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June 8, 2021 – Frequently asked questions about the COVID-19 vaccination policy

UC Hastings College of the Law

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Frequently asked questions about the COVID-19 vaccination policy

Q1. Is the COVID-19 vaccination requirement a permanent change?

A1. No. The new requirement is based on an assessment of the current situation and will be revisited in May 2022.

Q2. To whom does the policy apply?

A2. The policy, which the College's Core Pandemic Response Team developed and the Chancellor & Dean approved, applies to all UC Hastings students, faculty, and staff.

Q3. What about visitors to UC Hastings? Will they be required to provide proof of vaccination in order to gain entry?

A3. The College is developing appropriate standards for all individuals accessing campus facilities including contractors and visitors. Departments that anticipate having visitors on campus after July 1 should reach out to Chief Human Resources Officer Andrew Scott or Chief Operating Officer Rhiannon Bailard to discuss.

Q4. Is there a consequence if a student or employee does not get a COVID-19 vaccination and needs to be on campus?

A4. Individuals who cannot provide valid documentation showing receipt of a COVID-19 vaccination and who do not have an approved exemption or accommodation will not have access to college facilities.

Because the first year of the JD program is an in-residence program that requires all first-year students to take in-person classes, first-year students are not vaccinated and who do not have an approved exemption or accommodation would need to defer enrollment. Upper-division JD students would be limited to taking online units, which are capped at eight units each semester and 15 total units for graduation, unless a student has an approved disability-related accommodation to take more online units than the maximum allowed by our regulations. CSL, MSL, and LLM students would be limited to taking online units, mindful of the limits applicable to the degree program regarding the number of online units that may count towards the degree. For more information, see [this policy](#).

For employees, unexcused absences resulting from failure to comply with this policy may result in corrective action or discipline.

Q5. How will proof of COVID-19 vaccination be collected?

A5. Students will provide COVID-19 vaccination data to Carbon Health via the Health Pass feature on its app, which will be transmitted to the Assistant Dean of Students to monitor policy compliance and manage student ID badge access. Faculty, staff, and other affiliated community members will submit vaccination data to Sentry MD, a third-party health records vendor. Data will be transmitted to Human

Resources and Operations to monitor policy compliance and manage employee ID badge access. Data regarding vaccinations will only need to be provided once. Entry to campus buildings will be restricted to those who have been vaccinated or have approved exemptions or accommodations that permit access.

Q6. Are there any exemptions from the vaccination requirement?

A6. Yes. Individuals may request a medical exemption by having their health care provider complete the Medical Exemption Request Form, and then submitting the form to the Assistant Dean of Students (for students) or Human Resources (for employees). The College will also consider requests for religious or disability accommodations, which will be handled through the normal interactive process. Students should be mindful of the deadlines describe in the policy. Due to the severe risks posed by the potential spread of COVID-19, no other exceptions apply.

Q7. Why was the July 1 date selected?

A7. The July 1 date was selected to provide sufficient time between notice and implementation for community members to get vaccinated prior to the College's general re-opening on August 1.

Q8. What should I do if I have scheduled my vaccinations but won't be fully vaccinated by July 1 and I need to be on campus?

A8. Students in this situation should contact Assistant Dean Hum at humgrace@uchastings.edu. Staff and Faculty should contact Chief Human Resources Officer Andrew Scott at scottandrewf@uchastings.edu. Please be prepared to provide your vaccination appointment details.

Q9. I received an international vaccine that is not FDA-approved, and I am unclear if it satisfies the requirements of this policy. Who should I contact?

A9. Vaccines that were authorized for emergency use by the WHO are acceptable in order to satisfy this requirement. As of May 25, 2021, this list includes COVID-19 vaccines manufactured by Pfizer, AstraZeneca, Johnson & Johnson, Moderna, Sinopharm, and Sinovac. If you received a different vaccine, please contact Assistant Dean Hum at humgrace@uchastings.edu (students) or Chief Human Resources Officer Andrew Scott at scottandrewf@uchastings.edu (faculty and staff). If you are arriving internationally and have not yet received a vaccine, some airports are offering vaccinations upon arrival including SFO (San Francisco), LAX (Los Angeles), and SNA (Orange County).

Q10. Will workers be granted paid time off to obtain the vaccine?

A10. All employees were allotted 80 hours of paid time off for qualifying COVID-19-related absences, which included time off to obtain a vaccination. If you have already received a vaccination and used sick time or another form of accrued time off, please notify HR so we can adjust your timesheet and reimburse you for those accruals. If you exhausted the 80 hours of COVID-19-related paid time off prior to

obtaining a vaccination, you may use accrued sick leave, vacation, or personal holiday hours when getting your vaccination.

Q11. Will unvaccinated individuals with an approved exemption or accommodation be allowed on campus?

A11. Yes. But such individuals may be required to engage in a variety of precautions to keep themselves and others safe, such as wearing face coverings, social distancing, regular COVID-19 testing, etc. Details about this protocol will be provided to individuals when they are approved for an exemption or accommodation.

Q12. If someone asks me about my vaccine status, am I required to provide that information?

A12. No, you are not required to disclose your vaccination if asked. You are only required to provide your vaccination information to Carbon Health (students) or Sentry MD (employees).