of this policy, official volunteers, as defined in the [Regulations Governing Conduct of Non-Affiliates in the Buildings and on the Grounds of the University of California](#), and participants in post-graduate training programs who are not Students.

Physical Access or Physical Presence (or Physically Access/Accessing or Physically Present): Physical presence at a University Location or Program for any work, research, or education/training related purpose (as distinguished from accessing a Healthcare Location as a patient, or an art, athletics, entertainment, or other publicly accessible venue at a Location as a member of the public). Physical presence includes living in housing furnished by the University, using University amenities such as entertainment venues, museums, libraries, workout facilities, or dining halls or food courts in one’s capacity as Personnel or a Student, or participating in person in a University Program even if not occurring at a Location. Access is not defined by reference to any particular frequency (e.g., daily, weekly, monthly, *ad hoc*).

Program Attachment: An attachment as part of this Policy describing a specific Vaccination Program.

Reasonable Accommodation: An adjustment made to the requirements of a Vaccination Program, including an adjustment for a Covered Individual who has received a University-approved Exception to allow them to be Physically Present without impairing the health and safety objectives of this policy. Covered Individuals with Exceptions may be required to observe specified NPIs as a condition of Physical Presence.

Religious Objection: A Covered Individual’s objection to receiving an otherwise required Vaccine based on that person’s sincerely held religious belief, practice, or observance.

Responsible Office: The office at a Location responsible for processing Exceptions.

Student: The term “Student” has the same meaning as defined in the current version of the Policies Applying to Campus Activities, Organizations and Students (PACAOS) Section 14.40: an individual for whom the University maintains student records and who: (a) is enrolled in or registered with an academic program of the University; (b) has completed the immediately preceding term, is not presently enrolled, and is eligible for reenrollment; or (c) is on an approved educational leave or other approved leave status, or is on filing-fee status. For purposes of this policy, the term “Student” also includes visiting students.

Systemwide Vaccine Authority: The Systemwide Vaccine Authority is the Executive Vice President for UC Health or designee. A person is eligible to serve as the Systemwide Vaccine Authority if the person is Board-Certified in the subspecialty of Infectious Disease by an [American Board of Medical Specialties](#) or an [American Osteopathic Association Specialty Certifying Board](#) and maintains a faculty appointment that meets all of the good standing criteria established at that UC Location.

University or UC: The University of California.

University Program: A program or activity operated by the University to support the University’s teaching or research mission and generally offered exclusively to University Personnel or Students. Examples of covered Programs that may not be conducted at a

Location include the [UC Education Abroad Program](#) and University-sponsored athletics programs.

Up-To-Date: A person is Up-To-Date when they have received all doses of a Vaccine as recommended by the CDC and CDPH. A person need not obtain doses that are authorized but not explicitly recommended by CDC and CDPH in order to be considered Up-To-Date.

Vaccination Program: A set of rules governing Physical Presence at University Locations or in University Programs intended to reduce the incidence of Vaccine-preventable disease, disability, and death in connection with University Facilities or Programs. A Vaccination Program is either a Mandate Program or an Opt-Out Program.

Vaccine: A Vaccine satisfies the requirements of this policy if: (i) the FDA has issued a License or an Emergency Use Authorization (EUA) for the vaccine; or (ii) the WHO has approved Emergency Use Listing (EUL) for the vaccine. If approved by LVA and consistent with any applicable public health mandates, a vaccine administered during a clinical trial but not yet approved, licensed, or authorized may also satisfy the requirements of this policy.

Vaccine Education: Vaccine Education is communication of the following information about a Vaccine-preventable illness through any combination of Vaccine Information Statements, other written information, verbal communications, or online or in-person training programs, as required by the LVA.

1. The potential health consequences of Vaccine-preventable illness for Covered Individuals, family members and other contacts, coworkers, patients, and the community;
2. Occupational exposure to Vaccine-preventable disease;
3. The epidemiology and modes of transmission, diagnosis, and NPIs, consistent with the Covered Individual's level of responsibility in preventing Vaccine-preventable infections;
4. The potential benefits of vaccination; and
5. The safety profile and risks of the Vaccine.

Vaccine Information Statement (“VIS”): An information sheet produced by or including information derived from the CDC, CDPH, and/or UC Health or any of its components, explaining in plain language the benefits and risks of a Vaccine to Vaccine recipients. A VIS generally must be provided to an individual being vaccinated prior to each dose of the Vaccine, in a language they understand. For purposes of this policy, a VIS may also include FDA fact sheets for Vaccine recipients and caregivers.

III. POLICY TEXT

This policy supplements, and does not replace, any policies or guidelines requiring University Personnel, Students, patients, and visitors to observe Non-Pharmaceutical Interventions (NPIs).

A. Vaccination Program. As a condition of Physical Presence at a Location or in a University Program, all Covered Individuals must Participate in any applicable

Vaccination Program as described in a Program Attachment by—no later than the Compliance Date—providing proof that they are Up-To-Date with Vaccines or submitting a request for Exception in a Mandate Program or properly declining vaccination in an Opt-Out Program. This requirement may be subject to implementation guidelines and any local procedures for enforcement. The availability of alternative remote work arrangements will depend on systemwide guidance and any local policies or procedures, as well as the nature of the work to be performed.

