



## **COVID-19 VACCINATION POLICY FOR STUDENTS**

as of 9/9/21

This policy was originally issued on May 19, 2021. Because on August 23, 2021, the U.S. Food and Drug Administration issued full approval of the first COVID-19 vaccine, and in light of President Biden's announcement regarding vaccines and his COVID-19 Action Plan on September 9, the following vaccine policy now applies to all students.

### **I. PURPOSE OF THE PROGRAM**

COVID-19 is a highly contagious virus that can cause mild to severe respiratory illness and even death (particularly among older adults and individuals with certain underlying medical conditions). The disease is transmitted mainly by respiratory droplets from people infected with the virus who are physically near (within 6 feet) or in direct contact with the secretions of another person. The droplets can be produced by the infected person coughing, sneezing, talking, singing, belching and other actions. COVID-19 is so virulent that on March 11, 2020 the World Health Organization declared a pandemic.

Government efforts to control the disease through mandated social distancing, wearing of masks, testing and contact tracing have not been successful in stopping the spread of the virus. In fact, based on guidance from the U.S. Centers for Disease Control and Prevention (CDC) and public health authorities, the U.S. Equal Employment Opportunity Commission (EEOC) concluded that an individual infected with COVID-19 may pose a "direct threat" – in other words, "a significant risk of substantial harm to the health or safety of the individual or others that cannot be eliminated or reduced by reasonable accommodation."

The U.S. Food and Drug Administration (FDA) initially granted Emergency Use Authorization (EUA) to two vaccines – one made by Pfizer and the other by Moderna – to protect people from getting COVID-19. A vaccine issued by Johnson & Johnson has followed and others are on the way. The Pfizer/BioNTech COVID-19 vaccine received full approval by the FDA on Aug. 23, 2021.

On September 9, 2021, President Biden issued a six-point initiative to boost vaccinations, improve access to testing and make Covid-19 treatments more widely available.



## II. VACCINATION REQUIREMENTS

1. All Students must provide verification of being fully vaccinated against COVID-19 before entering HPU's Downtown, Hawai'i Loa or Makapu'u campuses or participating in a University-sponsored program, but not including programs on military bases, which are subject to separate policies and procedures.
2. Any Student who has not provided verification of being fully vaccinated against COVID-19 may still enter HPU's Downtown, Hawai'i Loa or Makapu'u campuses, or participate in a University-sponsored program not on a military base, provided that the student provides proof of a current negative COVID-19 test in accordance with the University's COVID-19 testing policy, and completion of the daily health screening form and personal temperature check at a University screening station. Generally tests must be taken within 48 hours of entry. Please note that certain programs do not have a "test-out" option and vaccination is required absent an approved medical or religious exemption.
3. There is no vaccination requirement or COVID-19 testing requirement for Students who enroll only in online courses and do not come to campus, do not participate in University-sponsored, in-person programs, and do not reside in University-sponsored housing.
4. Students residing in University student housing must provide verification of being fully vaccinated for COVID-19 before January 1, 2022. Those who as of this date have not done so, are currently unvaccinated or who have received an exemption must adhere to the University's COVID-19 testing policy, as well as complete the daily health screening form and have their temperature taken at a University screening station.
5. Students in the following courses or engaged in the following activities must provide verification of being fully vaccinated in order to participate in the class or activity:
  - a. Students engaged in clinical or other practica with vaccination requirements, such as congregate settings (hospitals or care homes);



b. Students engaged in marine vessel or other laboratory activities requiring close contact;

c. Student athletes, effective January 1, 2022, provided, however, that any currently unvaccinated student athlete, including an athlete receiving an exemption, must comply with University and NCAA testing requirements and cannot engage in university-sponsored off-island travel, including travel for competition purposes regardless of participation in the testing program;

d. Students engaging in University-sponsored elective choral and singing activities and classes, instrumental groups and classes, and theater productions and classes;

e. Students accessing University fitness facilities and/or engaging in University-sponsored elective recreational, wellness, and fitness activities requiring close contact;

f. Students engaging in elective University-sponsored travel (transpacific or inter-island);

g. Students accessing University dining facilities and the Student Union, *unless otherwise able to provide a negative COVID-19 test result taken within 48 hours of entry; and*

h. Students working at the University as University employees.

