



University of Western States complies with laws and regulations related to public health and the provision of health care services, including the Oregon Health Authority's temporary administration rule [OAR 333-019-1010](#).

In compliance with this temporary rule, UWS requires employees and students who work, learn, study, assist, observe, or volunteer in the UWS Health Center to be fully vaccinated against COVID-19 or provide documentation of a medical or religious exception. Proof of vaccination or documentation of a medical or religious exception must be provided prior to October 1, 2021.

Scope

This policy meets the requirements set forth in the Oregon Health Authority's (OHA) temporary administrative rule, [OAR 333-019-1010](#). As such, the policy remains in effect for the duration of the temporary rule.

Definitions

- A. **Healthcare provider and healthcare staff** means all individuals working within the UWS clinic system both direct and in-direct patient care including:
- Clinical educators and assessors in the UWS Health Center.
 - Students and student interns who are learning, studying, assisting, observing, or volunteering in the UWS Health Center or an Oregon Community Based Internship (CBI) clinic.
 - Administrative, reception, billing, security, or facilities staff who work in the UWS Health Center.
 - Student employees scheduled under work study shifts within the clinic
- B. **COVID-19** means a disease caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2).
- C. **Fully vaccinated** means 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 COVID-19 vaccine.
- D. **Proof of vaccination** means documentation provided by a tribal, federal, state or local government, or a health care provider, that includes all of the following information:
- 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, and a print-out from the Oregon Health Authority's immunization registry.



- E. **Medical exception** means that an individual has a physical or mental impairment that prevents the individual from receiving a COVID-19 vaccination.
- F. **Religious exception** means that an individual has a sincerely held religious belief that prevents the individual from receiving a COVID-19 vaccination.

Proof of Vaccination

Employees and students must submit proof of vaccination.

- A. Employees may submit proof of vaccination to the office of human resources by [electronic upload](#).
- B. Students and student interns may submit proof of vaccination to the office of student services by [electronic upload](#).

Documentation of a medical or religious exception

- A. A **medical exception** must be corroborated by a document signed by an appropriate medical provider engaged within their scope of practice, 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 is temporary in nature or permanent.
- B. A **religious exception** must be corroborated by a document, on a form prescribed by the Oregon Health Authority, signed by the individual stating that the individual has a sincerely held religious belief that prevents the individual from receiving a COVID-19 vaccination.

Any healthcare provider, including a student intern, or healthcare staff member that is granted a medical or religious exception, as described above, will be provided reasonable measures to reduce the chances of unvaccinated healthcare providers and healthcare staff contracting COVID-19.

The above listed OHA forms can be found on the the UWS [COVID-19 Vaccination Requirement](#) webpage.

Failure to Comply

An employee, student, or student intern who fails to comply with this policy is prohibited from working, observing, or studying in UWS clinics.

Falsification of Documentation

Falsification of vaccination documentation or exception provisions is a violation of the the [UWS Employee Handbook](#) and [Policy 9001 Student Conduct](#) and may result in disciplinary actions.



Privacy of Protected Health Information

Vaccination and exception documentation is considered protected health information and is maintained in a confidential manner in accordance with applicable federal and state laws for employee and student records.

Questions

For more information, employees may contact the office of human resources at hr@uws.edu. Students may contact the office of students services at studentservices@uws.edu.

Related Policies: [Policy 9001 Student Conduct](#)
[UWS Employee Handbook](#)

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