



Section: 60.1.36

Section Title: Human Resources (HR): Universitywide HR Policies & Procedures

Policy Name: Immunization Policy for University Affiliates

Formerly Book: N/A

Approval Authority: Senior Vice President for Human Resources

Responsible Executive: Senior Vice President for Human Resources

Responsible Office: University Human Resources

Adopted: 03/09/2022

Reviewed: 05/15/2023

Revised: 05/15/2023

Contact: policies@hr.rutgers.edu

1. Policy Statement

This Policy is intended to enhance the health and safety of all members of the Rutgers community and protect them from exposure to specified Communicable Diseases while present in our facilities. Our University community includes affiliated individuals who have a non-employee and non-student relationship with the University, including but not limited to Non-Healthcare Contractors, Healthcare Contractors, and other individuals (as defined below). Under this Policy, immunizations for the Communicable Diseases specified in this Policy are mandatory for all University Affiliates (as defined below), unless an acceptable alternate such as a negative COVID-19 PCR or antigen test is available. In addition to this Policy, Rutgers encourages and supports other methods for preventing the spread of Communicable Diseases, including good hygiene initiatives and encouragement for individuals who are ill to avoid coming to campus. This Policy does not apply to affiliated individuals unless specifically defined in this Policy.

2. Reason for Policy

Certain Communicable Diseases, such as COVID-19, are contagious diseases, often respiratory in nature, caused by pathogens such as viruses and bacteria. These pathogens can cause mild to severe illness and lead to the hospitalization and death of many individuals each year. The most effective way to prevent infection from these pathogens is through vaccination along with everyday preventative steps such as handwashing. For those not vaccinated, testing may help identify illness (with or without symptoms) and prevent individuals who are ill from being present on campus. This Policy is intended to reduce the risk of these diseases being acquired in the University community by maximizing immunization and effective testing.

3. Who Should Read This Policy

All University employees and University Affiliates.

4. Resources

[Centers for Disease Control \(CDC\) COVID-19 Vaccination Clinical & Professional Resources](#)

[New Jersey COVID-19 Information Hub](#)

[Universitywide COVID-19 Information](#)

[University Policy 60.1.35: Immunization Policy for Rutgers Employees and Prospective Employees](#)

5. Definitions

Class 9 Employee: An individual with no employer/employee relationship with the University, and typically includes graduate and post- doctoral fellows.

Communicable Diseases: Contagious illnesses specified by the University that may lead to significant risk to the health and safety of students, employees, patients, and visitors, including but not limited to COVID-19 and other contagious illnesses.

Non-Healthcare Contractor: An individual who is not employed by Rutgers but is employed by a company with a contractual relationship with Rutgers to provide non-healthcare services and who is, or may be, on campus for more than a short-term or brief time to perform the contracted services. Examples include, but are not limited to, people providing services at Rutgers through temporary employment agencies, construction and service staff, consultants, etc. Individuals delivering goods to a location(s) on campus are not considered Non-Healthcare Contractors under this Policy.

Courtesy Appointment: A visiting appointment without compensation and which does not create an employer/employee relationship (sometimes also referred to as an honorary appointment).

COVID-19: A respiratory disease caused by SARS-CoV-2, a coronavirus discovered in 2019.

COVID-19 Immunization: Currently, administration of a primary series or one updated (bivalent) dose of a COVID-19 vaccine authorized or approved for use in the United States by the United States Food and Drug Administration (FDA) and recommended by the Advisory Committee on Immunization Practices (ACIP) of the Centers for Disease Control and Prevention (CDC) is required by the University. The University, in accordance with CDC Guidelines, reserves the right to amend and add additional requirements.

COVID-19 Test: Any laboratory-processed viral test (e.g., NAAT, PCR) or at-home over-the-counter test (i.e., antigen test) approved and/or authorized for use by the U.S. Food and Drug Administration. The phrase “negative COVID-19 test” means a COVID-19 Test has been properly administered, and the test result is not positive for infection with COVID-19.

Healthcare Contractor: An individual who is not employed by Rutgers but is employed by a

company with a contractual relationship with Rutgers to provide services in Patient Care Areas (as that term is defined in University Policy 100.3.1, Immunization Policy for Covered Individuals).

University Affiliate: An individual who has a non-employee and non-student relationship with the University, which for the purposes of this Policy includes Healthcare Contractors, Non-Healthcare Contractors, Class 9 Employees, and individuals with Courtesy Appointments.

6. The Policy

I. COVID-19

- A. All University Affiliates except Healthcare Contractors must provide proof of COVID-19 Immunization or provide a negative COVID-19 Test meeting requirements of this Policy.
- B. All Healthcare Contractors must provide proof of a primary series of a COVID-19 vaccine and booster dose (if eligible) or one updated (bivalent) dose of a COVID-19 vaccine authorized or approved for use in the United States by the FDA and recommended by the ACIP of the CDC. Providing proof of a negative COVID-19 Test does not satisfy the requirements of this Policy for Healthcare Contractors, unless the Healthcare Contractor has a religious or medical exemption. In the event that a regular/recurring COVID-19 vaccine becomes recommended by the CDC (similar to an annual flu shot), this Policy makes such regular/recurring vaccination or negative COVID-19 Test mandatory for the individuals referenced above.
- C. In addition to complying with specific requirements of this Policy, all University Affiliates must also comply with Rutgers' COVID-related safety rules in effect at the time. Information on the rules in effect at the time may be found at <https://coronavirus.rutgers.edu/> and/or as posted on or in the campus locations.

University Affiliates must be instructed to not come to campus if sick.

II. Additional Immunizations

From time to time, the University may specify additional Communicable Diseases for which University Affiliates must be immunized or provide negative test results. If the University specifies additional Communicable Diseases for which individuals must be immunized or tested, the University will provide adequate notice and specify details.

III. Non-Compliance

Any individual who fails to abide by the requirements of this Policy will be considered non-compliant and may be subject to removal from campus. Repeated infractions may result in penalties, including barring the individual from University property.

IV. **Limited Scope**

The provisions of this Policy are limited to the requirements set forth above and are not intended to, and shall not, change any requirements regarding the use of personal protective equipment, or other immunizations, required by any applicable federal, state, or local law, rule, or regulation or other University Policy or University directive.

V. **Exceptions**

Exceptions to any provisions within this Policy may be granted only by the Senior Vice President for Human Resources or their designee.