- 1. Access to Vaccination.** All campuses and medical centers must offer any required vaccination on-site or maintain a list of nearby and accessible off-site locations offering vaccination to Covered Individuals during working and non-working hours. This provision is not intended to restrict a Covered Individual's choice of provider, but to maximize their access to vaccination.
- 2. Proof of Vaccination or Exception**
 - a. Mandate Programs.** Covered Individuals must be Up-To-Date on mandated Vaccines or timely secure a University-approved Exception. They also may be required to submit proof or certification of their vaccination or of a University-approved Exception to their Location Vaccine Authority (LVA), if and as specified in a Program Attachment. Proof or certification of vaccination may be subject to audit.
 - b. Opt-Out Programs.** Covered Individuals must be Up-To-Date on Vaccines or receive Vaccine Education and timely complete and submit a Vaccine Declination Statement to their LVA for each applicable Vaccine. They also may be required to submit proof or certification of their vaccination to their LVA, if and as specified in a Program Attachment. Proof or certification of vaccination may be subject to audit.
- 3. Request for Exception.** A Covered Individual seeking an Exception in a Mandate Program must, no later than the relevant Vaccine's Compliance Date, submit their request to the appropriate Responsible Office. While a request is pending and if it is granted, the Covered Individual must, as a condition of Physical Presence, observe any NPIs as defined by the LVA and no less stringent than applicable public health directives. If an Exception is granted, the issuing office must notify the Covered Individual and the LVA of the approval and the associated expiration date, if any. If an Exception request is denied, the Covered Individual will be notified and, thereafter, will be expected to promptly become Up-To-Date or will be denied Physical Presence at the relevant University Location(s) or Program(s).
- 4. Education.** Any Covered Individual who has not provided proof that they are Up-To-Date on all applicable Vaccines by the specified Compliance Date will receive from the LVA or designee Vaccine Education. This educational requirement is not an alternative to required Participation in a Vaccination Program as a condition of Physical Presence at a University Location or Program as set forth above. Additional education may be required consistent with applicable federal, state, or local mandates or accreditation standards.

5. **Non-Pharmaceutical Interventions (NPIs).** All Covered Individuals must participate in any NPIs as specified by the relevant University Location or Program. In the event of a disease outbreak, Covered Individuals and Covered Non-Affiliates who are not Up-To-Date on the relevant Vaccine may be excluded from the Location or site of the outbreak.
 6. **Optional Additional Measures.** Covered Individuals may wear masks or face coverings even if they are Up-To-Date on all relevant Vaccines and no mask/face covering mandate is in effect.
- B. Covered Non-Affiliates.** Each University Location and Program will define any requirements for public or other Covered Non-Affiliate Physical Presence (for example, at health facilities, entertainment venues, museums, libraries, workout facilities, dining halls and food courts, day care centers, or camps), no less stringent than applicable public health guidance.
- C. Superseding Public Health Directives.** A federal, state, or local public health agency with jurisdiction may impose a more restrictive/protective vaccine and/or NPI requirement that lawfully supersedes this policy. In the event of a perceived conflict between public health requirements and this Policy, [UC Legal](#) should be consulted.
- D. Tracking and Reporting**
1. **Vaccination Data.** The LVA or designated units may be required to record and track certain information regarding vaccination in a Covered Individual’s confidential health record, consistent with University privacy and security policies including [BFB-IS-3](#) (Electronic Information Security Policy) and consistent with University records policies including [BFB-RMP-1](#) (the University Records Management Program). Such information may include, but not be limited to: (i) proof or certification of vaccination; (ii) date(s) of administration and Vaccine type and manufacturer; and (iii) documentation of an Exception (which may include a Vaccine Declination Statement in an Opt-Out Program). Vaccination Program records must be kept confidential and only accessed for Vaccination Program-related purposes. Vaccination Program records must not be stored in an employee’s personnel file.
 2. **Vaccines Administered by the University**
 - a. **Registries.** For vaccinations administered by the University in its capacity as health care provider, appropriate information will be submitted to the [California Immunization Registry](#) (CAIR) or such other registries as may be required by applicable public health agencies or University policy. While Vaccine recipients ordinarily are permitted to opt out from registry reporting in California, the California Department of Public Health (CDPH) may, in some cases, mandate that all participating vaccinators report certain vaccinations. Accordingly, the typical opt-out option may not apply.
 - b. **Adverse Events.** Any adverse events associated with a required Vaccine administered at a Location and reported to the University must be tracked and

logged by the LVA or designee and reported to federal and state public health officials using the [Vaccine Adverse Event Reporting System \(VAERS\)](#).

- E. Program Evaluation.** Locations are encouraged and, through a Program Attachment may be required, to evaluate Program Participation on an annual and ongoing basis, including evaluation of equity in Program implementation; reasons identified for non-Participation or untimely Participation; the number and population-level characteristics of Covered Individuals who are not vaccinated; and community outcomes.

