



## UNIVERSITY POLICY

**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:** 09/26/2022

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### 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 Volunteers, Non-Healthcare Contractors, Healthcare Contractors, Guest Lecturers, Event Attendees, and summer camp and other Program Participants (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 lab-processed 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~~that~~ are ill to avoid coming to campus. This Policy does not apply to Casual Visitors and Guests.

### 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 Americans 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~~that~~ are ill from participating in University events and activities. This Policy is intended to reduce the risk of these diseases being acquired in

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the University community by maximizing immunization and effective testing.

### 3. Who Should Read This Policy

All University employees, University Affiliates, Volunteers, Event and Activity Organizers, Event Attendees, Program Coordinators, Program Participants, Healthcare Contractors, Non-Healthcare Contractors, and Guest Lecturers.

### 4. Resources

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

[CDC COVID-19 Advisory Committee on Immunization Practices \(ACIP\) Vaccine Recommendations](#)

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

[Universitywide COVID-19 Information](#)

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

New Jersey Executive Order Nos 283 and 290 (Governor Murphy) While Applicable

### 5. Definitions

**Camps:** Camps are multi-day or multi-week organized programs and activities for children and/or adults who are not Rutgers students, often held during academic breaks over the summer. Camps may include activities organized and sponsored by Rutgers, as well as activities organized and sponsored by an outside entity but occurring on Rutgers property through a use agreement, license, lease, or similar legal arrangement. For purposes of this Policy, Camps are not Events.

**Casual Visitors and Guests:** Individuals who come on campus for a short-term and/or transient visit, such as a business meeting, social interaction, or medical appointment.

**Class 9 Employee:** No employer/employee relationship 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, and the like. 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 referred to as an honorary appointment).

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

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**COVID-19 Immunization:** Currently, administration of a primary series 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. As of the date of the most current revision of this Policy, there are four COVID-19 vaccines authorized for emergency use or approved by the FDA and recommended by the ACIP: Pfizer-BioNTech, Moderna, Janssen [Johnson & Johnson], and Novavax. ~~Currently, administration of a primary series of any 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. As of the date of this Policy, there are currently three COVID-19 vaccines authorized for emergency use or approved by the FDA and recommended by the ACIP: two mRNA vaccines (Pfizer-BioNTech, Moderna) and one viral vector vaccine (Janssen [Johnson & Johnson]).~~

**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.

**Event:** Any non-credit program or planned indoor gathering of 25 or more people (including performers, audience, support staff, and technicians), whether public or private, on-campus, with a specific location, date, and time.

**Event Attendee:** An individual who comes on campus to participate or take part in an Event.

**Guest Lecturer:** An individual who, in response to an invitation from a University employee, teaches or presents at a class, lecture, seminar, etc., whether paid by Rutgers through any means or who undertakes the services for no remuneration.

**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 “health care settings” and or “high-risk congregate settings,” as those terms are defined in Executive Order Nos. 283 and 290 (Governor Murphy).

**Organizer:** An individual not employed by Rutgers who is responsible for organizing and managing a Camp, Event, or similar activity that will occur on Rutgers property. The Organizer typically liaises with a Program Coordinator to schedule and run the Camp, Event, or similar activity.

**Program Coordinator:** A University employee responsible for organizing and managing a Camp, Event, Guest Lecture, or similar activity described in this Policy. A Program Coordinator may be considered the “host” or may be the Rutgers liaison with a person or company that will use, lease, or license Rutgers indoor or outdoor space for purposes of running a Camp, Event, or similar activity.

**Program Participant:** An individual who is an ~~Event Attendee~~, Camp attendee, presenter, or non-employee program staffer assisting with activities in a Rutgers building or on Rutgers grounds.

**University Affiliate:** An individual who has a non-employee and non-student relationship with the University, including but not limited to Volunteers, Healthcare Contractors, Non-Healthcare Contractors, Guest Lecturers, Event Attendees, Camp attendees, Class 9 Employees, individuals with Courtesy Appointments, and other Program Participants.

