



COVID 19 Vaccination Policy

Effective August 31, 2021

Purpose:

Montserrat College of Art is committed to providing a safe and healthy work environment for all members of our community, including faculty and staff. To provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our employees, their families, our students, and the community at large from COVID-19.

This policy complies with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention, the Beverly health department and all applicable state and local health orders.

Scope:

This policy applies to all employees. Employees are required to receive the COVID-19 vaccine unless an exemption is approved. Concerns about receiving a COVID-19 vaccine should be directed to your personal physician.

Procedures:

Following the guidance provided by the American College Health Association (ACHA) and the Association of Independent Colleges and Universities in Massachusetts (AICUM), Montserrat College of Art is requiring the COVID-19 vaccination for all students, faculty, staff, and vendors on-campus for the 2021-2022 academic year.

All members of the community are expected to be fully vaccinated against COVID-19 or have an approved exemption in place by the start of the semester: August 28, 2021.

All employees must: (1) obtain the vaccination and provide proof of vaccination (a copy of their vaccination card) to the College's Health Director or (2) request an exemption as detailed below. Employees will be paid for time taken to receive vaccinations. Employees must coordinate with their managers to schedule appropriate time to comply with this policy.

Employees not in compliance with this policy will be placed on unpaid leave for thirty days or until proof of vaccination or an exemption is approved. Noncompliance with this policy may result in termination.

Exemption:

Employees in need of an exemption from this policy due to a medical reason or because of a sincerely held religious belief, must complete an exemption request form.

Medical exemptions will require an explanation from your physician. Religious exemption will require a personal statement, in your own voice, describing your sincerely held religious belief. Philosophical exemptions will not be accepted. Philosophical beliefs are not identified as sufficient reason for exemption by law in Massachusetts, even if signed by a physician. Only medical and religious exemptions are acceptable.

To request an exemption for one of the above reasons please complete the following documentation found here: <https://www.montserrat.edu/covid-19-vaccine-policy/>. Completed forms should be submitted to the College's Health Director.

If you believe that you have been treated in a manner not in accordance with this policy, please notify Human Resources immediately. You may request an exemption without fear of retaliation.

Please direct any questions regarding this policy to the Human Resources.