

[OFFICIAL-L] COVID-19 Vaccinations Required for All Wright State Employees

Wright State Employees:

Recent federal policy and regulatory changes, which are beyond Wright State University's control, require a change in the university's approach to addressing COVID-19 vaccinations.

As a result, all Wright State University **employees** must be fully vaccinated and upload an image of their federal vaccination card, or obtain a university-approved medical or religious exemption, by **January 4, 2022**.

This change is a result of President Biden's Executive Order 14042, which mandates the insertion of new language into federal contracts (and subcontracts) requiring workforce-wide COVID-19 vaccination for federal contractors and subcontractors, with exemptions for medical/disability and religious reasons **only**. Like every other research university nationally, Wright State must either accept these new contract provisions or discontinue its relationships with the federal government and its contractors. The university's relationship with the federal government, and especially with the Department of Defense and Wright-Patterson Air Force Base, is critical to the success of our educational and research missions. Because the Executive Order has not been stayed, the university will move to comply.

University employees can confirm they are fully vaccinated by uploading an image of their federal COVID-19 vaccination card on [Med+Proctor](#), a secure medical third-party website. This reporting process is free. You may disregard any presented options to pay for expedited or additional services on the site.

Note that President Biden's executive order only pertains to **employees, including student employees**, of federal contractors/subcontractors. While the university strongly encourages non-employee students to get vaccinated and confirm their vaccination through [Med+Proctor](#), the university currently does **not** require students (other than students who work for the university) to be vaccinated against COVID-19.

There are several pending legal challenges to President Biden's Executive Order (including at least one lawsuit filed by Ohio's attorney general) that seek court orders halting enforcement of the executive order. As of today, we are not aware that any court has granted such an order. The federal contractor executive order currently remains "in force," and the university must prepare to comply. Though the legal landscape may change in the future, we are announcing this policy shift today to give employees time to plan and schedule their vaccinations. We will continue to monitor the lawsuits, and we will notify the community promptly of any developments. Absent further developments or communications, however, this policy change is firm.

Therefore, Wright State University employees at both the Dayton Campus and Lake Campus must either upload evidence of full COVID-19 vaccination, or have a

university-approved medical or religious exemption from COVID-19 vaccination, by January 4, 2022.

Note: A fully vaccinated employee is one who has had their last required dose of an approved COVID-19 vaccine at least two weeks before the deadline, meaning that employees must obtain their first dose of a two-dose vaccine, such as Pfizer or Moderna, by November 30, 2021, and their second dose by December 21, 2021, or their only dose of a one-dose vaccine, such as Johnson & Johnson, by December 21, 2021.

For clarification, you may be aware that the federal Occupational Safety and Health Administration (OSHA) also recently adopted an emergency temporary standard (ETS) regarding COVID-19 that requires most employees at larger private employers to be vaccinated against COVID-19 **or** to submit to weekly testing. The OSHA rule currently does not affect university operations, because we are a public employer and Ohio operates its own workplace safety program for public employees. The Ohio program has not yet adopted, or announced that it will adopt, similar workplace vaccination or testing rules. Additionally, a federal court recently stayed enforcement of OSHA's ETS pending further litigation. We will continue to monitor for developments on this point, and we will notify you of any significant events.

If you have questions, please contact your immediate supervisor, who can work through the appropriate channels to obtain accurate information and resolve any issues.

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Frequently Asked Questions

Q. Who is required to get vaccinated?

A. The university has determined that Executive Order 14042 applies to Wright State's entire workforce, including student employees.

Q: Who is considered a Wright State employee?

A: Anyone who receives a paycheck from the university, including all faculty, staff, student employees, and those serving as graduate assistants.

Q. Am I eligible for an exemption?

A. Requests for medical/disability accommodations must be submitted to the Office of Disability Services by emailing ada@wright.edu. Supporting medical documentation is required. Employees who believe that COVID-19 vaccination violates a sincerely held religious belief may request exemption using this [exemption form \(PDF\)](#).

Q. How does the university define "fully vaccinated"?

A. An individual is fully vaccinated 14 days after the final dose of an approved COVID-19 vaccine, including Pfizer, Moderna, Johnson & Johnson, and vaccines listed on the [WHO Emergency Use Listing](#).

Q: Is the booster shot part of this requirement?

A: Booster shots are not currently a part of this requirement.

Q. Where can I get the COVID-19 vaccine?

A. Vaccinations are available to employees for free at:

- The COVID-19 Testing and Vaccination Center, at 023 Student Union, on Wednesday, December 1. Appointments are required. [Schedule an appointment](#).
- Wright State Physicians by calling or texting 937-245-7200.
- Most pharmacies. Schedule an appointment at gettheshot.coronavirus.ohio.gov.

Q. What if I can't get vaccinated by the deadline?

A. Employees who are not fully vaccinated by the deadline must be able to demonstrate a good faith effort to comply by the deadline, such as having received a first dose of a vaccine, with a second dose scheduled.

Q. What if I previously uploaded evidence of my vaccination?

A. If you previously uploaded your evidence of vaccination, you have complied and no further action is needed at this time. If an image of your vaccination card was uploaded successfully, you should have received a confirmation email from admin@reminders.medproctor.com. If you did not receive this confirmation, email covidtesting@wright.edu.

Q. What if I refuse to upload evidence of vaccination?

A. The university will make counseling and education a priority for employees who refuse vaccination or do not upload evidence of vaccination. However, COVID-19 vaccination is a condition of employment at Wright State (except for those with approved accommodations or exemptions required by applicable law). The university will address refusal to provide appropriate evidence of vaccination through our existing, progressive disciplinary processes, and in accordance with the provisions of university policy and any applicable collective bargaining agreement provisions.

Q. I already had COVID-19. Do I need the vaccine?

A. President Biden's executive order does not allow an employee with natural immunity to opt out of vaccination.

Q. What vaccines meet the requirement?

A. Wright State recognizes the following vaccines for this opportunity: Pfizer, Moderna, Johnson & Johnson, and vaccines listed on the [WHO Emergency Use Listing](#).

Q. Are there alternatives to vaccination?

A. The President's Executive Order does not allow employees to opt out or test-out of vaccination.

Q. I work remotely. Must I get a vaccine?

A. Employees who work on campus full-time or part-time, or who are even occasionally on campus, are required to upload evidence of vaccination. Employees who are "fully remote" and who do not wish to upload evidence of vaccination should seek guidance from their

supervisors. Supervisors may contact the Office of General Counsel for advice regarding exemption of fully remote employees.