

Health and Safety Directive: Mandatory COVID-19 Vaccination

Effective Date: August 6, 2021

A. Requirements

1. The following students and employees are required to be fully vaccinated for COVID-19 (as defined in Section A (3)) by the effective date of this Directive:
 - a. Students and employees with any on-campus presence, which is defined as being on the University Premises for any reason at all, including accessing any University-owned or controlled building or entering University property for any period of time;
 - b. Students participating in a University-sanctioned study abroad program, off-campus field work, internship program, or any other University-sponsored activity; and
 - c. Employees who are not on University Premises but who are conducting University business or research activity, or otherwise engaged in a University-sponsored activity.
2. Exceptions to the vaccination requirement set forth in Section A(1) are as follows:
 - a. Students who (i) are taking online courses **exclusively**, (ii) are not engaged in off-premises University programs or activities as defined in A.1.b, above, and (iii) will not have any campus presence, for any reason whatsoever;
 - b. employees who (i) are providing services **exclusively** remotely, or teaching courses **exclusively** online, outside of the physical presence of other University community members, (ii) are not engaged in any other off-premises University business or activities as defined in A.1.c, above, and will not have any campus presence, for any reason whatsoever; and
 - c. students and employees who have University-approved religious or medical exemptions from the vaccine requirement, as further defined in Section B.
3. Students and employees required to be vaccinated under this Directive must be fully vaccinated for COVID-19 with an FDA-authorized vaccine or a vaccine on the World Health Organization Emergency Use Listing (“Approved Vaccine”). Full vaccination with Approved Vaccines occurs two weeks after the last dose has been received.
4. Any international students or employees who have not been fully vaccinated with an Approved Vaccine or who have been unable to receive any vaccination must

immediately notify the University upon arrival in the U.S. The University will assist all unvaccinated international students and employees with receiving an Approved Vaccine upon their arrival on University Premises.

5. All students must submit proof of the COVID-19 vaccination through the Student Health Portal. All employees must attest to their COVID-19 vaccination status by submitting the Mandatory COVID-19 Vaccination Attestation via the AU Forward Portal.

B. Medical and Religious Vaccination Exemptions

1. Students and employees may seek an exemption to the vaccine requirement under these circumstances:
 - Medical: Students and employees who have medical conditions which preclude their ability to receive a COVID-19 vaccine. Students may submit medical exemption requests to SHC@american.edu for review. Employees may submit medical exemption requests via the AU Forward Portal.
 - Religious: Students and employees who have sincerely held religious beliefs which preclude their ability to receive a COVID vaccine. A student may request a religious exemption by following the University's procedures found here: <https://www.american.edu/ocl/kay/request-for-religious-accommodation.cfm#Immunizations>. Students who have a current religious exemption for immunizations on file with the University **will not be required to submit another exemption request for immunization** from the COVID-19 vaccination. Employees may submit religious exemption requests via the AU Forward Portal.

C. Additional Requirements for Unvaccinated Students and Employees

1. To ensure the appropriate health and safety measures for the entire University community, **students who are unvaccinated and do not have an approved exemption will not be permitted to reside in any University Residence Hall or in any University-owned or controlled building located on or off University Premises.** Further, a student's course registration may be subject to cancellation for failure to comply with this directive. Students with extenuating circumstances may request extensions, however, exceptions will only be considered for students who have received the first shot in a two shot vaccination series.
2. All unvaccinated students and employees, including those with approved exemptions, will be required to adhere to heightened standards for surveillance testing, and quarantine or other recommended mitigation standards and requirements as set forth in the applicable Health and Safety Directives listed under "Procedures and Guidelines" here: <https://www.american.edu/policies/safety-risk-management/communicable-diseases-policy.cfm>

D. Enforcement

Failure to comply with this Health and Safety Directive constitutes misconduct that is actionable under the Student Conduct Code, the Staff Personnel Manual, and the Faculty Manual. Violation by a student may result in disciplinary action, up to and including removal from University housing, cancellation of course registration, as well as suspension or dismissal from the University. Violation by faculty or staff may result in disciplinary action, up to and including suspension or termination. Any individual who fails to follow this Directive may be restricted from the premises.