



IMMUNIZATION POLICY

The Morris Brown College "MBC" Immunization Form is required. It must be completed and signed by the student and then returned to the Student Services Office along with an official copy of the student's immunization (vaccine) record. Students are encouraged to keep a copy of the documents for their personal records.

All students born after 1956 must provide a statement of immunization against Measles, Mumps, and Rubella (MMR), giving the month, day, and year of immunization. A statement of "up to date" is not sufficient. Two doses of Measles (Rubeola) vaccine, two doses of Mumps vaccine, and one dose of Rubella are required. Students must have been at least 12 months old when the first Measles dose was received.

If a student is unable to provide dates of immunization to Measles, Mumps, and Rubella, he or she may document immunity by blood test, at the student's expense. If this testing shows no immunity to Measles, Mumps, or Rubella, the student may register following documentation of the first dose of MMR, with the second to follow in thirty (30) days, if required.

A completed Tuberculosis (TB) screening questionnaire is required of all new students (page 3 of the MBC Immunization form). Students at risk for TB will be required to have a PPD skin test (Mantoux). The Tine tuberculosis test is not acceptable. Students should be tested regardless of prior BCG vaccination. Any student with a positive skin test will be required to provide a report of a normal chest x-ray (done after the positive PPD) to be eligible to register. A physician should evaluate individuals with a positive tuberculosis skin test.

Do not assume that childhood immunizations are adequate; requirements have changed during the past several years. Medical facilities in the U.S. and in other countries are required to keep records of vaccinations. Additional sources of immunization information include doctors' offices, health departments, and schools. Students should make copies of the completed health form for their own files, and then mail/email/fax the original forms. Do not rely on health care providers, family members, or other colleges to mail the forms.

Exemptions from compliance with the immunization policy include:

1. Religious exemption: The student must provide a vaccination objection form from an official of the religion, such as an ordained minister or priest, affirming that the required immunizations are in conflict with the beliefs or practices of the religion. The name of the organization must be specified in the form, and form must be notarized.
2. Medical exemption: Must be written on office stationery, signed by a MD (not a relative of the student), and stamped with his/her office stamp. The letter should state the reason for the exemption, and whether the exemption is temporary or permanent. The letter should be accompanied by the vaccination objection form.

Immunizations for the following diseases are recommended, but not mandatory: chickenpox (varicella), hepatitis A, hepatitis B, polio, and tetanus. The most recent tetanus booster should have been within the past 10 years. Immunization against meningococcal meningitis is recommended for college students.

Some academic programs have additional immunization requirements. Students are advised to check with their college or school program for any additional requirements.

The immunization form can be found on the website at:

Morris Brown College• 643 Martin Luther King Jr. Dr, Atlanta, GA 30314

(Phone:404-458-6085) (Fax: 678-585-6648) (Email:info@morrisbrown.edu) (Website: morrisbrown.edu)

Morris Brown College –Policy SARS-CoV-2 (COVID-19) Vaccination Program

I. POLICY SUMMARY

The purpose of this policy is to protect the health and safety of the College community, including, but not limited to, the faculty, academic appointees, staff, trainees, students, contractors, and others who work, live, or learn in any of the College's locations. The College strongly recommends that all members of the community obtain the COVID-19 vaccine as soon as they are eligible. This policy requires all Morris Brown College Personnel, Trainees, Contractors and Students accessing College facilities and programs in person to receive the COVID-19 vaccine, subject to limited exceptions and exemptions, beginning before the start of the Fall 2021 term. Enforcement of the mandate will be delayed until full FDA licensure (approval) and widespread availability of at least one vaccine. Those who do not provide proof of vaccination by another provider may be subject to additional safety measures.

II. DEFINITIONS

COVID-19 Vaccination Program: A vaccination program intended to reduce the incidence of SARS-CoV-2 infection and resultant COVID-19 disease in the College community.

Exception: An Exception to the COVID-19 vaccine mandate based on a person's sincerely held religious belief, practice, or observance, which includes any traditionally recognized religion as well as beliefs, observances, or practices, which an individual sincerely holds, and which occupy in their life a place of importance parallel to that of traditionally recognized religions. Requests for Exceptions must be submitted to authorized campus representatives, who vary by campus and requestor group. A person who is granted an Exception may be required to adhere to compensating or mitigating controls including additional Non-Pharmaceutical Interventions for the health and safety of the campus community.

