

UNE COVID-19 VACCINATION POLICY

Policy statements

Purpose

Consistent with its duty to provide and maintain a workplace that is free of recognized hazards, UNE has adopted this policy to safeguard the health and well-being of employees and their families, UNE students and visitors, others who spend time in our facilities, and the surrounding communities from infectious conditions that may be mitigated through an effective vaccination program. This policy is intended to comply with all applicable federal, state, and local laws. It is informed by guidance provided by the Equal Employment Opportunities Commission, the Centers for Disease Control and Prevention (CDC), and public health and licensing authorities, as applicable.

Scope/Applicability

This policy applies to all employees. It does not apply to vendors or visitors.

Policy

UNE requires all employees who are not otherwise exempt under this policy to be vaccinated against COVID-19. To establish that they have received a vaccination, employees must present written evidence of immunization from the designated site or from another authorized health care provider. Employees who are not exempt from this policy and who decline to be vaccinated will not be permitted to work and will face additional consequences, up to and including termination of employment.

Vaccine Administration

Employees are responsible for scheduling and obtaining all recommended doses of an FDA-approved COVID-19 vaccine or a COVID-19 vaccine granted Emergency Use Authorization by the FDA. You may get the vaccine during your regularly scheduled work hours contingent on supervisor approval. Your supervisor must approve your leave to receive the vaccine during working hours to minimize business interruptions.

Request for Exemptions

- **Medical Condition/Disability Accommodation**

In accordance with UNE'S Disability Accommodations Policy, UNE provides reasonable accommodations, absent undue hardship, to qualified individuals with disabilities that enable them to perform their job duties. If you believe you need an accommodation regarding this policy because of a disability, you are responsible for requesting a reasonable accommodation from the Office of Human Resources.

- **Religious Accommodation**

UNE provides reasonable accommodations, absent undue hardship, to employees with sincerely held religious beliefs, observances, or practices that conflict with getting vaccinated. If you believe you need an accommodation regarding this policy because of your sincerely held religious belief, observance, or practice, you are responsible for requesting a reasonable accommodation from the Office of Human Resources.

- **Policy Modification**

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 and COVID-19 vaccines are changing as new information becomes available, further research is conducted, and additional vaccines are approved and distributed. UNE reserves the right to modify this policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy workplace.

- **Non-Retaliation**

UNE prohibits any form of discipline, reprisal, intimidation, or retaliation for reporting a violation of this policy or any other health and safety concern.