

Bryant University Policies for Employee COVID-19 Vaccinations and Masking for Fall Semester 2021

I. Employee Vaccination Requirement

- A. After careful consultation with government and public health officials, Bryant University will require that all faculty and staff employees be fully vaccinated for COVID-19 (i.e., that they have received one or two doses of the vaccine, in accordance with the number of doses recommended by the manufacturer and 14 days have passed since the final dose) prior to the start of the [2021 fall semester](#), except for those employees for whom exemptions for medical, religious or other reasons have been approved as provided for under this policy, see I.D. below. For those faculty and staff who may receive vaccinations outside of the United States, the University will accept documentation of COVID-19 vaccines for which the World Health Organization has issued an [Emergency Use Listing](#).
- B. Employees will be required to email confirmation of their COVID-19 vaccination to Health Services at bhs@bryant.edu.
- C. Employees requesting an exemption from the vaccination requirement for medical, religious or other reasons must complete and submit the attached form (also located at covid.bryant.edu) and submit to HR_Private@bryant.edu. Any information that is submitted in support of a request will be handled with the utmost privacy in compliance with all applicable privacy laws.
- D. Decisions on exemption requests shall be made within ten (10) business days of receipt.
- E. For employees who have been granted exemptions, the University retains its discretion to modify workspace or office assignments on campus as it deems necessary to protect public health and safety.
- F. Bryant's COVID-19 vaccination and masking policies and guidelines will remain in place as members of our community are vaccinated and return to campus. Employees are expected to remain aware of these and all updated policies and guidelines relating to the University's COVID-19 health and safety measures. Faculty and staff should regularly view the University's COVID Information web page, covid.bryant.edu, for information.

II. Masking

- A. Employees who are fully vaccinated for COVID-19 (have received one or two doses of the vaccine, in accordance with the number of doses recommended by the manufacturer and 14 days have passed since the final dose) are not required to wear a mask indoors or outdoors on campus.

- B. Employees who are fully vaccinated and feel more comfortable wearing a mask are encouraged to continue to do so.
- C. Employees not fully vaccinated must wear a mask indoors. Outdoors, employees not fully vaccinated must wear a mask in crowded places and when they are unable to maintain three (3) feet distance.

Questions on these policies may be directed to the Office of Human Resources. The University reserves the right to update and modify these policies as needed to comply with changing state and federal health and safety guidelines or other reasons.

July 1, 2021