IV. COMPLIANCE/RESPONSIBILITIES

- A.** CDC and FDA generally translate VIS into many languages commonly spoken in California and elsewhere in the United States and post these online. Whenever the University is administering a Vaccine in its capacity as health care provider, the relevant VIS should be provided to a person receiving Vaccine in a language that they understand. In the unlikely event relevant VIS translations are unavailable, they should be accompanied when distributed with a document with taglines such as those approved by the [U.S. Department of Health & Human Services](#) to facilitate language access by all affected Personnel and Students. Interpreters should also be made available in person, by video, or by phone during Vaccine clinics.
- B.** Each Location is responsible for: (i) assuring any necessary updates are made to its local Infectious Diseases/Infection Prevention and Control Programs; (ii) establishing Compliance Dates on an annual or ongoing basis, in consultation with epidemiology and infection prevention experts and occupational health representatives as applicable and consistent with any supply limitations; and (iii) assuring implementation of each Vaccination Program at all sites.
1. Implementation includes informing Personnel and Students (as well as Covered Non-Affiliates, as applicable) of (i) any Vaccine requirements and associated Compliance Dates; (ii) dates and Locations for on-site administration (if any); and (iii) for required Vaccines, that vaccination will be provided at no out-of-pocket cost to them if they receive the Vaccine from the University.
 2. Each Location should implement reasonable strategies for Vaccine access, including efforts to ensure vaccination availability during all work shifts and to address Vaccine hesitancy, particularly among groups at most significant risk for contracting Vaccine-preventable disease and suffering severe illness.
- C.** The Chancellors, Lawrence Berkeley National Laboratory Director, and the Vice President of Agriculture and Natural Resources (ANR) are responsible for implementing this policy at their respective locations. Deans, Department Chairs, unit heads, managers, supervisors, student affairs leaders, and others with responsibility for personnel or student management will support Vaccination Program implementation and enforcement. Consultation with Academic Senate leaders, especially on the campus, is encouraged with respect to implementation procedures for academic appointees.
- D.** Noncompliance with this policy may result in educational efforts and/or employment consequences up to and including informal counseling, adverse performance

evaluations, corrective action and/or discipline, or disciplinary sanctions for students as outlined in PACAOS 105.00.

For policy-covered staff employees, corrective action and/or discipline is governed by Personnel Policies for Staff Members [62 \(Corrective Action\)](#) and [64 \(Termination and Job Abandonment\)](#); Personnel Policies for Staff Members [II-64 \(Termination of Appointment\)](#), which applies to Senior Management Group (SMG) employees; and as applicable, other policies and procedures.

For policy-covered academic appointees, corrective action and/or discipline is governed by [APM – 015 \(The Faculty Code of Conduct\)](#), [APM - 016 \(University Policy on Faculty Conduct and the Administration of Discipline\)](#), [APM - 150 \(Non-Senate Academic Appointees/Corrective Action and Dismissal\)](#), and as applicable, other policies and procedures.

For represented employees, corrective action and/or discipline is governed by the applicable collective bargaining agreement.

For students, disciplinary procedures are governed by PACAOS.

V. PROCEDURES

Implementation guidelines for this policy may be included in the applicable Program Attachment. To facilitate implementation, each Location may establish local procedures consistent with this policy and the applicable Vaccination Program.

VI. RELATED INFORMATION

- [CDC Advisory Committee on Immunization Practices](#)
- [CDC Immunization Schedules](#)
- [Cal. Health & Safety Code Division 2, Chapter 2, Article 3.5](#)
- California Department of Public Health, [Licensees Authorized to Administer Vaccines in California](#)
- Infectious Disease Society of America, [Guidelines](#)
- American Academy of Pediatrics, [Immunizations](#)
- American College of Physicians, [Adult Immunization Hub](#)
- [American Medical Association, Opinion 8.7, Routine Universal Immunization of Physicians](#)
- University of California [\[Student\] Immunization Policy](#)

VII. FREQUENTLY ASKED QUESTIONS

1. **Does this policy require me to be vaccinated to attend school or work for**

the University?

This policy strongly encourages all members of the University community to follow vaccine recommendations adopted by the CDC and CDPH. Only Covered Individuals are required to Participate in Vaccination Programs. (University Locations and Programs will define any requirements for Covered Non-Affiliates.)

For Mandate Programs: Covered Individuals must stay Up-To-Date on any required Vaccines as a condition to Physical Presence at Locations and in University Programs, unless they have been granted an Exception.

For Opt-Out Programs: Covered Individuals must stay Up-To-Date on any specified Vaccines or receive Vaccine Education and submit a Vaccine Declination Statement to the Location Vaccine Authority as a condition to Physical Presence at Locations and in University Programs.

Refer to the applicable Program Attachment for information regarding whether that Vaccination Program is a Mandate Program or an Opt-Out Program. Covered Individuals who receive an Exception or opt out may be subject to special NPIs.

For certain Covered Individuals, such as health care workers, CDPH or local public health orders may be more restrictive than this policy and the applicable Program Attachment. In those cases, the more restrictive public health order will apply in addition to any other requirements under this policy and the applicable Program Attachment.

2. Does this policy apply to union-represented employees?

Yes, in accordance with any applicable collective bargaining requirements.

3. How will I know if my co-workers or fellow Students are going unvaccinated?

You probably won't know. Because vaccination-related information is private and confidential, the University will not disclose Vaccine status of Covered Individuals except on a need-to-know basis; however, third parties and some Locations may distribute badge attachments, stickers, pins, or other indicators that vaccinated individuals may use to show that they have received the Vaccine.

