STATEMENT: Oregon state government is committed to stopping the spread of COVID-19 in our workplaces.

AUTHORITY: Executive Order 21-29

APPLICABILITY: All employees and volunteers

ATTACHMENTS: None

DEFINITIONS:
- Fully Vaccinated: having received both doses of a two-dose COVID-19 vaccine or one dose of a single-dose COVID-19 vaccine and at least 14 days have passed since the individual’s final dose of COVID-19 vaccine.
- Proof of Vaccination: documentation provided by a tribal, federal, state or local government or a health care provider that includes an individual’s name, date of birth, type of COVID-19 vaccination given, date or dates given, depending on whether it is a one-dose or two-dose vaccine and the name/location of the health care provider or site where the vaccine was administered.

POLICY:

(1) Individuals will be fully vaccinated against COVID-19 by October 18, 2021.

   (A) Individuals unable to be vaccinated for medical reasons or a sincerely held religious belief may qualify for an exception, as required by state and federal law.

(2) Individuals will provide proof of documentation showing they are fully vaccinated or a written request for an exception on or before October 18, 2021.

(3) Individuals not fully vaccinated, or who do not have a written request for or approved exception for medical or religious reasons after October 18, 2021, will face personnel consequences up to and including separation of employment.
(4) Individuals hired after October 18, 2021, are required to be fully vaccinated upon hire, unless granted an exception for medical reasons or a sincerely held religious belief.