

WEST VALLEY-MISSION COMMUNITY COLLEGE DISTRICT COVID-19 VACCINATION AND IMMUNIZATION PROTOCOL - STUDENTS

Purpose

The West Valley – Mission Community College (“the District”) is committed to providing a safe and healthy campus. In furtherance of this commitment, this protocol intends to mitigate the risks surrounding exposure to COVID-19 by requiring that all students, employees, and volunteers who are on District premises have received the full COVID-19 vaccine.

The novel coronavirus and the disease it causes, COVID-19, is a global pandemic and has resulted in widespread severe illness and death worldwide, in the United States, and in California. COVID-19 spreads mainly through close contact from person to person, including between people who are physically near each other (within about 3 feet). People who are infected but do not show symptoms can also spread the virus to others.¹ The Centers for Disease Control and Prevention (CDC) notes that “**COVID-19 spreads very easily from person to person**” and that “[t]he virus that causes COVID-19 appears to spread more efficiently than influenza...”² The transmission of COVID-19 has markedly slowed, and vaccination is an important part of slowing transmission.

According to the CDC, vaccination is a safe and effective way to prevent people who are vaccinated from becoming seriously ill with COVID-19. The CDC recommends widespread vaccination and states:

COVID-19 vaccination will help keep you from getting COVID-19.

- All COVID-19 vaccines currently available in the United States have been shown to be highly effective at preventing COVID-19 and at preventing severe cases of COVID-19 where breakthrough cases have occurred.
- All COVID-19 vaccines that are in development are being carefully evaluated in clinical trials and will be authorized or approved only if they make it substantially less likely you’ll get COVID-19.
- Based on what we know about vaccines for other diseases and early data from clinical trials, experts believe that getting a COVID-19 vaccine may also help keep you from getting seriously ill even if you do get COVID-19.
- Being vaccinated yourself may also protect people around you, particularly people at increased risk for severe illness from COVID-19.

¹ Centers for Disease Control, <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/how-covid-spreads.html>.

² CDC, <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/how-covid-spreads.html>.

- Experts continue to conduct more studies about the effect of COVID-19 vaccination on severity of illness from COVID-19, as well as its ability to keep people from spreading the virus that causes COVID-19.
- COVID-19 can have serious, life-threatening complications, and there is no way to know how COVID-19 will affect you. In addition, if you get sick, you could spread the disease to friends, family, and others around you.

COVID-19 vaccination will be an important tool to help stop the pandemic.

- Wearing masks and social distancing help reduce your chance of exposure to the virus or spreading it to others, but these measures are not enough. Vaccines will work with your immune system so it will be ready to fight the virus if you are exposed.
- The combination of getting vaccinated and following CDC’s recommendations to protect yourself and others will offer the best protection from COVID-19.
- Stopping a pandemic requires using all the tools we have available. (See more from the CDC on the benefits of vaccination at <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/vaccine-benefits.html>.)

The California Department of Public Health (CDPH) also recommends that people get vaccinated to slow the spread of COVID-19. The CDPH has its own “Scientific Safety Review Workgroup,” which has confirmed that “vaccines have met high standards for safety and efficacy.”³ Based on the ease of transmission of the virus that causes COVID-19 and the safety and effectiveness of vaccination, this protocol operates to protect employees, students, volunteers, and the community.

Protocol

I. Scope of Coverage

Effective November 1, 2021, all students, volunteers, faculty, and staff must be fully vaccinated against the virus that causes COVID-19 in order to be physically present at District campuses and facilities, unless they receive an approved medical exemption, disability accommodation, or religious accommodation. People are considered fully vaccinated for COVID-19 two weeks or more after they have received the second dose in a 2-dose series (e.g., Pfizer-BioNTech or Moderna), or two weeks or more after they have received a single-dose vaccine (e.g., Johnson and Johnson J&J/Janssen.) Employees, volunteers, and students who do not comply with these procedures or falsify information may face discipline up to and including termination or expulsion.

³ CDPH, https://www.cdph.ca.gov/Programs/CID/DCDC/CDPHa%20Document%20Library/COVID-19/COVID_VACCINE_FACT_SHEET-ENG-08.pdf, [April 2, 2021.]

II. Effective Dates

This Protocol shall be effective on November 1, 2021 and shall remain in effect until the District determines that the Protocol is no longer necessary. This Protocol may be amended or revoked at any time by District administration.

III. Obtaining a COVID-19 Vaccine

Individuals may obtain a COVID-19 vaccine from District health services at Mission College or West Valley College, any County provider, or any health care provider authorized to administer the vaccine. If any individual has difficulty obtaining the vaccine, please contact Health Services at your home college by emailing:

- West Valley College: wvc.healthservices@westvalley.edu
- Mission College: mc.health.services@missioncollege.edu

IV. Proof of Vaccination

All students registering for in-person coursework or utilizing in-person services at the colleges must be fully vaccinated or have an approved religious or medical exemption.

If students are planning to register for in-person courses in Spring 2022, they must provide to the District proof of vaccination and a signed Confidentiality of Medical Information Act release (“The Release”, see Attachment 2) in order to be physically present on campus as described above. The District will accept, a CDC Vaccination Card, screenshot of QR code, or a note from their health provider who administered the vaccine. All medical records will be uploaded in a safe and secure manner to preserve the privacy of students.

