In order to access campus/programs, a student or employee shall provide certification of having received an approved COVID-19 vaccine as defined herein. Students and employees may claim an exemption to the approved vaccine requirement in accordance with District procedures. Any student or employee who does not provide certification may be denied access to campus/programs. Face Coverings may also be required by Federal, State, County, or District, regulations, or guidelines, and face covering requirements may be applicable to both vaccinated or unvaccinated individuals, both indoors and outdoors, as appropriate for the current state of the COVID-19 pandemic. In the event that the directives of federal, state, and local governing public health agencies differ, the District will comply with the most stringent or restrictive mandate.

Contractors, as well as all eligible persons, groups, or organizations authorized to use District buildings or grounds pursuant AP6700, Civic Center and Other Facility Use, shall ensure that their agents, employees, and guests undertake appropriate safety measures in accordance with this procedure and all other applicable COVID-19 related regulations, policies, procedures, and guidelines. In consideration of the nature of the contractor's services, or authorized user's activities (including proximity to members of the District community, duration, and extent of on-campus presence), the District may also require that these individuals be fully vaccinated before entering District facilities.

The District may, on rare occasions, consider extenuating or individual circumstances regarding being unvaccinated. Any such consideration shall be consistent with all applicable District policies including those prohibiting discrimination, harassment, and retaliation based on protected status or activity.

This procedure supplements and does not replace District policies and procedures governing other safety measures.
Definitions

Approved Vaccine: A COVID-19 vaccine that has received full approval from the U.S. Food & Drug Administration (FDA) and is recommended for use by the U.S. Centers for Disease Control and Prevention (CDC). The following COVID-19 vaccines shall also be deemed to be approved vaccines for the purpose of satisfying the vaccination requirement in this policy: (a) a COVID-19 vaccine administered under an FDA Emergency Use Authorization; or (b) a COVID-19 vaccine administered outside of the United States that has been approved by the World Health Organization.

Fully Vaccinated: Two weeks after receiving the second dose in a two-dose series or two weeks after receiving a single-dose vaccine.

Campus/Programs: Any campus, property, or facility owned or operated by the District in connection with its teaching, public service, or other programs and services. Any in-person program, service, or activity (on- or off-campus) operated or controlled by the District.

Certification: Submission of information establishing that a student or employee has received an approved vaccine or qualifies for an exemption from the vaccine requirement. The colleges and District may collect from every student or employee who seeks access to campus/programs the following, as applicable: (1) declaration of current COVID-19 vaccination status (with an approved vaccine); (2) declaration of medical exemption; (3) declaration of religious exemption; (4) COVID-19 vaccination record card; or (5) state issued Personal Digital COVID-19 Vaccination Record. Each certification shall include an attestation by the student or employee that the information provided is accurate and truthful. The District may request other information including, but not limited to, date of full vaccination, vaccine type, and lot number.

Contractor: A person or entity, including an auxiliary organization, that agrees to conduct work for the District as specified under the terms of a contract or agreement.

Employees: Faculty, staff, volunteers, student workers, administrators, and project-based employees of the West Valley-Mission Community College District.

Exemptions: A student or employee may be excused from the vaccine requirement in this policy as described below. A person who is granted an exemption shall be required to adhere to other safety measures for the health and safety of the campus community.

Medical Exemption: due to a medical (including mental health) condition for which an approved vaccine presents a significant risk of serious adverse reaction. The District may ask for proof of a medical exemption to be verified by a certified or licensed healthcare professional.
Religious Exemption: due to either (i) a person's sincerely held religious belief, observance, or practice, which includes any traditionally recognized religion, or (ii) beliefs, observances, or practices which an individual sincerely holds and that occupy a place of importance in that individual's life, comparable to that of traditionally recognized religions.