Initial Allocation: The period immediately following [Emergency Use Authorization](#) or [Licensing](#) of COVID-19 vaccine, and extending until the time when there are sufficient supplies of EUA-authorized or Approved COVID-19 vaccine to vaccinate all Personnel, Trainees, Contractors and Students who wish to be vaccinated.

Licensing: The process used by the U.S. Food and Drug Administration to approve commercial distribution of a biological drug like a vaccine.

Location (or College Facility): Any United States campus or facility operated by the College in connection with its research, teaching, public service, or missions or programs. A Location does not include a property owned by the College but leased to a third party unless (and only to the extent) a College Program occurs at that site.

Medical Exemption: An excuse from receiving COVID-19 vaccine due to medical contraindications or precautions recognized by the U.S. Food & Drug Administration or Centers for Disease Control and Prevention; or disability. Requests for Medical Exemptions must be submitted to authorized College representatives, who vary by Location and requestor group. A person who is granted a Medical Exemption may be required to adhere to compensating controls including additional Non-Pharmaceutical Interventions for the health and safety of the College community.

Non-Pharmaceutical Intervention (NPI): An action, other than getting vaccinated or taking medicine, that members of the College community can take to help slow the spread of COVID-19 and other illnesses. These include, for example, staying home, especially when a person is sick or when a member of the person's family or household is sick; quarantining when a person has been exposed to someone else with the illness; avoiding large gatherings; physical/social distancing; wearing personal protective equipment or face coverings; frequent handwashing and cleaning; and asymptomatic (surveillance) and symptomatic testing.

Participation: Receipt of information about COVID-19 vaccine and: (i) receipt of a COVID-19 vaccine at a Location, (ii) obtaining an Approved or EUA-authorized vaccination at an alternative site (e.g., a primary care physician's office, a public health clinic, a local pharmacy, or a vaccine fair) and providing documentation of vaccine status to the College, or (iii) College approval of an Exception or Medical Exemption request, documented on an approved Declination Form. Participation compliance under this policy for those receiving vaccine may require repeat vaccinations or boosters on an annual or recurring basis consistent with FDA-approved labeling and CDC recommendations.

Personnel: College faculty, other academic appointees, contractors, and staff working and/or learning on site, including but not limited to visiting, volunteer, without salary, and emeritus/a professors, visiting or volunteer academic appointees, and contract, recall, and emeritus/a employees.

Students: The term "student" is an individual for whom the College maintains student records and who: (i) is enrolled in or registered with an academic program of the College; (ii) has completed the immediately preceding term, is not presently enrolled, and is eligible for reenrollment; or (iii) is on an approved educational leave or other approved leave status or is on filing-fee status. The term includes some Trainees, as defined below. It also includes visiting students. It excludes individuals who are not currently living, working, and/or learning at a Location or participating in-person in a College Program.

Trainees: Professional students, including visiting students and students of externally sponsored educational programs participating in programing on campus.

College: The Morris Brown College.

College Program: A program or activity operated by the College to support the College's teaching or research mission and generally offered exclusively to College Personnel or Students. Examples of covered Programs that may not be conducted at a Location include the College-sponsored athletics programs.

Vaccine Approval: For purposes of this policy, a COVID-19 vaccine is considered "approved" after the following conditions are met: (i) the U.S. Food and Drug Administration has issued a [License](#) for the vaccine; and (ii) the U.S. Centers for Disease Control and Prevention has recommended its administration. However, any vaccine administered under a [License](#) or an [Emergency Use Authorization](#) (EUA) meets the vaccination requirements of this policy.

Vaccine Information Statement ("VIS"): An information sheet produced by or including information derived from the Centers for Disease Control and Prevention, the Georgia Department of Public Health, or any of its components, explaining in plain language the benefits and risks of a vaccine-to-vaccine recipients. A VIS generally must be provided to an individual being vaccinated prior to each dose of the vaccine. For purposes of this policy, a VIS may also include U.S. Food and Drug Administration fact sheets for vaccine recipients and caregivers.

