



COVID-19 VACCINATION POLICY

A. Policy

With increasing COVID-19 cases, the spread of the highly contagious Delta variant, and the first full approval by the U.S. Food and Drug Administration (the "FDA") of a COVID vaccine, Capital University has adopted a mandatory COVID-19 vaccination policy to safeguard the health and well-being of our students, faculty, and staff, and to protect our campus environments. This policy follows the recommendation of the Centers for Disease Control ("CDC") and the American College Health Association ("ACHA"), and is intended to comply with all state and local laws.

The University has the deepest appreciation and respect for all of our faculty, staff and students, and the University must maintain a safe environment for everyone in our community. This decision to mandate the COVID vaccine is based on the threat of the Delta variant, the FDA's approval of the Pfizer-BioNTech COVID-19 Vaccine, the likelihood that the other vaccines will soon be approved, the strength of the science surrounding the vaccine, and the overwhelming support for requiring vaccination from public health agencies. Research shows that vaccination is the safest and most effective way to protect against COVID-19.

B. Applicability

This policy applies to all students (in all programs), and all employees (not including contractors or vendors). Effective August 27, 2021, Capital University is requiring all students, faculty, and staff to be fully vaccinated against COVID-19, subject to the deadlines below.

All current students, faculty, and staff, who will be enrolled or employed during spring semester 2022, are required to have completed the shot sequence of the COVID vaccine no later than Friday, December 17, 2021. This means having the both shots of any qualifying 2 dose COVID-19 vaccine (Pfizer, Moderna, or AstraZeneca), or the single shot of any qualifying 1 dose COVID-19 vaccine (Johnson & Johnson) by this deadline.

Beginning with the start of spring semester 2022 classes, all continuing and new students, faculty, and staff must be fully vaccinated against COVID-19 prior to beginning employment or starting classes. A person is considered fully vaccinated against COVID-19 when it has been at least two weeks after receipt of the final dose in the initial vaccination series (depending on the vaccine, after either 1 dose or 2 doses).

C. Accepted COVID-19 Vaccines

COVID-19 vaccines that qualify under this policy are any vaccines that have received full U.S. Food and Drug Administration (FDA) approval, vaccines that have received FDA Emergency Use Authorization, and vaccines that have received full approval or Emergency Use Listing by the World Health Organization (WHO).

Currently, these qualifying vaccines include: Pfizer (2 dose); Moderna (2 dose); Johnson & Johnson/Janssen (1 dose); and Astra-Zeneca (2 dose).

For the status of COVID-19 vaccines authorized by the FDA: <https://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/covid-19-vaccines>

For the status of COVID-19 vaccines approved by the WHO: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/covid-19-vaccines>

D. Documentation of Vaccination

Capital University strongly encourages all students and employees to receive the COVID vaccine before expiration of the deadlines. To establish that they have been fully vaccinated, individuals should provide a copy of their COVID vaccination card, signed written evidence of immunization from the authorized healthcare provider who provided their vaccination, or a vaccination certificate from a state immunization registry.

Individuals are asked to provide information on vaccination status and upload an image of their vaccine verification card using a brief Qualtrics survey accessed through this link:

https://capital.az1.qualtrics.com/jfe/form/SV_6FsT8L8BKqTMi8u

E. Exemption Requests

A limited set of medical or religious exceptions will be approved on a case-by-case basis.

Medical Exemptions: An individual can request a health-related exemption through submission of appropriate documentation from their treating health care provider. Any health-related exemptions should be based on medical contraindications and precautions for immunization as based on the most recent General Recommendations of the Advisory Committee on Immunization Practices (ACIP)/CDC, and will be reviewed on a case-by-case basis.

In addition, those with a history of allergic reactions to other vaccines or medical injections will be considered for exemptions on a case-by-case basis with appropriate documentation of the allergic reaction provided by the individual's treating health care provider.

Individuals with a history of either a documented COVID-19 infection or a history of having received a COVID-19 monoclonal antibody infusion within 90 days prior to the deadline will be eligible for a temporary exemption until after the end of the 90-day period. The individual will then be required to receive a COVID-19 vaccination within 14 days of the end of the exemption.

Religious Belief Exemptions: This is an exemption based on an individual's genuine and sincerely held belief that receiving a vaccination against COVID-19 is contrary to the tenets of their religion. Individuals must submit a request for religious exemption, and as part of the request, the individual must attest to their reason for exemption and explanation. These requests will be reviewed on a case-by-case basis.

Exemption Determinations: The University will review each request for a medical or religious exemption and will make a determination expeditiously and in a fair and nondiscriminatory manner on a

case-by-case basis. Individuals will be informed of the exemption determination, and may be contacted if questions arise during the review process. Exemptions are not guaranteed.

Students and employees who are approved for an exemption will be required to:

- Wear a mask when in University buildings.
- Complete the daily symptom tracker whenever participating in-person in university work, classes, or activities.
- Participate in the University's weekly COVID surveillance testing.
- Need to quarantine if identified as having been exposed as a close contact during contact tracing, and need to isolate if you test COVID positive.
 - Employees who are unable to perform their job responsibilities while in quarantine or isolation must use their paid or unpaid leave time.
 - Students who are required to quarantine or isolate will not be able to attend in-person classes or University activities during their quarantine/isolation period.

These requirements for exempted/non-vaccinated individuals may change to reflect new recommendations related to preventing the spread of COVID-19.

An approved medical or religious exemption does not allow an employee to work entirely remote.

Individuals who are fully vaccinated still must follow all University required COVID health and safety protocols including the University's mask policy.

F. Compliance

Employees who are not in compliance with this policy will not be allowed on Capital's campuses after January 2, 2022 and will be placed on unpaid leave until their employment status is determined by the University. Failure to comply with the provisions of this policy, including violations of requirements for those who have not been vaccinated (i.e., those who receive a medical or religious exemption) may lead to corrective action up to and including termination of employment.

Managers will receive a report of staff who have been granted an exemption (no confidential information will be shared) to monitor and ensure compliance with all health and safety requirements

Students who are not in compliance with this policy by the start of classes for spring semester 2022 will not be allowed on Capital's campuses and will be unenrolled from the University.

G. Policy Modification

Governmental and public health guidelines and restrictions, and industry best practices regarding COVID-19 change as new information becomes available. The University 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 university environment.