V. Health or Medical Records

The District will not request any health or medical information for the purpose of enforcement of this Protocol other than proof of vaccination and the Release. Unless consent is given, the District will not request or receive any medical information from students or vaccination providers, or give any medical information to any vaccination provider. Any proof of vaccination a student, volunteer, or employee provides to the District will be stored in a manner consistent with applicable law and in accordance with the District’s practice for storing medical information for and employees.

VI. Exemptions from Vaccination Requirement

District employees, students, and volunteers may be exempt from the mandatory COVID-19 vaccine requirements in this Protocol only under the following circumstances:

- A. Medical Exemption:** Any student may submit a written statement from a licensed medical provider (such as a physician, physician assistant or nurse practitioner) exempting them due to the person’s disability or serious medical condition. This

statement must be submitted on the medical provider's office letterhead with the provider's printed name, license number, signature and date the statement is issued. Submit the statement by email to Dr. Alfred Forrest, District Director of Health Services, at alfred.forrest@wvm.edu

B. Religious Exemption: If a student objects to the District's vaccine mandate based on a sincerely held religious belief, the student must complete and submit the corresponding Religious Accommodation Request Form for COVID-19 Vaccination in Attachment 1. Students should submit the statement by email to the corresponding VPSS at their respective college:

a. **West Valley College Students:** Submit to VP of Student Services:
vp.studentservices@westvalley.edu

b. **Mission College Students:** Submit to VP of Student Services:
MC.VPSS@missioncollege.edu

VII. Accommodations Process

If the District determines that a student has not received the COVID-19 vaccination due to a medical condition or a sincerely held religious belief, the District will engage in an interactive accommodations process to determine whether or not a reasonable accommodation can be provided. The accommodations process will determine whether a reasonable accommodation exists to enable the student to fulfill the essential requirements of their course. The District will follow its normal accommodations policy in determining a reasonable accommodation. Accommodations may not be possible where it would result in an undue burden to the District.

The District may require COVID-19 testing for any student when indicated by health screening and/or exposure to COVID-19. Any changes in this Protocol regarding testing will be guided by ongoing information from the California Department of Public Health and the Santa Clara County Public Health Department.

VIII. Prohibition of Harassment Discrimination

The District will not discriminate against any student, volunteer, or employee who receives an exemption from receiving the COVID-19 vaccine, although the District will take any legitimate business action to maintain the safety of the campus(es) and community. The District will not tolerate any discrimination or harassment against students, volunteers, or employees based on vaccination status or individuals taking mitigation measures, such as wearing a face mask. Students, volunteers, and employees found to be engaging in such discrimination or harassment may face discipline up to and including termination or expulsion. If you believe you have experienced harassment, discrimination, or retaliation due to an exemption from receiving the

COVID-19 vaccine, please contact Samantha Folb, Director of Training, Compliance, & Employee Relations at Samantha.Folb@wvm.edu.

IX. Revisions to the Protocol

The District reserves the right to revise and update this Protocol as may be necessary based upon ongoing information and guidance from the California Department of Public Health and the Santa Clara County Public Health Department.

RELIGIOUS ACCOMMODATION REQUEST FORM FOR COVID-19 VACCINATION - STUDENTS

The West Valley - Mission Community College District prohibits discrimination and retaliation against all members of the college community-based on classifications protected by law, including, but not limited to religion, creed, and religious belief, practice, or observance. Accordingly, the District provides reasonable accommodations for applicants, employees, volunteers, and students whose sincerely held religious belief, practice, or observance conflicts with an employment or enrollment requirement, unless providing a reasonable accommodation would result in undue hardship on the conduct of the District's operations.

To promote a safe and healthful workplace for employees, and to promote the health and safety of students, volunteers, and employees working and learning on the District's campuses and facilities, and members of the community, the District requires that all employees and students be fully COVID-19 vaccinated by November 1, 2021 in order to be physically present on District premises. Students may use this form to request a religious accommodation if they have a sincerely held religious belief, practice, or observance that conflicts with the District's requirement that all students who are enrolled in in-person coursework or utilizing in-person services at the colleges receive a COVID-19 vaccination.

Employee to complete the following information:

Section A: General Information

Students Name: _____

Student G# (ID number): _____

Student Email: _____

Student Phone Number: _____

Section B: General Student Information

Please check all that currently apply to you:

- I am registered or planning to register for in-person courses at Mission and/or West Valley Colleges.
- I am planning to utilize on-campus in-person services at Mission and/or West Valley Colleges.
- I am a student employee and perform work in shared or communal spaces or areas where students, other employees, visitors, or members of the public may also be present.

Section C: Description of Religious Belief, Practice, or Observance

Please describe your sincerely held religious belief(s), practice(s), or observance(s) that conflicts with the requirement that you receive a COVID-19 vaccination (attach additional page if necessary):

Section D: Requested Accommodation

Please describe the accommodation* you are requesting:**

** Please note that an accommodation must enable you to meet the essential functions of your job or the essential requirements of your on-campus class or activity.*

*** Please note that the District will consider your preferred accommodation and other possible accommodations that would resolve the conflict between your religious belief(s), practice(s), or observance(s) and will select and implement the accommodation that it deems effective.*

My signature below indicates that the information I have provided in this form accurately reflects my sincerely held religious belief(s), practice(s), or observance(s) and its conflict with the District's requirement that all employees receive a COVID-19 vaccination. I also understand that in evaluating my request for an accommodation, the District may require me to provide additional supporting documentation and may not grant my request if it creates an undue hardship on the conduct of the District's operations.

Student Signature

Date