



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: ~~059/1526/20232~~

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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, and other individuals~~ 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 are ill to avoid coming to campus. This Policy does not apply to affiliated individuals unless specifically defined in this Policy ~~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 ~~individuals~~ individuals ~~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 are ill from being present on campus ~~participating in University events and activities~~. This Policy is intended to reduce the risk of these diseases being acquired in the University community by maximizing immunization and effective

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testing.

3. Who Should Read This Policy

All University employees and 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 Clinical & Professional 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:** An individual with no employer/employee relationship with the University, and typically includes graduate and post-doctoral fellows. 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 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 referred to as an honorary appointment).~~

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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. 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.

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 Patient Care Areas (as that term is defined in University Policy 100.3.1, Immunization Policy for Covered Individuals, “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 a 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, which for the purpose of this Policy includes Healthcare Contractors, Non-Healthcare Contractors, Class 9 Employees, and individuals with Courtesy Appointments, 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 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 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 COVID-19 Test must be provided at commencement of the activity and then provided weekly after the initial test.~~
- ~~B. All Healthcare Contractors must provide proof of a primary series of a COVID-19 vaccine and immunization and receipt of a COVID-19 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.~~
- ~~An individual who is aged 18 or older must, upon request by the Program Coordinator, produce a legal photo identification card that confirms the name on the proof of vaccination. If under 18, a parent or legal guardian may be asked to confirm that the proof of vaccination is associated with the minor.~~
- ~~C. 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~~

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~~Test in lieu of vaccination for those who wish to stay in University housing.~~

- ~~D. 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.~~
- ~~E. 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.~~
- ~~F. 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.~~
- ~~G. Casual Visitors and Guests are not required to comply with this Policy.~~
- ~~H. Event Attendees are 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.~~

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 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.~~

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, ~~S~~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 by the Senior Vice President for Human Resources or their designee.