

SUBJECT: COVID-19 Vaccination Requirements	NUMBER: 50.000.03
DIVISION: Chief Human Resources Office	EFFECTIVE DATE: August 25, 2021
APPROVED: Signature on file with the Chief Human Resources Office	

POLICY 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: Refer to State HR Policy 10.000.01, Definitions; and Executive Order 21-29

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.