4. I teach both seminar and lecture classes, and as a result am typically exposed to many students. Will I be informed if someone in my class is not vaccinated?

As will be the case in any public setting, you will not be informed of the vaccination status of individual students and should expect that some may not be vaccinated.

5. Will University of California Health specify which authorized or licensed

Vaccine is preferred when more than one is available to prevent a Vaccine-preventable disease?

No.

6. Will Locations provide paid time off for non-exempt employees for the time needed to get a Vaccine covered by a Program Attachment?

Yes. Non-exempt employees and hourly academic appointees may take up to four hours of paid time to obtain each dose of Vaccine needed to stay Up-To-Date. These employees and academic appointees are not required to use accrued leave for up to four hours; however, they must provide advance notice to their supervisor.

7. What if I experience flu-like symptoms or other side effects as a result of a Vaccine that mean I cannot work as scheduled, or attend classes?

Employees should contact their supervisors, local human resources, or academic personnel offices with questions but as a general matter, accrued sick leave, vacation, and/or PTO may be used to take time off as needed to recover. Students should contact their faculty/instructors regarding minor illnesses or disability services to address any significant issues.

8. If I have applied for or been granted an Exception in a Mandate Program or if I have opted out of vaccination in an Opt-Out Program, what Non-Pharmaceutical Interventions (NPIs) will I be required to observe?

A Program Attachment may describe any required NPIs. Additional safety measures may be deemed necessary, depending on the circumstances, by local public health, environmental health and safety, occupational health, or infection prevention authorities, including the Location Vaccine Authority. In that case, you will be informed of any additional requirements.

9. Who will pay for the Vaccine?

All of the University's health plans cover CDC-recommended Vaccines administered by an employee's primary care physician or at a local pharmacy.

10. I am at high risk for severe illness if I contract a Vaccine-preventable disease (e.g., immunocompromised) and even though I have been vaccinated, I know that no Vaccine is 100% effective. Do I have to come onsite if not everyone is vaccinated? What accommodations will be made for me?

Please contact your local disability services office to discuss your situation and

possible accommodations.

11. Will the University accept internationally approved vaccines even if not authorized or approved in the United States?

Yes, if the Vaccine is authorized by the [World Health Organization](#) (WHO). The WHO [has developed a process](#) for assessing and listing unlicensed vaccines, therapeutics, and diagnostics during public health emergencies. Through that process, a number of vaccines not available in the United States have received Emergency Use Listing (EUL). The University will, consistent with CDC and CDPH guidance, accept proof of vaccination with any internationally administered Vaccine that has been authorized for emergency use by WHO through the EUL process.

12. I am fully remote. Am I a Covered Individual?

You are a Covered Individual at the time you are first Physically Present at a University Location or Program other than as a member of the public (or as a Covered Non-Affiliate). Your Location may also treat you as a Covered Individual if you are authorized to be Physically Present in connection with your employment, appointment, or education or training program.

13. Are trainees Covered Individuals under this policy?

Yes, trainees may be Covered Individuals as either Students or Personnel depending on their circumstances.

VIII. REVISION HISTORY

TBD 2024:

August 16, 2023: This policy was updated with interim revisions, including clarifying edits.

- Updated language consistent with current public health usage.
- Moved relevant language regarding vaccination data to Policy Text from Program Attachment.
- Addressed noncompliance in Compliance/Responsibilities instead of in Program Attachment and FAQ.

December 12, 2022: This policy was updated with interim amendments. Minor technical edits were also made for clarity.

November 2, 2022: Technical edits to update the contact information.

August 30, 2022: This policy was updated with interim amendments **effective September 1, 2022.**

- Consolidated all existing vaccination requirements other than the [Student Immunization Policy](#).
- Updated language consistent with current public health usage.
- Extended definition of Covered Non-Affiliate to include K-12 students and children enrolled in day care programs and camps sponsored by the University or operated at a University Facility or Location; as well as individuals enrolled in UC extension programs, continuing education, lifelong learning, seminars, workshops, and other non-degree-granting educational programs, professional development, and/or recreational programs.

July 15, 2021: Extended to Students, effective Fall 2021, and vaccine mandated at that time for all groups subject only to limited Exceptions and Deferrals.

January 15, 2021: Extended from UC Health to all Locations.

Initial issuance effective **December 14, 2020**.

This Policy is formatted to meet Web Content Accessibility Guidelines (WCAG) 2.0.

IX. APPENDICES AND PROGRAM ATTACHMENTS

A. Appendices

1. [CDPH Immunization Branch](#)
2. [CDC Vaccine Information Statements](#)
3. [Immunize.org Vaccine Information Statements](#)

B. Program Attachments

1. [SARS-CoV-2 \(COVID-19\) Vaccination Program](#)
2. [Seasonal Influenza Vaccination Program](#)

PROGRAM ATTACHMENT #1: SARS-CoV-2 (COVID-19) Vaccination Program

Vaccine(s)	Targeted Disease or Condition
<p>See https://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/covid-19-vaccines#authorized-vaccines for a list of FDA-approved and FDA-authorized vaccines.</p> <p>See https://extranet.who.int/pqweb/vaccines/vaccinescovid-19-vaccine-eul-issued for a list of vaccines with WHO Emergency Use Listing.</p>	<p>SARS-CoV-2 (COVID-19)</p>

I. Purpose/Supporting Data

The purpose of this SARS-CoV-2 (COVID-19) Vaccination Program is to facilitate protection of the health and safety of the University community, including its patients as well as its Students, Personnel, and all others who work, live, and/or learn in any of the University’s Locations or otherwise participate in person in University Programs. The University strongly recommends that all members of the University community stay Up-To-Date with COVID-19 vaccination.

