



July 22, 2021

COVID-19 VACCINATION REQUIREMENTS FOR SCHOOL OF MEDICINE

Frequently asked questions

What is the School of Medicine's COVID-19 vaccination requirement?

The School of Medicine requires that all faculty and staff be vaccinated against COVID-19 or receive an approved medical or religious exemption by 10 a.m. on Tuesday, Sept. 21, 2021. This is in alignment with the policy announced on July 22, 2021, by Duke University Health System (DUHS) – in alignment with the North Carolina Healthcare Association (NCHA) position statement. DUHS now requires that all health care team members, **regardless of work location, be vaccinated against COVID-19 as a condition of employment.**

Who in the School of Medicine is required to be vaccinated and show documentation of vaccination?

- All faculty, staff and students in School of Medicine clinical and basic science departments, centers, institutes, and administrative units are required to be vaccinated against COVID-19 or receive a religious or medical exemption.
- All School of Medicine Consulting, Adjunct and Emeritus faculty are expected to be vaccinated against COVID-19. If these faculty members physically come to a Duke facility, they will be required to be vaccinated against COVID-19 or receive a religious or medical exemption.
- Compliance with this policy is required for research and scholarship positions in job family 27 (including postdoctoral associates, postdoctoral scholars, research associates, research scientists, research scholars, associates in research, and visiting graduate/undergraduate students), students employed by the School of Medicine, and paid/unpaid interns and volunteers in the School of Medicine.
- House staff must adhere to the Duke University Health System's COVID-19 vaccination policy.
- Faculty and staff employed in the School of Medicine who are leased in any amount to the PDC also must adhere to the School of Medicine's policy, which mandates vaccination by September 21 at 10 a.m.
- All students in the School of Medicine should adhere to the COVID-19 vaccination requirements specified by Duke University, which mandates that all students be vaccinated.

Are faculty and staff working remotely required to be vaccinated?

Yes. This policy applies to all School of Medicine faculty and staff – regardless of work location.

What happens if I don't receive vaccination by the Sept. 21, 2021, deadline?

For employees, vaccination against COVID-19 or policy compliance through a granted medical or religious exemption is a condition of employment. Consequences of non-compliance include a final written warning, unpaid administrative leave, followed by termination of employment.

For faculty, non-compliance with the policy could result in denied access to Duke Health EMR and clinical facilities, Duke email and internet (dhe).

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

School of Medicine faculty and staff who get the two-dose vaccine (Pfizer or Moderna) need to be aware of the waiting period between the two doses. If you are on vacation between now and the deadline, please plan accordingly to ensure all doses are completed by 10 a.m. on Tuesday, Sept. 21, 2021. If you are unable to complete the vaccination series (i.e., not get the second dose), you will be non-compliant and will face administrative action.

Are any exemptions allowed?

The new mandatory COVID vaccination policy does allow limited exemptions. Faculty and staff seeking approved medical or religious exemptions must submit their application by **Tuesday, Sept. 7, 2021**. Application forms are available at <https://covid-19.dukehealth.org/vaccine-information>.

Who is still required to mask, physical distance and complete symptom monitoring?

Fully vaccinated School of Medicine faculty, staff and students are not required to mask or physical distance unless they are in healthcare facilities or in areas where research is conducted involving human subjects (i.e., areas where patients visit for healthcare or research protocols).

Faculty, staff, and students who have not been vaccinated will be subject to daily symptom monitoring, regular testing, and will be required to wear a mask indoors at all times.

How do I let the School of Medicine know that I've been vaccinated?

School of Medicine faculty and staff are required to submit documentation of two doses of either the Pfizer or Moderna vaccines, or one dose of the Johnson & Johnson vaccine.

If faculty and staff have received their full, complete vaccination(s):

- Through Employee Occupational Health & Wellness (EOHW), they do not need to submit documentation
- At community locations, such as at a retail pharmacy or a Duke patient clinic, they must submit vaccine documentation to <https://covid-19.dukehealth.org/vaccine-information>

How do I know if Duke has my vaccination status in their system?

Students, faculty and staff can now check to ensure their vaccination status has been recorded by Student Health or Employee Health by logging in to the secured Status Check website at <https://covidvaccine.duke.edu/>. If your documentation has not been recorded, you can upload an image of your completed vaccination card at <https://covid-19.dukehealth.org/vaccine-information>.

How will compliance be monitored?

Similar to how flu vaccination compliance is monitored, Duke's Office of Occupational and Employee Safety will maintain reports on COVID-19 vaccination status.

Why are we doing this?

The School of Medicine, in alignment with DUHS, is committed to keeping our patients, faculty, staff and the community safe and healthy.

Are other health systems requiring COVID vaccination?

On July 22, 2021, a joint announcement was made between Duke University Health System, Atrium Health/Wake Forest Baptist Health, Novant Health and Cone Health. The joint announcement stated that vaccines will be required at all of these health care organizations.

In addition, DUHS joins dozens of other health systems in the U.S. that now require, or are in the process of requiring, their employees to become vaccinated. These include:

- Barnes-Jewish Hospital
- Houston Methodist
- Johns Hopkins Hospital
- Medical University of South Carolina Health
- New York-Presbyterian
- St. Jude Children's Research Hospital
- Trinity Health (across 22 states)
- UNC Health in the Triangle
- University of California Health
- University of Pennsylvania Health System
- Yale New Haven Health

How do I know the vaccine is safe and effective?

The School of Medicine's policy is based on scientific data from public health and infectious disease experts around the U.S., which show the vaccines to be both safe and effective in significantly reducing COVID transmissions. This is especially important for health care workers.

Vaccination helps protect you from getting sick or severely ill with COVID, and it protects those around you – family, patients, coworkers, friends and your community.