



## PLU COVID-19 Vaccination Policy for Faculty and Staff

June 2021

On May 21, the governor issued a Healthy Washington Proclamation [20-15.13](#) requiring employers to obtain proof of vaccination or obtain a self-attestation from each employee, certifying their fully vaccinated status, before the employee may work at a worksite without wearing a mask.

The Washington State Department of Health will issue guidance for Higher Education which makes it clear that only campuses requiring students, faculty and staff to be vaccinated will be allowed to eliminate physical distancing and other extensive mitigation requirements this summer and fall.

As a result of these two important developments, and in order for PLU to return to anything resembling a normal, in-person campus this fall, it is a requirement that all PLU students, faculty and staff be fully vaccinated against COVID-19.

In order for PLU to comply with the Governor's proclamation, we are choosing a simple [attestation form](#) by which employees can certify their full vaccination status. We are not asking for vaccination cards, however PLU does reserve the right to randomly verify vaccination status.

Department heads will be provided with a list of individuals who are permitted to work without facial coverings or physical-distancing requirements. This information will be continuously updated as employees complete the attestation.

Faculty and staff should plan to complete their vaccine series as soon as possible, but no later than two weeks prior to the start of fall semester. This allows sufficient time to reach fully vaccinated status before the start of the academic year. You can find COVID-19 vaccine appointments in Washington State [here](#).

### **Exemptions**

Faculty and staff with documented medical or religious/right of conscience exemptions will be accommodated and not required to receive the vaccine. Medical exemptions are based on CDC contraindications for the vaccine and must be discussed with and signed off by a healthcare provider. Exemption forms may be found on the Human Resources [Documents and Forms](#) webpage.

Given unknown vaccine requirements of foreign jurisdictions, exemptions may preclude participation in international Study Away programs.

Questions concerning exemptions should be directed to Human Resources.

### **Exempt and partially vaccinated employees**

Employees that are exempt and those employees waiting to complete their vaccine series must comply with additional mitigation protocols, including:

- Wearing a mask in most indoor and some outdoor settings
- Following the CDC and Washington State recommendations to quarantine if exposed to a positive case
- Quarantining and testing prior to and upon return from travel out of state

The university will continue to review CDC and Washington State guidance to inform policy and procedures.

### **Employees with COVID-19-like symptoms**

Any employee who develops illness symptoms consistent with COVID-19, regardless of vaccination status should contact their healthcare provider for evaluation and possible COVID-19 testing.

**Please visit our [COVID-19 Vaccine FAQs](#) for further information.**



**COVID-19 Vaccine Exemption Request Form**  
**Religious Beliefs/Right of Conscience Exemption Request**

Request for exemption based on religious beliefs: may occur if the bona fide religious beliefs of an employee are contrary to immunization with a COVID-19 vaccine. This exemption also includes employees who object to COVID-19 vaccination due to the right of conscience. Right of conscience is broadly defined to include philosophical or conscientiously held beliefs that may not be tied to a particular organized religion. Employees will be exempt from the COVID-19 vaccination requirement upon submission of the written statement below stating the religious, philosophical, or conscientiously held beliefs that are in opposition to the immunization requirement. Employees must also indicate that they have read and understand the COVID-19 vaccine policy by initialing the box below.

Statement: (Attach additional sheets if necessary)

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[ ] I have read the PLU COVID vaccine policy and understand the implications of choosing to exempt myself from vaccination (*initials required*)

Name \_\_\_\_\_ PLU ID \_\_\_\_\_  
Signature \_\_\_\_\_ Date \_\_\_\_\_

Send completed form to PLU Human Resources.  
12180 Park Ave. S, Tacoma, WA 98447 | ph: (253) 535-7185 | fax: (253) 535-8431