In addition, this COVID-19 Vaccination Program requires any Covered Individual, subject to Non-Pharmaceutical Interventions (NPIs), to be Up-To-Date on COVID-19 vaccination or to properly decline COVID-19 vaccination as a condition of Physical Presence at any University Location or Program. Covered Individuals may have recurring obligations under this program to remain Up-To-Date or affirmatively decline COVID-19 vaccination. Covered Individuals subject to additional or more restrictive COVID-19 vaccination requirements under applicable law and/or applicable public health directives must also comply with those requirements.

Refer to Section VII (Related Information) for additional information supporting implementation of this program, which is incorporated into this Program Attachment by reference.

II. Compliance Date

New Personnel must provide proof of being Up-To-Date on COVID-19 vaccination or properly decline such vaccination within 14 calendar days of the first date of employment. If the 14th calendar day after the first date of employment falls on a weekend or University holiday, the deadline will be the next business day that is not a University holiday.

For Students, the deadline is the first day of instruction for the term when they first enroll. Compliance with this program may require recurring obligations to either remain Up-To-Date or affirmatively decline COVID-19 vaccination, and Locations will set the deadlines for compliance with any such requirements. In such cases, Covered Individuals will be required to provide proof that they are Up-To-Date on COVID-19 vaccination or properly

decline such vaccination in a form and as of a date set by the LVA. The LVA may use different forms and set different dates for different groups of Covered Individuals (e.g., Personnel and trainees, or Non-Healthcare Location and Healthcare Location).

Student employees are subject to the deadlines applicable to students. Locations may specify additional deadlines.

III. Program Type: **Mandatory (Subject to Exceptions Marked Below)** **Opt-Out**

On or before the applicable Compliance Date, Covered Individuals must: (i) receive Vaccine Education concerning COVID-19 and vaccination as a preventive measure; and (ii) receive COVID-19 vaccination as required to be Up-To-Date or affirmatively decline COVID-19 vaccination. Those who choose to decline COVID-19 vaccination must complete a Vaccine Declination Statement provided by their Location on or before the applicable Compliance Date. Covered Individuals who are not Up-To-Date must observe any additional Non-Pharmaceutical Interventions (NPIs) (e.g., masks or specialized personal protective equipment; routine testing) as directed by the Location Vaccine Authority (LVA) to mitigate risk to members of the University community, patients, and others with whom they may interact. Covered Individuals who initially decline COVID-19 vaccination but later decide to become vaccinated may receive the Vaccine at any time and may notify the LVA.

Some Covered Individuals may be subject to more restrictive COVID-19 vaccination requirements under applicable law and/or applicable public health directives. In such cases, the more restrictive vaccination requirements will apply in addition to any other requirements under this COVID-19 Vaccination Program.

IV. Evidence Required

Covered Individuals who Participate in the COVID-19 Vaccination Program by receiving COVID-19 vaccination as required to be Up-To-Date must submit proof that they received the Vaccine by providing the LVA, within the timeframe set by the LVA, any evidence required by their Location as determined by the LVA. The LVA may choose to permit certification or self-attestation as evidence of receiving COVID-19 vaccination.

Those who Participate in the COVID-19 Vaccination Program by declining COVID-19 vaccination must complete their Location's Vaccine Declination Statement on or before the applicable Compliance Date.

Proof of vaccination may be subject to audit.

V. Non-Pharmaceutical Interventions (NPIs)

All members of the Location's community may be required by applicable public health authorities or the LVA in response to a public health emergency or during a localized outbreak to observe special NPIs, including, but not limited to, the following: (i) wearing face-coverings, medical-grade masks, and other protective equipment; (ii) isolation and quarantine; (iii) physical/social distancing; (iv) frequent washing and cleaning; and (v) asymptomatic (surveillance/screening) and symptomatic testing.

Those who are not Up-To-Date may be subject to NPIs above and beyond those who have.

VI. **Systemwide Implementation Guidelines:** Attached None

VII. **Related Information**

- [CDC, Stay Up to Date with Vaccines](#)
- [CDC, COVID-19 Contraindications and Precautions](#)
- [CDC, New COVID-19 Vaccination Provider Trainings](#)
- [FDA, COVID-19 Vaccines \(includes fact sheets and translations\)](#)
- [CDC, COVID-19 Vaccination Clinical Resources for Each COVID-19 Vaccine](#)
- [CDC, COVID-19 Vaccination Program Operational Guidance, including Interim Clinical Considerations for Use of COVID-19 Vaccines in the United States.](#)
- [CDC Immunization Schedules](#)
- [CDC and Infectious Diseases Society of America, Vaccines & Immunity](#)
- [American Academy of Pediatrics, COVID-19 Vaccines in Infants, Children & Adolescents](#)
- [American College of Obstetricians and Gynecologists, COVID-19 Vaccination Considerations for Obstetric-Gynecologic Care](#)
- [American Society of Transplantation, COVID-19 Resources for Transplant Community](#)
- [Congregation for the Doctrine of the Faith, Note on the Morality of Using Some Anti-COVID-19 Vaccines](#) (December 21, 2020)
- [UC COVID-19 Vaccination Program Responsible Offices](#)

VIII. **Frequently Asked Questions**

1. **How do I know if I am Up-To-Date? Specifically, how do I know what COVID-19 vaccines are recommended for me?**

The U.S. Centers for Disease Control and Prevention (CDC) maintains [current guidance on staying up to date with COVID-19 vaccines](#). You are Up-To-Date if you have received COVID-19 vaccination as recommended by the CDC.