**Volunteer:** An individual who performs a service at and/or for Rutgers University for civic, charitable, or humanitarian reasons, without promise, expectation, or receipt of compensation for the services rendered.

## 6. The Policy

### I. COVID-19

- A. All University Affiliates except Event Attendees who are not staying overnight in University housing and Healthcare Contractors must provide proof of COVID-19 Immunization or provide a negative COVID-19 ~~PCR or lab-processed antigen t~~Test meeting requirements of this Policy. 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 ~~PCR or lab-processed antigen t~~Test mandatory for the individuals referenced above.
  1. If an individual is going to be on campus for more than seven consecutive days due to the nature of their affiliation with the University, then a negative ~~PCR test or lab-processed antigen~~ COVID-19 tTest must be provided at commencement of the activity and then provided weekly after the initial ~~PCR or lab-processed antigen~~ test.
- B. All Healthcare Contractors must provide proof of COVID-19 Immunization and receipt of a COVID-19 booster dose (if eligible). Providing proof of a negative COVID-19 ~~PCR or lab-processed antigen t~~Test does not satisfy the requirements of this Policy for Healthcare Contractors, unless the Healthcare Contractor has a religious or medical exemption.
- C. An individual who is aged 18 ~~and~~ older must, upon request by the Program Coordinator, produce a legal photo identification card that confirms the name on the proof of vaccination ~~or negative PCR test or lab-processed antigen test~~. If under 18, a parent or legal guardian may be asked to confirm that the proof of vaccination ~~or negative PCR or lab-processed antigen test~~ is associated with the minor.
- D. Under this Policy, COVID-19 Immunization is absolutely mandatory for all Healthcare Contractors, Non-Healthcare Contractors, Event Attendees, Camp attendees, Guest Lecturers, Program Participants, Class 9 Employees, individuals with Courtesy Appointments, and Volunteers who will stay overnight in University housing. There is no option to show proof of a negative COVID-19 ~~PCR or lab-processed antigen t~~Test in lieu of vaccination for those who wish to stay in University housing.
- E. It is the Program Coordinator's responsibility to ensure compliance with all requirements of this Policy prior to the activity, Event, Camp, or program occurring. Where the activity, Event, Camp, or program is run by an Organizer, the Program Coordinator may, in lieu of directly ensuring compliance, require the Organizer to attest to compliance with all requirements of this Policy as an

acceptable means of confirming compliance. The Organizer must, upon request of Rutgers, be able to demonstrate how compliance with applicable University Policy and safety requirements is operationalized.

- F. In addition to complying with specific requirements of this Policy, all Healthcare Contractors, Non-Healthcare Contractors, Event Attendees, Camp attendees, Guest Lecturers, Program Participants, Class 9 Employees, individuals with Courtesy Appointments, and Volunteers 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/> or as posted on or in the campus locations.
- G. Healthcare Contractors, Non-Healthcare Contractors, Event Attendees, Camp attendees, Guest Lecturers, Program Participants, Class 9 Employees, individuals with Courtesy Appointments, and Volunteers must be instructed to not come to campus if sick.
- H. Casual Visitors and Guests are not required to comply with this Policy.
- I. Event Attendees are not only required to comply with Sections 6.I.D., 6.I.F., and 6.I.G. of this Policy. Sections II. through V. of this Policy also apply to Event Attendees., with the following exceptions:

~~All Event Attendees must comply with Sections 6.I.F and 6.I.G. Event Attendees who will stay overnight in University housing must comply with Section 6.1.D.~~ **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.

## II. 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 participation in on-campus Events and programs and/or barring the individual from University property. University employees who fail to comply with any requirements of this Policy applicable to them may be subject to disciplinary action, up to and including termination.

## III. 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.

## IV. Exceptions

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

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