Working, Living, and/or Learning on Site: Accessing a College Facility or Program for any work-, research-, or education/training-related purpose (as distinguished from accessing a Healthcare Location to obtain healthcare services as a patient), including living in housing furnished by the College or in partnership with the College, or using College amenities such as libraries, computer labs, workout facilities or dining halls. Access is not defined by reference to any particular frequency (e.g., daily, weekly, monthly, ad hoc).

III. POLICY TEXT

This policy supplements, and does not replace, existing policies requiring College Personnel, Trainees, Students, patients, and visitors to observe Non-Pharmaceutical Interventions including appropriate use of either personal protective equipment (where required) or face coverings, social and physical distancing, frequent handwashing and cleaning, and regular surveillance testing.

A. COVID-19 Vaccination Policy. All Personnel, Trainees, and Students accessing any College facility or program in person in connection with their employment, appointment, or educational program must participate in the COVID-19 Vaccination Program by receiving information about the vaccine; and, no later than the start of the Fall 2021 term, either (i) receiving vaccination; or (ii) receiving an approved Exception or Medical Exemption and submitting a Declination Form, as further described below. Until the time at least one vaccine is fully Licensed and available to anyone who wishes to be vaccinated, participation may be delayed for some or all Personnel, Trainees, and Students consistent with the procedures described under COMPLIANCE/RESPONSIBILITIES below.

1. Information. All Personnel, Trainees, and Students shall receive information at the time of hire or the beginning of their educational program, at the time of each required vaccination activity, as part of ongoing training and education, or any combination thereof concerning:

- a. The potential benefits of COVID-19 vaccination;
- b. The potential health consequences of COVID-19 illness for themselves, family members and other contacts, coworkers, patients, and the community;
- c. Occupational exposure to SARS-CoV-2;
- d. The epidemiology and modes of transmission, diagnosis, and non- vaccine infection control strategies (such as the use of appropriate precautions, personal protective equipment or face coverings, and respiratory hygiene/cough etiquette), in accordance with their level of responsibility in preventing COVID-19 infections;
- e. The safety profile and potential risks of any COVID-19 vaccine; and
- f. Requirements for Participation in the COVID-19 Vaccination Program and consequences of failing to participate.

The information may be conveyed through any combination of written information statements (e.g., a VIS), verbal communications, or online or in-person training programs, consistent with applicable law and location policies and practices.

Personnel, Trainees, and Students with disabilities who require accommodations to access or complete any informational or educational materials or programs should contact their Human Resources contact or student disability management services office.

2. Receipt of Vaccine. Personnel, Trainees, and Students may: (i) receive vaccination on site at any location that offers COVID-19 vaccine.

3. Vaccine Declination. Personnel, Trainees, and Students who receive an approved Exception or Medical Exemption may decline the COVID-19 vaccine by completing a Vaccine Objection Form and submitting it. Employees will submit the form to the HR representative by the date established by the HR as provided under Compliance/Responsibilities below. Students will submit the form to Student services office. A sample Vaccine Objection Form that may be utilized by any location for this purpose is attached. The following procedures apply to vaccine objections:

- a. Individuals who are not vaccinated and do not have an approved Exception or Medical Exemption documented on an Objection Form will not be cleared to access College Facilities or Programs in person.

- b. Any Personnel, Trainees, or Students who are not vaccinated may be required to participate in or implement additional NPIs as directed by the College or designee to mitigate risk to Personnel, Trainees, Students, and others whenever they access College Facilities or Programs in person. These may include more frequent and regular asymptomatic testing, temperature checks, etc.
- c. Any Personnel, Trainees, or Students with an approved Exception or Medical Exemption may nevertheless decide to become vaccinated. In this case, they are encouraged to discuss their plans with their primary care physicians, or local pharmacies, and may receive the vaccine through any of these and provide documentation of the administration to the College or designee.

4. Initial Allocation. During the period of Initial Allocation, the College is encouraged but not required to mandate full program Participation (see Section IV.C below); however, Locations are expected to comply with applicable legal and policy requirements for providing information to individuals voluntarily receiving vaccine such as the information described in Section III.A.1 above.

B. Superseding Public Health Directives. In the event a federal, state, or local public health agency with jurisdiction imposes a mandate restricting or eliminating Participation options, the applicable public health mandate will be implemented at the affected Location(s). Inconsistent directives issued by agencies with overlapping jurisdiction should be discussed with a College's Office of Legal Affairs.