2. **Why is UC now allowing Covered Individuals to “Opt Out” of COVID-19 vaccination?**

The [federal Public Health Emergency](#) ended on May 11, 2023, along with the COVID-19 vaccination requirements for federal employees and federal contractors. [California’s COVID-19 State of Emergency ended on February 28,](#)

[2023](#), and the [California Department of Public Health rescinded its health care worker vaccination requirement](#) effective April 3, 2023.

With the changes to federal and state public health guidance and widespread participation in the University's COVID-19 Vaccination Program, the University has determined that it is now appropriate to move to a systemwide opt-out program for all Covered Individuals. The University has concluded that the combination of previous COVID-19 vaccination and naturally occurring immunity provides a large majority of the University community with adequate protection to reduce the public health risk faced during earlier stages of the pandemic.

The University strongly recommends that all members of the University community stay Up-To-Date with COVID-19 vaccination. And in the event applicable law or applicable public health orders impose stricter vaccination requirements, the University will continue to require compliance with those stricter requirements.

The University will continue to review current evidence and evaluate the need for adjustments to the COVID-19 Vaccination Program accordingly.

3. University policy previously described primary series and booster requirements. Do the University's current requirements differentiate between primary series and boosters?

No. The University's COVID-19 Vaccination Program requires Covered Individuals to be Up-To-Date on COVID-19 vaccination or to properly decline COVID-19 vaccination. The University's vaccination requirements do not differentiate between your first dose and any later doses, and you may opt out of COVID-19 vaccination so long as you comply with all policy requirements. Note, however, if you are subject to more restrictive COVID-19 vaccination requirements under applicable law and/or applicable public health directives, you must also comply with those requirements. The CDC [continues to recommend](#) that everyone 6 months of age and older be up to date with COVID-19 vaccines.

4. Will I have to opt out every year?

The University's COVID-19 Vaccination Program requires Covered Individuals to be Up-To-Date on COVID-19 vaccination or to properly decline COVID-19 vaccination. Neither FDA nor CDC has yet made a recommendation on the frequency of vaccination, and the University does not currently require Covered Individuals to opt out every year. Compliance with this program may require recurring obligations to either remain Up-To-Date or affirmatively decline COVID-19 vaccination. In this case, your Location will set deadlines for compliance with any such requirements.

5. Are there any COVID-19 vaccination requirements that apply to me besides the University's COVID-19 Vaccination Program?

Some Covered Individuals might be subject to additional COVID-19 vaccination

requirements under applicable law and/or applicable public health directives. For example, health care workers might be subject to more restrictive COVID-19 vaccination requirements under CDPH or local public health orders. Covered Individuals subject to additional or more restrictive COVID-19 vaccination requirements under applicable law and/or applicable public health directives must comply with those requirements in addition to any other requirements under the University's COVID-19 Vaccination Program. Please contact your Location if you have questions about what COVID-19 vaccination requirements apply to you.

6. I am a new University of California employee. What is my deadline for complying with the COVID-19 Vaccination Program?

Complying with the COVID-19 Vaccination Program is a condition of employment. If you're a Covered Individual, you must provide proof of being Up-To-Date on COVID-19 vaccination or properly decline such vaccination within 14 calendar days of your first date of employment. If the 14th calendar day after your first date of employment falls on a weekend or University holiday, your deadline will be the next business day that is not a University holiday.

As complying with the COVID-19 Vaccination Program may require recurring obligations to either remain Up-To-Date or affirmatively decline COVID-19 vaccination, you must then comply with any future applicable compliance deadlines as set by your individual Location.

Student employees are subject to the deadlines applicable to students.

IX. Model Forms and Exhibits

Model Form: Vaccine Declination Statement – Declination of COVID-19 Vaccine

Note: This model form is provided for convenience only and may be adapted by locations consistent with applicable policies and practices.

X. Revision History

TBD 2024:

August 16, 2023:

- Amended COVID-19 vaccination requirement to permit Covered Individuals to decline COVID-19 vaccination after receiving Vaccine Education, subject to more restrictive federal, state, or local public health requirements. Removed model forms and other content regarding Exception process.
- Updated language consistent with current public health usage, removed outdated content, and made clarifying edits.
- Removed Implementation Guidelines on Exceptions and Employee Compliance, moved relevant language regarding vaccination data to Policy Text, and addressed noncompliance in Compliance/Responsibilities.
- Updated compliance deadlines and removed previous compliance deadlines, including the initial implementation deadline for Fall 2021.

- Authorized Locations to determine any evidence required to prove COVID-19 vaccination, which may include certification or self-attestation.

