



Important

From Stanford's Cardinal at Work

November 2021

COVID-19 Medical and Religious Accommodation Criteria and Process

Stanford's Vaccination Policy

- All faculty, staff and postdoctoral scholars must be fully vaccinated against COVID-19.
 - Proof of vaccination must be uploaded to **HealthCheck** by January 4, 2022.
- Medical or Religious accommodations must be granted by the University.
 - Application and Certifications must be completed and submitted by November 12, 2021.

For Medical Accommodations

Acceptable criteria for medical accommodations include:

- Documented history of severe allergic reaction to one or more components of all three currently approved COVID-19 vaccines (Pfizer/BioNTech, Moderna, Johnson & Johnson/Janssen).
- Documented history of severe or immediate-type hypersensitivity allergic reaction to a COVID-19 vaccine, and separate contraindication to other available formulations.
- People who were treated for COVID-19 with monoclonal antibodies or convalescent plasma, or who were diagnosed with multisystem inflammatory syndrome; typically, these patients should wait 90 days before getting a COVID-19 vaccine.
- People with medical conditions (e.g., require significant immunosuppressive treatment, had significant/persistent myocarditis after first

dose) that make vaccination either less effective or higher risk at the present time; in these cases, a written recommendation from a qualified physician recommending vaccination deferral will be requested.

- Other unique situations may also qualify.

The following conditions do not normally qualify for medical accommodations without extenuating circumstances:

- History of severe allergic reactions to foods, oral medications, latex, pets, insects, and environmental triggers.
- Previous history of normal vaccine side effects or general avoidance of vaccines.
- History of COVID-19 infection (unless within the last 90 days), or positive antibody screen.
- Concerns that vaccination could exacerbate an autoimmune disorder.
- Trypanophobia (fear of injections or needles).

For Religious Accommodations

- In accordance with relevant federal and California law, and in accordance with Stanford's policy on workplace accommodations, faculty, staff and postdoctoral scholars may request an accommodation to the COVID-19 vaccination requirement based on a sincerely held religious belief.
 - Please be advised that social, political, or economic philosophies, or personal preferences, are not considered to be religious beliefs.

- Submit application by November 12, 2021.

Medical and Religious Accommodation Process

1. Request

- The employee is responsible for requesting the accommodation on **ServiceNow** by **Nov. 12, 2021** whether medical or religious.
- Medical certification is required with your application.

2. Documentation

- The employee is required to provide other information as needed to determine if he/she is legally entitled to an accommodation.
- It is the employee's responsibility to provide the requested documentation.
- Medical Certification with COVID-19 Vaccine Accommodation form from your medical provider is required to be submitted with your request for all medical accommodations.

3. Evaluation

- Accommodations are determined following an individualized assessment of each request.

4. Notification

- University Human Resources will provide the employee with written notification of the determination.

Medical and Religious Accommodation Approved/Denied

- Approved Accommodation
 - supports the university's compliance with the Executive Order and will require meeting alternative health and safety protocols.

- Denied Accommodation

- If your request is denied, you will receive instructions as to what you must do to comply with the vaccination requirement.

Non-Compliance of Policy

- Non-Compliance by January 4, 2022.
 - No upload of verification of vaccination.
 - No approved/granted medical or religious accommodation.
- Employee will be placed on 30-day Unpaid Status.
 - No Work
 - No Pay
- Employees non-compliant by end of 30-day period will be separated from Stanford.

Further Questions

- Refer to Fact Sheets
 - Show Me the Facts: Pregnancy and the COVID19 Vaccine
 - Show Me the Facts: Religion and the COVID-19 Vaccine
- Links
 - <https://cardinalatwork.stanford.edu/working-stanford/covid-19/interim-policies/vaccination-surveillance-testing-policy/covid-19-medical-and>
 - Questions? Please direct medical and religious accommodation questions to vphumanresources@stanford.edu



Required COVID-19 surveillance testing for faculty, staff and postdocs

Vaccinated employees must test for COVID-19 once a week.

Non-vaccinated employees must test for COVID-19 twice a week.

Please note that this is an outline from the information posted by Stanford's Cardinal at Work.