

MANDATORY VACCINATION POLICY FOR EMPLOYEE

In its efforts to provide the reasonably safest work and education environments, Rowan University (including the Rowan University School of Osteopathic Medicine and The Cooper Medical School of Rowan University) will be implementing a mandatory vaccination requirement for all employees. The mandatory vaccination requirement for managerial employees and AFT employees has been in effect since September 15, 2021. The mandatory vaccination requirement for all other employees will be effective October 18, 2021.

All employees are required to comply with the University's immunization requirement and be fully vaccinated (two doses as applicable) by December 18, 2021 unless they request and are granted an exemption to this requirement for either a sincerely-held religious belief or a medical exemption. Requests for exemptions must be submitted by no later than October 31, 2021. Applications for exemptions can be found at the following links:

- For sincerely-held religious exemptions https://sites.rowan.edu/hr/docs/religious_accomodation_request_form.pdf
- For medical exemptions: <https://sites.rowan.edu/equity/disabilities%20.html>
- Proof of vaccination must be provided to the Office of Human Resources via this link <https://asaforms.rowan.edu/Forms/vaccineIncentive/index>.

Should an employee's request for exemption be denied, the employee may appeal the denial to the review committee. The review committee is comprised of representatives of Human Resources, General Counsel, Academic Affairs and clinical experts as required. If an exemption or an extension is granted or until an employee's full vaccination status has been appropriately documented with the University, employees are required to comply with University Health and Safety protocols including face coverings and COVID testing, as determined by the university.

Managers who do not comply with the vaccination mandate requirements or do not comply with COVID testing requirements will be subject to progressive disciplinary action up to and including suspension and termination.

IFPTE, PBA SLEU, or CWA employees (Glassboro and Camden campuses only), protocols regarding non-compliance and testing (including applicable dates and such) are listed in memorandums of agreement agreed to between the unions and the state. Those memorandums will be posted on the Rowan University HR website (under the "VACCINATION" section) shortly for your convenient reference. It may be advisable for these employees to refer to these documents to get a clearer understanding of the requirements. For all other non-management employees, the University will speak with relevant union officials about protocols, should those organizations wish to speak with us.

Please know that the goal of this effort is to ensure a safe and healthy working and learning environment for the entire university community. It is our sincere hope that all employees will comply and assist us with making this goal a reality. To this end, please also know that the University considers failure to comply with this policy a violation of health and safety standards and may be considered insubordinate behavior.

Again, we hope that our joint efforts will continue to make Rowan a safe and rewarding working and educational environment. We look forward to working with you to make this happen.