December 12, 2022:

- Amended booster requirement beginning Fall 2022 to permit eligible Covered Individuals to decline the booster after receiving Vaccine Education, subject to more restrictive federal, state, or local public health requirements.
- Authorized Locations (other than Healthcare Locations) to permit self-attestation as evidence of receiving the booster.
- Clarified that booster compliance may be assessed annually between July and December, rather than at the moment an additional dose or booster is recommended.

August 30, 2022:

- Converted from COVID-specific vaccine policy to Program Attachment.
- Amended Program Evaluation requirement to encourage rather than require Healthcare Locations to evaluate Program Participation on an annual and ongoing basis.
- Extended compliance deadline for new employees to permit longer interval period between doses in alignment with the CDC guidance current as of August 30, 2022.

July 15, 2021: Extended COVID-19 vaccine policy to Students, effective Fall 2021, and vaccine mandated at that time for all groups subject only to limited Exceptions and Deferrals.

January 15, 2021: Extended COVID-19 vaccine policy from UC Health to all Locations.

Initial issuance effective: December 14, 2020.

This Program Attachment is formatted to meet Web Content Accessibility Guidelines (WCAG) 2.0.

UNIVERSITY OF CALIFORNIA
VACCINE DECLINATION STATEMENT – DECLINATION OF COVID-19 VACCINATION

EMPLOYEE OR STUDENT NAME	EMPLOYEE OR STUDENT ID
JOB TITLE (IF APPLICABLE)	LOCATION
DEPARTMENT (IF APPLICABLE)	SUPERVISOR (IF APPLICABLE)
PHONE NUMBER	EMAIL

The University of California strongly recommends that all members of the University community stay Up-To-Date on COVID-19 vaccination consistent with vaccine recommendations adopted by the CDC and CDPH applicable to their age, medical condition, and other relevant indications.

I am aware of the following facts:

- COVID-19 is a serious disease and has killed over 1 million people in the United States since February 2020, over 100,000 in California alone.
- The COVID-19 vaccine is recommended for me and other members of the University community to protect our students, patients, faculty, and staff, and our families and communities, from COVID-19, its complications, and death.
- If I contract COVID-19, I can shed the virus for days even before any symptoms appear. During the time I shed the virus, I can transmit it to anyone I contact.
- If I become infected with SARS-CoV-2, the virus that causes COVID-19, even if my symptoms are mild or non-existent, I can spread the disease to others, and they can become seriously ill or die as a result.
- Approximately 1 in 10 American adults who have had COVID-19 is estimated to be suffering from “Long COVID” – symptoms that can last months or years after COVID-19 and can be debilitating.
- Contracting COVID-19 could have severe consequences for my health and the health of those with whom I have contact, including my coworkers or peers and vulnerable members of our community.
- Non-exempt employees and hourly academic appointees may take up to four hours of paid time to obtain each dose of COVID-19 vaccine recommended to stay Up-To-Date as explained in the UC Policy on Vaccination Programs.

Despite these facts, I am voluntarily choosing to decline COVID-19 vaccination. My reason(s) for declining are as follows (*answering this question is optional*):

- medical contraindication
- disability
- religious objection
- concerned about risks of vaccine more than risks of disease
- want to delay but intend to get vaccinated later
- other _____

UNIVERSITY OF CALIFORNIA
VACCINE DECLINATION STATEMENT – DECLINATION OF COVID-19 VACCINATION

prefer not to say.

I understand that I can change my mind at any time and accept COVID-19 vaccination. I understand that as long as I am not Up-To-Date on COVID-19 vaccination, I may be required to take precautionary measures as required by my location, such as wearing a mask and increased testing. [**LOCATION OPTION:** “I also will not receive a badge sticker showing that I have received the vaccine.”]

I have read the Vaccine Information Statement or Fact Sheet and the information on this Vaccine Declination Statement, and I have had a chance to ask questions.

Signature: _____ *Date:* _____

DRAFT

PROGRAM ATTACHMENT #2: Seasonal Influenza Vaccination Program

Vaccine(s)	Targeted Disease or Condition
See https://www.cdc.gov/flu/prevent/different-flu-vaccines.htm for details.	Seasonal Influenza

I. Purpose/Supporting Data:

According to the [Centers for Disease Control & Prevention](#), vaccination against the seasonal respiratory disease influenza or “flu” has long been accepted as a safe and effective way to prevent millions of illnesses and thousands of related doctor and hospital visits every year. In recent years, [flu vaccines have reduced the risk of flu-associated hospitalizations among older adults by about 40% on average](#). A [2018 study](#) showed that from 2012 to 2015, flu vaccination among adults reduced the risk of being admitted to an intensive care unit (ICU) with flu by 82 percent. Flu vaccination has been associated with [lower rates of some cardiac events](#) among people with heart disease, especially among those who had had a cardiac event in the past year. It can mitigate against worsening and hospitalization for flu-related chronic lung disease. It has also been shown in [separate studies](#) to be associated with reduced hospitalizations among people with [diabetes](#) and [chronic lung disease](#). A [2018 study](#) that covered influenza seasons from 2010-2016 showed that getting a flu shot reduced a pregnant woman’s risk of being hospitalized with flu by an average of 40 percent.