C. Tracking

1. The following information must be recorded and tracked by the College or designee in the applicable confidential health record, consistent with college privacy and security policies for the recipient: date of administration, vaccine type and manufacturer, and site of administration (e.g., College, Pharmacy, PCP, Mass Vaccination Site). Additional information must be recorded when vaccines are administered by the Location (e.g., vaccine lot number, expiration date, name/title of the person administering vaccine, address of the facility where the record of administration will reside, and version of VIS provided).

D. Program Implementation and Enforcement

- 1. Program Participation is mandatory. Individuals eligible for an Exception or Medical Exemption may, after receiving appropriate information about the vaccine, consent to vaccination or submit a completed Objection Form to the College or appropriate designee. Objections may require additional compensating controls including additional Non-Pharmaceutical Interventions for the health and safety of the College community, as determined by the College or designee.
- 2. Program implementation with respect to Students will be handled consistent with the procedural provisions of the Student Immunization [Policy](#).
- 3. Any Personnel, Trainees, or Students subject to this policy who fail to participate in the COVID-19 Vaccination Program as described in section D.1 above by the locally established deadline (i.e., by receiving the vaccine or receiving an Exception or Medical Exemption and submitting a written Declination Form) may be prohibited from in-person access to College Facilities or Programs, including College housing.

IV. COMPLIANCE / RESPONSIBILITIES

A. CDC and FDA generally translate VIS into many languages commonly spoken in Georgia and elsewhere in the United States and post these online. The relevant VIS should be provided to a person

receiving vaccine in a language that they understand. In the event relevant VIS translations are unavailable, they should be accompanied when distributed with a document with [taglines such as those](#) approved by the U.S. Department of Health & Human Services to facilitate language access by all affected Personnel, Trainees, and Students. Interpreters should also be made available in person, by video, or by phone during vaccine clinics.

(ii) The College or its designee is responsible for: (i) assuring any necessary updates are made to its local Infectious Diseases/Infection Prevention and Control Programs; establishing deadlines for COVID-19 Vaccination Program Participation on an annual or ongoing basis, in consultation with epidemiology and infection prevention experts and occupational health representatives as applicable and consistent with any supply limitations; and (iii) assuring implementation of the COVID-19 Vaccination Program at all sites.

1. The College should implement strategies for vaccine access, including efforts to ensure vaccination availability during all work shifts and to address vaccine hesitancy, particularly among groups at most significant risk for contracting COVID-19 and suffering severe illness.
2. Timing for implementation will depend on timing of Vaccine Approval, recommendations of federal and state public health authorities, and the availability of vaccine from suppliers. As a general matter, the vaccine mandate (subject only to college-approved Exceptions and Medical Exemptions described above), will be effective on the later of: (i) the beginning of the Fall Term 2021. Students are strongly encouraged to get their vaccines before coming to campus.

V. RELATED INFORMATION

- [FDA COVID-19 Vaccine Information](#)
- [FDA Janssen COVID-19 Vaccine](#) (includes fact sheet and translations)
- [FDA Pfizer-BioNTech COVID-19 Vaccine](#) (includes fact sheet and translations)

- [FDA Moderna COVID-19 Vaccine](#) (includes fact sheet and translations)
- [CDC COVID-19 Vaccination](#)
- [CDC COVID Vaccination Program Planning Guidance](#)
- [CDC Vaccine Recommendation Process](#)
- [Infectious Disease Society of America – COVID-19 Vaccine Information](#)
- College Policy: Student Immunizations and Health Requirements
- College COVID-19 Information
- [GA Department of Public Health: Vaccine Information](#)
- [Coronavirus Disease 2019 \(COVID-19\) | Centers for Disease Control and Prevention \(CDC\) COVID-19 Advisory Committee on Immunization Practices \(ACIP\) Vaccine Recommendations | CDC](#)

