

COVID-19 IMMUNIZATIONS		
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SCOPE:

All CMH employees and contracted employees, volunteers, and students.

GENERAL POLICY STATEMENT:

CMH employees, CMH health care contracted workers, CMH volunteers and students performing observation or clinical internships must provide proof of COVID-19 vaccination to the Department of Quality/Employee Health by October 18, 2021 or file a completed medical or religious exception form prescribed by the Oregon Health Authority for consideration.

PURPOSE:

To aim to protect CMH staff, patients, and visitors from COVID-19, and to promote the health and wellbeing of our community

DEFINITIONS:

Proof of Vaccination - documentation provided by a tribal, federal, state or local government, or a health care provider, that includes an individual's name, date of birth, type of COVID-19 vaccination given, date or dates given, depending on whether it is a one-dose or two-dose vaccine, and the name/location of the health care provider or site where the vaccine was administered. Documentation may include but is not limited to a COVID-19 vaccination record card or a copy or digital picture of the vaccination record card, or a print-out from the Oregon Health Authority's immunization registry.

Fully Vaccinated– having received both doses of a two-dose COVID 19 vaccine or one dose of a single dose COVID 19 vaccine and at least 14 days have passed since the individual's final dose of the COVID 19 vaccine.

Medical Exception – An individual has a physical or mental impairment that prevents the individual from receiving the COVID-19 vaccination.

Religious Exception – An individual has a sincerely held religious belief that prevents the individual from receiving the COVID-19 vaccination.

PROCEDURE:

A. Employees and Students

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- 1) CMH employees, contracted staff, and students must complete and submit proof of being fully vaccinated for COVID-19 or a medical or religious exception form prescribed by the Oregon Health Authority (see forms attached) by October 18, 2021. In order to meet compliance, they must do one of the following:
 - a) Receive all the required doses of the COVID-19 vaccine and be past the 14-day waiting period after receiving the final vaccine dose to be considered fully vaccinated by October 18, 2021 and submit this documentation to the Department of Quality/Employee Health office OR
 - b) Submit a medical or religious exception form prescribed by the Oregon Health Authority to Human Resources by September 20, 2021 in order for approval to occur prior to October 18, 2021.
- 2) CMH provides COVID-19 vaccinations to all employees and volunteers free of charge.
- 3) If an employee or student elects not to get a COVID-19 vaccination, they must abide by any requirements for unvaccinated individuals issued by CMH.

B. Non-CMH-Employed, Contracted Personnel

Non-CMH-employed, contracted personnel and health care practitioners and vendors or others who receive a badge at CMH are responsible for receiving COVID-19 vaccination through their own employers, health care providers or other outside facilities and providing documentation to CMH Employee Health.

C. Volunteers

CMH volunteers must complete and submit proof of COVID-19 vaccination. Volunteers must be fully vaccinated by October 18, 2021 to continue to volunteer at CMH. Volunteers are not allowed an option for exception.

D. Exceptions

CMH employees may request an exception from receiving the vaccine for the following reasons:

- 1) A medical exception which is corroborated by a document signed by a medical provider, who is not the individual seeking the exception, on a form prescribed by the Oregon Health Authority, certifying that the individual has a physical or mental impairment that limits the individual's ability to receive a COVID-19 vaccination based on a specified medical diagnosis, and that specifies whether the impairment

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is temporary in nature or permanent; or

- 2) A religious exception which is corroborated by a form prescribed by the Oregon Health Authority, signed by the individual stating that the individual is requesting an exception from COVID-19 vaccination requirement on the basis of a sincerely held religious belief and including a statement describing the way in which the vaccination requirement conflicts with the religious observance, practice or belief of the individual.
- 3) Any CMH employee requesting an exception may be requested to provide additional information to Employee Health and/or Human Resources to evaluate the request.
- 4) All exception requests will be reviewed and approved or denied by an exception review panel. CMH will additionally provide an opportunity to appeal decisions made by the panel.
- 5) Non-CMH-employed contracted personnel and health care practitioners, students or others may request an exception through their employer/school. CMH will require a copy of the exception request and approval.

E. Compliance Requirements

Employees, students, volunteers, non-CMH-employed, contracted personnel, and health care practitioners and vendors or others who receive a badge at CMH who fail to comply with this policy may be subject to consequences, which may include, but are not limited to, dismissal from employment or suspension of volunteer status or other access to CMH facilities or resources, until compliance is met.

F. Effective Date

This policy will be effective September 2, 2021.

KEY WORDS:

- o COVID, immunizations, Covid-19, Covid 19, students, vaccines, testing, vaccinations

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APPROVED BY: Administration

EFFECTIVE DATE: 09/02/2021