

CRJ MANDATORY COVID-19 VACCINATION

POLICY:

The health and wellness of Cristo Rey Jesuit High School employees and students are critical in order for the School to maintain operations during the COVID-19 pandemic. **Therefore, all employees and students (together, Community Members) must be vaccinated against COVID-19 (including any necessary booster doses) unless they receive a medical or religious exemption pursuant to the procedure set forth below.**

PROCEDURE:

- 1.) Community Members must provide documentation to the School Nurse proving that they have received COVID-19 vaccination **(including any necessary “booster” doses)**.
- 2.) Vaccines are provided at no-cost by the Government.
- 3.) All Community Members must receive a vaccine unless an exemption is provided.
- 4.) Community Members seeking an exemption from vaccination on medical or religious grounds must submit their request in writing to Cristoreycares@crjstoreybalt.org prior to July 1, 2022. Exemption from vaccination may be granted to (1) Community Members for whom receiving the COVID-19 vaccine is medically contraindicated (e.g., because of an allergy to a vaccine component(s), because of a past adverse reaction to a vaccine, or because of a medical condition preventing vaccination) or (2) Community Members with sincerely held religious beliefs that conflict with receiving vaccinations. Community Members may be required to provide documentation supporting the exemption if the basis for the exemption is not apparent. In the case of a medical exemption, such documentation would ordinarily include a doctor’s note establishing the medical contraindication. In the case of a religious exemption, the documentation would ordinarily include a letter from a clergy member or other religious leader supporting the request, a letter from the Community Member’s doctor indicating that the Community Member has consistently refused vaccination on religious grounds, and/or an explanation of why vaccination would conflict with the Community Member’s sincerely held religious beliefs. Each request for exemption will be evaluated individually and the Community Member will be notified in writing if the request is approved, denied, or if additional information will be required. No adverse action will be taken against a Community Member for failure to receive a vaccination while a timely request for exemption is being reviewed.
- 5.) Employees who are on approved leave because of workers compensation leave, disability leave, or other leave of absence must be vaccinated prior to their return to campus.
- 6.) New Community Members will be notified of the mandatory vaccination policy and will be required to have the vaccine administered prior to entering campus.

Non-Compliance with Policy

A Community Member will be considered non-compliant if they refuse to obtain the vaccine when required, unless the Community Member has been approved for an exemption.

Community Members who fail to comply with the policy will be suspended and/or denied access to campus until they are compliant. If the Community Member fails to comply within two weeks from the beginning of their suspension, the Community Member may be expelled or terminated, as applicable.

Right to Change or Terminate Policy

The School reserves the rights to change/modify this policy.