VI. FREQUENTLY ASKED QUESTIONS

1. What is the relationship between this policy and the currently posted interim policy? This policy, if approved, will become effective at the beginning of the Fall term and at that time will replace the posted interim policy.
2. Am I required to be vaccinated to attend school? Individuals, including Personnel and Students, must receive the COVID-19 vaccine in order to access College Facilities and Programs in person, unless they have been granted an Exception or Medical Exemption and submitted an Objection Form to the College or designee.
3. How do I apply for an Exception or a Medical Exemption? Employees contact HR. Students contact Student Services.
4. How will I know if my co-workers or fellow Students are going unvaccinated? The College will not disclose vaccine status of individual Personnel, Trainees, or Students to coworkers or fellow Students; however, the College may distribute badge attachments, stickers, pins, or other indicators that vaccinated individuals may use to show that they have received the vaccine.
5. I am immunocompromised and have been told that my vaccination may not fully protect me. How can I protect myself when the College is not requiring all Personnel, Trainees, and Students to be vaccinated? Please contact your HR office to discuss your situation and reasonable accommodations.
6. Will Morris Brown College specify which authorized or licensed vaccine is preferred? The College supports the principle that all EUA-authorized vaccines are safe and very effective in preventing symptomatic COVID-19 and in decreasing the odds of hospitalization and death. In order to reach herd immunity, the College recommends that every effort be made to maximize vaccine uptake across the College community and more widely. This can be achieved by maximizing access, minimizing barriers, and ensuring that our communities are vaccinated within the shortest timeframe. As stated by the CDC, the best vaccine is the one that you are eligible to receive and that you can get today.
7. Will Locations provide paid time off for non-exempt employees for the time needed to get vaccinated? Yes. Non-exempt employees and hourly academic appointees may take up to four hours of paid time to obtain each dose of the SARS-CoV-2 (COVID-19) vaccine. These employees and academic appointees must provide advance notice to their supervisor. If an employee or academic appointee needs more time for this purpose, the employee or academic appointee may request emergency paid sick leave “EPSL” for the additional time.
8. What if I experience flu-like symptoms as a result of the vaccine that mean I cannot work as scheduled, or attend classes? Employees should contact their supervisors or local human

resources offices for instruction but as a general matter, PTO, sick, or COVID leave may be used to take time off as needed to recover. Students should contact their faculty/instructors regarding minor illnesses or disability services to address any significant issues.

9. If I receive an approved Exception or Medical Exemption and object to the vaccine, what “compensating controls” will apply to me? Currently all employees, Trainees, and Students must comply with state and local health orders and with college policies regarding Non-Pharmaceutical Interventions including personal protective equipment or face coverings, social and physical distancing, frequent hand washing, regular cleaning and disinfection, temperate checks, and routine testing. Additional safety measures, such as quarantine upon initial arrival to campus and increased surveillance testing frequency, may be deemed necessary by local public health, environmental health and safety, occupational health, or infection prevention authorities. In that case, a person who has received an approved Exception or Medical Exemption and submitted an Objection Form to the College will be informed of any additional requirements.
10. Does this policy apply to contractors? Volunteers? Employees of contractors, independent contractors, and volunteers who work side-by-side with College Personnel or Trainees, or who have direct contact with Students, will be asked to participate in the program.
11. How will enforcement work for failure to participate in the program? Efforts will be made to encourage Participation by receiving education and either receiving vaccine or objections to vaccine after receiving an approved Exception or Medical Exemption. Those who, following these efforts, fail to participate entirely, will be barred from in-person access to College Facilities and Programs, and may experience consequences as a result.
12. I am at high risk for severe illness if I contract COVID-19 and even though I have been vaccinated, I know that no vaccine is 100% effective. Do I have to come to work if my co-workers or Students are not all vaccinated? What accommodations will be made for me? Please contact your HR office to discuss your situation and available accommodations.

VII. REVISION HISTORY

First Effective Date:

Amended:

Amended: (extended to Students, effective Fall 2021; and vaccine mandated at that time for all groups subject only to limited Exceptions and Medical Exemptions)

VIII. APPENDIX

- A. [Vaccine Information Statement](#) [COMING SOON]
 - a. [FDA EUA Fact Sheet for Recipients and Caregivers](#) (Janssen)
 - b. [FDA EUA Fact Sheet for Recipients and Caregivers](#) (Pfizer-BioNTech)
 - c. [FDA EUA Fact Sheet for Recipients and Caregivers](#) (Moderna)
- B. Acknowledgement Form
- C. Objection Form: Religious Exception/ Medical Exemption