



COVID-19 Vaccination Policy

Policy Statement:

Throughout the COVID-19 pandemic, Hollins University's Culture of Care has been grounded in the shared responsibility and accountability that each of us makes a commitment to care for all members of our community. This unwavering commitment includes taking steps to ensure that we stay well in order to protect ourselves and others and to maintain safe and healthy living, learning, and working environments. Within this overarching framework and to mitigate the risk of transmission of COVID-19 on campus and in the surrounding community, Hollins University requires that **all** members of the campus community submit valid proof of full COVID-19 vaccination by July 30, 2021.

Effective December 31, 2021, the definition of full vaccination is updated to include CDC recommended boosters, and **all** members of the campus community must be vaccinated and boosted by **January 20, 2022**.

Scope/Applicability:

This policy applies to **all** campus community members. "Campus community" members include: (a) students enrolled at Hollins University, (b) employees of Hollins University, (c) individuals performing volunteer services on the Hollins campus, and (d) employees of certain contracted third-party vendors ("vendor") who regularly perform services on the Hollins campus.

Definitions:

COVID-19 Vaccine: A [vaccine authorized or approved](#) by the U.S. Food and Drug Administration (FDA). As of March 31, 2022, this includes: (a) Pfizer-BioNTech COVID-19 Vaccine, (b) Moderna COVID-19 Vaccine, and (c) Janssen COVID-19 Vaccine by Johnson & Johnson.

Fully Vaccinated: An individual is considered fully vaccinated after receiving all primary doses of a two-dose vaccine (currently Pfizer-BioNTech COVID-19 Vaccine and Moderna COVID-19 Vaccine) or a single-dose vaccine (currently Janssen COVID-19 Vaccine by Johnson & Johnson) **and** recommended booster(s) at the [interval recommended by the CDC](#).

Vaccination Record Requirement:

Accordingly, except as otherwise provided below, all members of the campus community must submit a valid, written verification that they are fully vaccinated with a COVID-19 vaccine. The verification for employees, students, and volunteers must be uploaded through a vaccine survey. A vendor whose employees must be fully vaccinated shall provide to the Hollins University Human Resources Office written certification confirming that, except as provided below, **all** of the vendor's employees working on the university's campus provided the vendor with the necessary verification (as described herein) demonstrating that their employees are fully vaccinated.

International students who do not have access to the FDA-approved vaccines noted above or the WHO-approved COVID-19 vaccines (AstraZeneca-Oxford COVID-19 vaccines, Sinopharm COVID-19 vaccine, Covishield COVID-19 vaccine, Covaxin COVID-19 vaccine, and CoronaVac COVID-19 vaccine), or who have not completed the required series of those vaccines, will be required to begin the COVID-19 vaccination process upon the earlier of (a) their entry/return to the U.S. or (b) their entry/return to the Hollins campus. These international students will be required to follow university public health protocols for exempt unvaccinated individuals until they reach full vaccination.

Acceptable documents serving as verification of COVID-19 vaccination include:

- A completed CDC COVID-19 Vaccination Record Card
- A medical record signed by a licensed health care provider indicating vaccine name and dates of vaccine administration
- An official record from the Virginia Department of Health or other state health department indicating vaccine name and dates of administration

New Members of the Hollins Campus Community:

New employees/rehires/volunteers: must provide valid proof of full vaccination after accepting an employment offer/volunteer engagement from Hollins. If the full vaccination has not been achieved by the first date of employment/volunteer engagement, the Human Resources Office will provide these new employees/volunteers the deadline to provide proof of full vaccination, and these individuals will be required to follow university public health protocols for exempt unvaccinated individuals until they reach full vaccination.

New students or reenrolled students: must provide valid proof of full vaccination no later than eight (8) weeks prior to the beginning of their first academic term or re-enrolled term, but under all circumstances, before they arrive on campus.

Exemptions from COVID-19 Vaccination Requirement:

A member of the campus community may be considered for an exemption from the COVID-19 vaccination requirement on the following bases:

- A. Medical Contraindication: To request an exemption based on a medical contraindication to the COVID-19 vaccine, a member of the campus community must submit for review a detailed written statement from a health care provider licensed to practice medicine in the United States, not related to the campus community member, that includes the specific diagnosis of condition and/or treatment which contraindicates a COVID-19 vaccination and is detrimental to the campus community member's health and the duration of the contraindication. When a medical contraindication no longer exists, the campus community member granted the exemption must then comply with the vaccination record requirement of this policy. Employees, volunteers and students must submit a completed COVID-19 Vaccine Exemption Request Form *including any required documentation*. Links to these forms may be requested from Human Resources (for employees) and Health and Counseling Center (for students).