6. Non-vaccinated students, students receiving an exemption and less than fully vaccinated students, regardless of test result i.e., even if the test is negative, may be ineligible to participate in some activities, events or opportunities, including employment and university sponsored travel.

### **III. Accommodating Individuals Who Cannot Take The Vaccine**

HPU will provide reasonable accommodations to individuals who, because of sincerely held religious beliefs or medical reasons, cannot take the COVID-19 vaccine. Individuals who are unable to take the vaccine must submit a written request for accommodation in accordance with the procedures set out in Section IV below.



#### **IV. PROCEDURE<sup>1</sup>**

##### **A. Notice Of, And Response To, Vaccination Requirement<sup>2</sup>**

1. Notice - Students will receive written notice from HPU that they are subject to mandatory vaccination. The Notice from HPU shall include the following information.

- a. If vaccinated, the process and time period for providing proof of vaccination.
- b. If not yet vaccinated, the approximate time period during which the individual will be expected to take his/her first and second doses of the vaccine (the "Vaccination Period");
- c. If the employee or student is unable to receive the vaccination due to medical reasons or religious beliefs, the process and time period to request an accommodation.
- d. A link to this Policy, including section V, Discipline, detailing the consequences for refusing to comply with this Policy.

2. Request for reasonable accommodation - If the individual is requesting reasonable accommodation in lieu of vaccination, then he/she/they must submit a COVID-19 Vaccination Request for Medical Exemption Form or COVID- 19 Vaccination Request for Religious Exemption Form (and supporting materials, as appropriate) explaining the individual's need for accommodation. Pregnancy and breastfeeding are included as medical conditions for the purposes of COVID-19 vaccinations.

Upon receipt of a request for accommodation, HPU will notify the individual if the request has been approved and, if so, the alternative provisions he/she/they must comply with.

##### **B. Vaccination Procedures**

Individuals should check with a health care provider to ensure receipt of appropriate dosages and receive instructions on post-vaccination monitoring.

Individuals who receive the vaccination must continue to comply with University safety policies, including wearing masks, practicing social distancing, and continuing to follow infection control practices (e.g. washing hands, sneezing into elbows, etc.).

<sup>1</sup> For more details, please reference policies maintained by the Dean of Students Office.

<sup>2</sup> Notices and correspondence will be issued from HPU's Student Life Department.



### **C. Documentation**

1. All documents generated as part of this program (e.g., Notice of vaccination requirements, vaccination schedules, requests for accommodation and responses to such requests, and any records of adverse reactions) are considered Confidential Medical Records. Such records shall be retained in separate, secured files with restricted access.
2. Disclosure of the foregoing records shall only be made in accordance with applicable federal and state laws, upon consent of the individual in question, or upon court order.

## **V. DISCIPLINE**

### **A. Definition Of “Refusal To Take Vaccine”**

For purposes of this program, “refusal” to take the COVID-19 vaccine shall include: (a) individuals who refuse to participate in the program on a timely basis; (b) individuals who fail to provide documentation to support their request for accommodation on a timely basis; and (c) individuals who fail to provide proof of vaccination on a timely basis.

### **B. Refusal To Take Vaccine**

Students who have received Notice that they are required to take the COVID-19 vaccine and who refuse to take the vaccine after being reminded to do so and who have not been granted an exemption, will be restricted from attending the particular class or classes and/or particular activity or activities for up to 1 week. If by the end of that period, the student has failed to comply with the vaccine requirement, the student will be removed from the particular class or classes or prohibited from participating in the particular activity or activities.