Flu vaccination has been shown in several studies to reduce severity of illness in people who become ill after they get vaccinated. For example, a [2017 study](#) showed that flu vaccination reduced deaths, ICU admissions, ICU length of stay, and overall duration of hospitalization among hospitalized flu patients. A [2018 study](#) showed that among adults hospitalized with flu, vaccinated patients were 59 percent less likely to be admitted to the ICU than those who had not been vaccinated. Among adults in the ICU with flu, vaccinated patients on average spent 4 fewer days in the hospital than those who were not vaccinated. Finally, by getting vaccinated, a person can protect those around them, including those who are more vulnerable to serious flu illness.

The CDC’s Advisory Committee on Immunization Practices (“ACIP”) issues [recommendations regarding influenza specific to each flu season](#). Population-level interventions that decrease the likelihood of absenteeism, disease transmission, hospitalization, and ICU utilization must be considered and adopted where feasible.

Refer to Section VII (Related Information) for additional information supporting Implementation of this program, which is incorporated into this Program Attachment by reference.

For these reasons, the University has concluded that steps must be taken to reduce the likelihood of severe disease among students, faculty, and staff.

II. Compliance Date: Annually, no later than December 1 or an earlier date set by an

individual Location.

III. Program Type: Mandatory (Subject to Exceptions Marked Below) Opt-Out

On or before the Compliance Date, Covered Individuals must: (i) receive Vaccine Education concerning influenza and vaccination as a preventive measure; and (ii) receive or affirmatively decline influenza vaccination. Those who choose to decline influenza vaccination must complete a Vaccine Declination Statement provided by their Location on or before the Compliance Date. Covered Individuals who are not vaccinated must observe additional Non-Pharmaceutical Interventions (NPIs) (e.g., masks or specialized personal protective equipment; routine testing) as directed by the Location Vaccine Authority (LVA) to mitigate risk to members of the University community, patients, and others with whom they interact. Covered Individuals who initially decline the influenza Vaccine but later decide to become vaccinated may receive the Vaccine through on-site or off-site providers at any time and may notify the LVA.

IV. Evidence Required: To be determined by the LVA.

V. Non-Pharmaceutical Interventions (NPIs):

All members of the Location's community may be required by applicable public health authorities or the LVA in response to a public health emergency or during a localized outbreak to observe special NPIs, including, but not limited to, the following: (i) wearing face-coverings, medical-grade masks, and other protective equipment; (ii) isolation and quarantine; (iii) physical/social distancing; (iv) frequent washing and cleaning; and (v) asymptomatic (surveillance/screening) and symptomatic testing. Those who are not Up-To-Date on their Vaccines may be subject to NPIs above and beyond those who are.

VI. Systemwide Implementation Guidelines: Attached None

VII. Related Information:

- CDC, [Seasonal Influenza Vaccination Resources for Health Professionals](#)
- CDPH, [Influenza \(Flu\), RSV, and Other Respiratory Diseases](#)

VIII. Frequently Asked Questions:

1. I am a new University of California employee. What is my deadline for complying with the Seasonal Influenza Vaccination Program?

Complying with the Seasonal Influenza Vaccination Program ("Flu Vaccination Program") is a condition of employment, and all Covered Individuals must provide proof of being Up-To-Date on seasonal influenza vaccination or properly decline such vaccination by no later than the applicable deadline each year. If you are a Covered Individual, your first deadline to comply with the Flu Vaccination Program depends on when your first date of employment is in relation to the flu season.

- a) If your first date of employment with the University is during the flu season before the Compliance Date at your Location (i.e., December 1 or an earlier date set by your Location), then you must first comply with the Flu Vaccination Program by that Compliance Date. For example, if your first date of employment is November 1, and your Location has a Compliance Date of December 1, then you must first comply with the Flu Vaccination Program by December 1 of that year.
- b) If your first date of employment with the University is on or after May 1 (or a different end date set by your Location), then you must first comply with the Flu Vaccination Program by your Location's Compliance Date for the next flu season. For example, if your first date of employment is May 2 and your Location is using May 1 as the end date, then you must first comply with the Flu Vaccination Program by your Location's Compliance Date for the following flu season.
- c) If your first date of employment with the University is on or after the Compliance Date at your Location but before May 1 (or the different end date set by your Location), then you must first comply with the Flu Vaccination Program within 14 calendar days of your first date of employment. For example, if your first date of employment is December 2, then you must first comply with the Flu Vaccination Program by December 16 of that year.

All Covered Individuals must then comply with the Flu Vaccination Program annually by the Compliance Date set at their individual Locations. Student employees are subject to the deadlines applicable to students.

2. I am an employee who is not working during flu season. Do I still need to comply with the Seasonal Influenza Vaccination Program?

No, but if you must be Physically Present in your capacity as a Covered Individual at any time between your Location's Compliance Date and May 1 (or a different end date set by your Location), then you must comply.

IX. Model Forms and Exhibits: TBD

X. Revision History:

TBD 2024:

August 16, 2023: Updated FAQs for clarity regarding compliance deadlines. Removed outdated content.

August 30, 2022: Executive Order Converted to Program Attachment

October 8, 2021: Executive Order Issued Extending Program to all Campuses

September 29, 2020: Revised July 31, 2020 Executive Order

July 31, 2020: Executive Order Issued Extending Program to all Campuses

First Effective Date: Longstanding at UC Medical Centers