Other Safety Measures: Any action, as determined by the District, after receiving direction from CDC, FDA, Santa Clara County Department of Health, and other regulatotary agencies, other than getting an approved vaccine, that decreases the likelihood of COVID-19 transmission or illness and allows the core mission and activities of the campus to continue. Other safety measures may include, but are not limited to, asymptomatic (public health surveillance) testing and symptomatic testing; physical/social distancing; avoiding large gatherings; wearing face coverings or personal protective equipment; frequent handwashing and cleaning; practicing respiratory etiquette; improving ventilation or air purification of indoor spaces; or staying home and/or quarantining when approved/warranted.

Student: Any admitted or enrolled West Valley-Mission student participating in any in-person activities.

General Provisions

Confidentiality of Information: This procedure (including in connection with data collection) shall be governed by applicable District policies regarding confidentiality, privacy, and security of health records, as well as state and federal law. Information shall be used only for the specific purpose intended and only be accessible to District personnel who have a business need-to-know.

Accessibility: This procedure shall be governed by applicable District policies regarding accessibility, as well as applicable state and federal law.

Documentation to Support Certification:

Vaccination Status: Any person submitting a declaration of current COVID-19 vaccination status (with an approved vaccine) shall verify that, at the District's request, they will promptly provide proof of vaccination. The District will not request any health or medical information for the purpose of enforcement of this policy other than that information which is necessary to confirm or verify proof of vaccination.

Medical Exemption: Students and employees may decline vaccination due to medical contraindications or precautions recognized by the U.S. Food & Drug Administration or Centers for Disease Control and Prevention or due to a disability. Any person submitting a declaration of medical exemption shall verify that they will promptly provide documentation from a certified or licensed healthcare professional to support their declaration upon request by the
District. A person who is granted medical exemption shall be required to adhere to other safety measures.

Religious Exemption: Students, faculty, and staff may decline vaccination based on a sincerely held religious belief, practice, or observance. A person who is granted religious exemption shall be required to adhere to other safety measures. Any person submitting a declaration of religious exemption shall verify that they will promptly provide a statement that describes the applicable religious or other comparable belief that is the basis for their exemption upon request by the District. A person who is granted religious exemption shall be required to adhere to other safety measures.

Accommodations: The District will provide an individualized interactive process to identify appropriate accommodations for individuals claiming an exemption. Accommodations may involve adjustments to job duties, remote work or learning, isolation of individuals in certain campus locations, limiting of interactions, and other safety measures.

Broad Dissemination of Policy Information: Information about the COVID-19 vaccination requirement shall be widely disseminated through any combination of written information statements, verbal communications, or online or in-person training programs. Such information shall provide appropriate point(s) of contact, including email and telephone numbers.

Access and Availability of Vaccinations and Testing: COVID-19 testing required by the District shall be provided to students and employees at no charge. Information about the availability of approved vaccines and COVID-19 testing, including those offered free-of-charge, shall be widely disseminated through any combination of written information statements, verbal communications, or online or in-person training programs.

All students and employees shall receive information as part of ongoing training and education, concerning:

- The potential benefits for COVID-19 vaccination;
- The potential health consequences of COVID-19 illness for themselves, family members and other contacts, coworkers, patients, and the community;
- Exposure to COVID-19 and contact tracing;
- The epidemiology and modes of transmission, diagnosis, and non-vaccine infection control strategies in accordance with their level of responsibility in preventing COVID-19 infections;
- The safety profile and potential risks of any COVID-19 vaccine; and
- Requirements for compliance with the COVID-19 vaccination interim policy.

Superseding Public Health Directives: In the event that a federal, state, or local governing public health agency imposes a requirement that restrictively conflicts with
this policy or implementation of this policy, the applicable public health mandate shall
govern and be implemented.

**Dual Enrollment Students:** The District shall coordinate with local K-12 school districts
and their respective county offices of education regarding applicability of the provisions
of the COVID-19 vaccination interim policy and this administrative procedure.

**Apprenticeship Sites:** Apprenticeship sites are not operated and controlled by the
District and are not subject to this administrative procedure.

**Field Trips:** Faculty, Staff, and students participating in field trips must adhere to the
vaccination requirements identified in this procedure, as well as all applicable laws,
regulations, or policies of the jurisdiction in which the field trip occurs.

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**Date Adopted: September 13, 2021**