

## COVID-19 Vaccination Policy

Caldwell Community College & Technical Institute (CCC&TI) partners with business, industry, and health care institutions to provide students with off-campus experiential learning. Some of these sites are requiring COVID-19 vaccination for students and employees participating in their programs. Sites have the right to mandate additional vaccinations and/or requirements (i.e., criminal background checks/drug screens) beyond the program's established requirements. Sites may, at any time, choose to deny students or employees access for failure to comply with established requirements. Therefore, CCC&TI students and employees participating in off-campus experiential learning that mandates COVID-19 vaccination are required to comply, absent a reasonable exemption.

Proof of vaccination must be submitted by completing the college's COVID-19 Vaccination Status Form. College administration and clinical staff will inform students and employees of a site's requirements, including deadlines for compliance.

Students and employees may apply for a medical or religious exemption. Students and employees who wish to request exemption to the vaccination requirement, may do so using the college's COVID-19 Vaccination Status Form. Medical exemption requests require documentation from an appropriate health care provider who is authorized to diagnose the medical condition that necessitates the exemption. Religious exemption requests require that a personal statement detailing the religious basis for your vaccination objection is provided.

Students and employees requesting exemptions may be asked for additional information as part of the decision-making process. Requests for an exemption will be reviewed on a case-by-case basis in accordance with applicable law. Refusal to provide such information may have an impact on the college's ability to understand the request and therefore the exemption may be denied. Students and employees requesting an exemption will be notified in writing after a decision is made. Exemption decisions are subject to appeal. An appeal may be requested by reporting the concern as outlined in Policy 6.28 - Student Grievance or Policy 4.9 - Employee Grievance.

In accordance with federal and state laws, the college will protect student and employee privacy and will not share health or religious information with any third-party other than the site(s) in which a student or employee is assigned.

Any site at their own discretion may choose to accept or reject an exemption granted by the college. If a site accepts a medical or religious exemption to the vaccination requirement, the site may impose additional requirements on the student or employee in order to allow participation. In that case, a person with an exemption is solely responsible for meeting the additional requirements (e.g., additional personal protective equipment, regular COVID testing, etc.) at their own expense. Because experiential learning is a critical component of education, unvaccinated students without an exemption acceptable to the facility will not have access to that facility. In such cases, a student may be unable to complete the clinical portion of their course requirements and thus unable to successfully complete the courses and/or programs.

The college reserves the right to modify this policy at any time. The Director of Human Resources, the Vice President of Student Services, and other appropriate college personnel are authorized to develop additional appropriate procedures to implement this policy.