



## Requirement of COVID-19 Vaccinations

Approved 6/15/2021

The Unitarian Society cares for the safety and inclusion of all, while aiming to continually create and sustain a robust congregation. This includes members, friends, visitors, renters, and especially relevant to this policy: employees. In this time of decreasing pandemic restrictions, while recognizing that COVID-19 is likely to become endemic to our society, our attention is focused on creating shared workspaces that are safe and conducive for individual employees, teams of employees sharing work space while working on their own, or pairs and teams collaborating together in person.

Under federal and state law, an employer can require that employees, or others such as volunteers with specific responsibilities (e.g. working directly with children), receive full COVID-19 vaccination, “unless the employee cannot get the vaccine because of a disability [medical exemption], because their doctor has advised them not to get the vaccine while pregnant or breastfeeding, or because of a sincerely held religious belief, practice, or observance.” As per the state of New Jersey, employers generally may request medical documentation to confirm a medical or religious exemption, while ensuring that information about the nature of the medical exemption/disability is kept confidential.

In cases of medical exemption/disability, the employer must provide a reasonable accommodation from their mandatory vaccine policy, unless doing so would impose an undue burden on their operations. Reasonable accommodation may include remote work, the use of personal protective equipment (e.g. mask), and other strategies that sufficiently mitigate the employee’s risk of transmission and exposure. Under federal law, [employees may be entitled to compensable work time](#) for their time spent waiting for and receiving a vaccine. The Unitarian Society is happy to support our staff in getting the vaccine by doing so on work time.

### **Policy**

Effective August 15, 2021, all TUS staff, as well as any volunteer working directly with children and youth, must be fully vaccinated with regards to COVID-19, unless they are unable to be vaccinated in accordance with an exemption listed in this policy.