

UNE Employee COVID-19 Vaccination Requirement FAQ

Which COVID-19 vaccines qualify to meet the vaccination requirement?

You must receive one of the following vaccines:

- Pfizer–BioNTech COVID-19 vaccine
- Moderna COVID-19 vaccine
- Janssen/Johnson & Johnson COVID-19 vaccine

When do employees need to be fully vaccinated?

To ensure the health and safety of community before the beginning of the fall semester, UNE is requiring all employees to be fully vaccinated for COVID-19 by **August 16, 2021**.

What does it mean to be “fully” vaccinated?

The CDC states that individuals are fully vaccinated two weeks after their final dose of a COVID-19 vaccine, so the dates vary depending on the vaccine. To meet UNE’s deadline of August 16, 2021 for employees, an initial dose of vaccine will have to be received by:

- July 4, 2021: Moderna COVID-19 vaccine (two doses, four weeks apart)
- July 11, 2021: Pfizer-BioNTech COVID-19 vaccine (two doses, three weeks apart)
- August 1, 2021: Janssen/Johnson & Johnson COVID-19 vaccine (a single dose)

Do I need to be vaccinated if I have already had COVID-19?

Yes. Anyone who previously had COVID-19 will still be required to be vaccinated. Employees who have already had COVID-19 should consult with their medical providers and vaccination sites to determine the appropriate timing for their vaccinations.

What happens if I refuse to be fully vaccinated?

To protect the health and safety of the UNE community, we are requiring that all UNE students and employees be vaccinated prior to the fall semester. It is our hope that everyone will do so.

Unvaccinated employees and employees who do not have an approved accommodation will not be permitted to work and will face additional consequences, up to and including termination of employment. If any employee has any questions or concerns about the vaccination requirement they should contact the Office of Human Resources at HR-Covid19Questions@une.edu.

Will UNE be requiring other vaccinations for faculty and staff?

No. The only vaccination that the University is requiring of employees is the COVID-19 vaccine.

Will there be any exemptions to the vaccination requirement?

There will be two permitted exemptions to UNE's vaccination requirement:

- **Medical Condition/Disability:** A medical condition/disability accommodation will be made for students and employees for whom receiving the COVID-19 vaccination is medically inadvisable. In order to qualify for a medical condition/disability accommodation, employees must contact the Office of Human Resources at HR-Covid19Questions@une.edu to engage in the interactive process of assessing their request.
- **What if I am pregnant or may become pregnant or am breastfeeding?**
If you are pregnant or may become pregnant or are breastfeeding you should contact your medical provider to determine if COVID-19 vaccination is medically advisable. If the determination is made by your medical provider that receiving a COVID-19 vaccine is inadvisable, then you may follow the process to request a medical exception
- **Religious:** A religious accommodation will be made for employees who hold a sincere religious belief that is contrary to the vaccination requirement. Employees seeking a religious accommodation must contact the Office of Human Resources at HR-Covid19Questions@une.edu to engage in the interactive process of assessing their request.

How do I prove I have been vaccinated?

- Benefit-eligible employees must enter their vaccination information and upload a photo of their vaccination card in PeopleAdmin, the system established by UNE to track vaccine

information for employees. Instructions for completing this step were emailed to benefit-eligible faculty and professional staff and can be found on the Human Resources website.

- New hires will be provided instructions with their new hire paperwork.
- Adjuncts, temporary employees, and volunteers will be provided information by their college or unit.