

From: [UVM Strong](#)
To: [Kiersten Tavares \(she/her\)](#)
Subject: Required COVID-19 Vaccines for All Employees
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**OFFICES OF THE PROVOST AND
VP FOR FINANCE & ADMINISTRATION**

November 19, 2021

Dear UVM Faculty and Staff,

In compliance with President Biden's Executive Order 14042 regarding federal contractors, UVM faculty and staff will be required to have their final COVID-19 vaccine dose by January 4, 2022, and to be fully vaccinated by January 18, 2022.

We have seen the positive impact of the COVID-19 vaccine on our campus, in Vermont, and across the country. A fully vaccinated faculty and staff community, coupled with an already fully vaccinated student population, is the best way to guard against COVID-19 infection for ourselves, our campus family, and our broader Burlington community. Vaccines are further proven to lower the risk of serious illness, hospitalization, and death.

Vermont has one of the highest vaccination rates in the country, and we are grateful that so many members of the UVM community have already done their part to protect the health and safety of our campus and surrounding community by being fully vaccinated. Any of the approved vaccines will be acceptable for UVM's requirement, including those authorized for emergency use by the World Health Organization.

Vaccination Requirement

We are currently developing a Policy that will provide more specific details about these requirements and the consequences for employees who refuse to provide proof of their vaccination or refuse to test if they have an approved exemption. We are engaged in conversations with the collective bargaining units about this Policy and its impact to bargaining unit members. Once the Policy is finalized, it will be shared with all faculty and staff. It is clear, though, that the new federal requirements will apply to the majority of faculty and staff, and that both medical and religious exemptions will be allowed in appropriate cases. Even though the Policy is not finalized yet, we strongly encourage all faculty and staff who are willing to do so to submit their proof of vaccination or request an exemption as described below. Submitting your proof of vaccination or requesting an exemption now will greatly improve the efficiency of this process, and help us to identify and address any issues early.

Reporting Process

Faculty and staff can submit a copy of their vaccine card or other acceptable proof of vaccination, to Human Resource Services through a [secure PeopleSoft site](#). Access to the data is restricted to only those with an authorized and approved need to know. A helpful “[COVID-19 Vaccine Reporting How to Guide](#)” is available to assist with this process. There are [several simple steps](#) to provide your COVID-19 vaccine information.

We strongly encourage anyone who has not started the vaccine protocol to begin immediately and report as soon as they have received their final dose. The Vermont Department of Health website has all the information you need about [where and how to get a COVID-19 vaccination, including boosters](#).

Exemptions

Some faculty and staff may have unique medical or religious reasons that impact their ability to pursue the required vaccination. Faculty and staff requesting an exemption from the COVID-19 vaccination must complete either a [medical exemption form](#) or [religious exemption form](#) by Friday, December 17. The “[How to Guide](#)” includes information on how to request and submit an exemption request.

You will be notified if your exemption request is approved. Anyone with an approved vaccine exemption is **required to test for COVID-19 every seven days**. Additional information about the requirement and the process for testing will be provided once your request is reviewed and approved.

If you have questions about the requirement or need assistance with providing proof of your vaccination, contact UVMStrong@uvm.edu or 656-1010. [Read additional information](#) about the employee vaccine requirement, [including FAQs](#).

We thank all of our faculty and staff for your dedication and commitment throughout the pandemic. We appreciate your full support and cooperation as we continue to address the challenges of the pandemic. Together, we can keep UVM healthy and safe.

Patricia A. Prelock, Provost and Senior Vice President
Richard Cate, Vice President for Finance and Administration