New employees, rehires, and volunteers wishing to request a medical exemption must submit a request within two (2) weeks of the date of their acceptance of employment/volunteer engagement with the university. **New** students enrolled or re-enrolled students at the university must submit a request no later than 10 weeks before the beginning of their first/re-enrolled academic term.

- B. Religious Tenet or Practice: To request an exemption based on one's deeply held religious tenets or practices, a member of the campus community must submit for review a sworn declaration that addresses how the vaccination conflicts with the member's bona fide religious tenets or practices. A philosophical, moral, or political objection to vaccination does not qualify as the basis for exemption on religious grounds. Employees, volunteers and students must submit a completed COVID-19 Vaccine Exemption Request Form *including any required documentation*. Links to these forms may be requested from Human Resources (for employees) and Health and Counseling Center (for students).

New employees, rehires, and volunteers wishing to request a religious exemption must submit a request within two (2) weeks of the date of their acceptance of employment/volunteer engagement with the university. **New** students enrolled or re-enrolled students at the university must submit a request no later than 10 weeks before the beginning of their first/re-enrolled academic term.

- C. Contracted Third-Party Vendor: A vendor can obtain a form for a medical or religious exemption for one of its employees from the Human Resources Office. The vendor shall provide to the Human Resources Office a written certification confirming a validly executed medical or religious exemption form.

Campus community members approved for an exemption will likely remain subject to symptom screening, mandatory testing, physical distancing and masking, quarantine in the case of close contact with an infected person, off-campus isolation in the case of infection, or limited access to certain university activities, events, or travel, or in accordance with applicable public health regulations and guidelines. Details will be communicated as necessary to individuals approved for an exemption.

Notices:

Failure to fully and honestly comply with this policy will result in removal of the campus community member from campus and/or termination of employment at Hollins. Failure to comply with any of the university's associated public health protocols and requirements may result in disciplinary action up to and including removal from campus and/or termination of employment.

It is the policy of the university that in the event of an outbreak of or other suspected exposure to COVID-19, unvaccinated members of the campus community may be excluded from campus. This follows the recommendation of local and state public health officials and departments. This is for the safety and protection of the affected employee as well as the campus community at large.

Policy Background:

Hollins has made this decision after a thorough review of the ongoing guidance as provided by the Centers for Disease Control and Prevention, the Occupational Safety and Health Administration, the Virginia Department of Health, and the Virginia Department of Labor and Industry. With the strong ongoing scientific evidence of the safety and efficacy of these vaccines, we know the vaccination of employees and students is critical to the university's ability to meet its highest priority since the pandemic began — maintaining the health and well-being of all members of the campus community. With the availability of vaccines, campus community members are already fully vaccinated. Data suggest that the COVID-19 vaccines not only protect those vaccinated from serious infection but also are protective for asymptomatic infection and the risk of transmission of the virus to others. Higher education institutions across the commonwealth and country are requiring vaccination of the members of their communities.

There are a number of benefits to a vaccination requirement, including:

- It provides the opportunity to resume a more normal college experience and return to pre-pandemic activities because it is the best approach to avoid the spread of COVID-19 in the campus community's close and active living, learning, and working environments
- In-person instruction and interaction between professors and classmates provide the richest educational benefits for the university's students
- A residential experience that promotes regular in-person contact with others in the Hollins community allows the university to provide the best educational setting possible
- It may mitigate some of the mental health effects of pandemic student isolation
- It helps to alleviate anxiety and discomfort for faculty, staff, and students who are justifiably fearful of COVID-19
- It reduces the predictable impact of the spread of COVID-19 on campus and in the local community
- It provides clear signals to prospective and admitted students and their parents and prospective and new employees about the importance of support of the health and well-being of the campus community at Hollins

Policy Modifications:

This policy is subject to modification in response to the evolving nature of the COVID-19 virus and changes to the public health guidance issued by state and federal authorities.

Effective Date	April 30, 2021
Updated	June 1, 2021
Updated	November 11, 2021
Updated	December 31, 2021
Updated	March 31, 2022

[CDC COVID-19 Vaccination Information](#)