



COVID-19 Vaccination or Testing Overview and Policy

Effective September 27, 2021, this *Vaccination or Testing Policy* applies all staff, faculty, students, non-Fuller employees using Fuller space, contractors, guests, and others who visit and/or use the Pasadena campus, and student residents to be fully vaccinated (defined as two weeks after a single-dose vaccine or the second dose of a two-dose vaccine) or submit to weekly COVID-19 testing.

We are incredibly proud of our community and encouraged by the results of a recent survey, when 90 percent of Fuller employees and Pasadena students reported they are already fully vaccinated. However, with the current pervasiveness of the Delta variant and its increased transmissibility, we find it necessary to add this requirement in order to be excellent neighbors and care for the health and safety of all our community members. We are also monitoring the recently announced national regulatory requirements and may adjust as needed.

Vaccination or Testing Policy Overview

- Vaccination is STRONGLY encouraged for all employees (faculty and staff), students, and Fuller community members.
 - Fuller will begin requiring proof of vaccination as of September 27, 2021 for those who use or visit the Pasadena campus.
 - Weekly testing with a negative test result is an acceptable alternative to full vaccination.
- Who is included in Fuller's Covid-19 vaccination/testing policy?
 - Vaccine or negative test verification is required of *anyone who comes to Fuller's Pasadena campus*.
 - Employees, students, non-Fuller employees using Fuller space, contractors, and guests who visit the Pasadena campus, and student residents must comply (if not already included under Fuller's *Health Care Workers Vaccination or Testing Policy -- link will be added soon*).
 - Employees, students, non-Fuller employees using Fuller space, contractors, and guests who perform any work within Fuller's healthcare facility (180 N. Oakland Avenue building, not including Travis Auditorium) must comply with Fuller's *Health Care Workers Vaccination or Testing Policy (link will be added soon)*.
- What do I do if I am vaccinated?
 - Employees, students, and student residents will submit vaccination documentation through Fuller's COVID Concerns Verification Portal.
 - Campus visitors who fall into other categories must be prepared to present a physical or electronic proof of vaccination.

- What do I do if I am not vaccinated?
 - Employees, students, and student residents:
 - Those who are regularly scheduled to visit the Pasadena campus at least one time per week submit weekly COVID-19 test results through Fuller's COVID Concerns Verification Portal.
 - Those who intermittently visit the Pasadena campus submit COVID-19 negative test results through Fuller's Covid Concerns Verification Portal from a test taken within 72 hours prior to campus visit.
 - Campus visitors who fall into other categories must be prepared to present a physical or electronic proof of a COVID-19 negative test result from a test taken 72 hours prior to campus visit.

- What vaccines fulfill Fuller's vaccination requirement?
 - Those vaccines for Emergency Use or FDA-Approved by the [U.S. Food and Drug Administration \(FDA\)](#) and those under Emergency Use Listing (EUL) by the [World Health Organization \(WHO\)](#).

- What tests fulfill Fuller's testing requirement?
 - Approved tests include: either polymerase chain reaction (PCR) or antigen test that have Emergency Use Authorization (EAU) by the [Food and Drug Administration](#)
 - Please visit the US Department of Health and Human services page [Community-Based Testing Sites for COVID-19](#) for more information
 - We are also looking into providing an on-campus testing site option

- What if I choose to get vaccinated?
 - Once you are fully vaccinated (two weeks after completing a two-dose regimen or two weeks following a one-dose regimen), after September 27, you would no longer need to submit to weekly testing
 - Employees may use *COVID-19 Supplemental Paid Sick Leave* if you are unable to work or telework because
 - You are attending an appointment to receive a vaccine for protection against contracting COVID-19; or
 - You are experiencing symptoms related to a COVID-19 vaccine

- What happens if I cannot demonstrate proof of vaccination or a recent negative COVID-19 test result?
 - We are hopeful that the motivation to keep our community safe will result in voluntary compliance with the institution's vaccine or weekly testing policy, as well as other policies and protocols in place to reduce the risk of COVID-19.
 - Anyone who visits or uses the Pasadena campus and cannot demonstrate proof of vaccination or a negative COVID-19 test result (from within 72 hours) will be asked to leave Fuller's campus.
 - Ongoing non-compliance may result in disciplinary action up to and including termination of employment or student status (expulsion).

COVID-19 Vaccination or Testing Policy

Fuller Theological Seminary is committed to protecting the health and well-being of our employees, students, their families, and members of our community against the coronavirus (COVID-19). This policy is based on guidance and recommendations issued by the federal Centers for Disease Control and Prevention (CDC), and other public health authorities. COVID-19 vaccines have been determined to be a safe and effective measure for preventing serious illness or death from the virus.

Effective September 27, 2021, Fuller Theological Seminary requires all staff, faculty, students, non-Fuller employees using Fuller space, contractors, and guests who plan to visit and/or use the Pasadena campus, and all student residents to be fully vaccinated against COVID-19 or submit weekly testing with negative test results. According to the CDC, people are considered to be *fully vaccinated*:

- Two weeks after their second dose in a two-dose series, e.g., the Pfizer or Moderna vaccines, or
- Two weeks after a single-dose vaccine, e.g., Johnson & Johnson's Janssen vaccine.

Weekly testing with negative test result includes the following provisions:

- Approved tests include: either polymerase chain reaction (PCR) or antigen test that have Emergency Use Authorization (EAU) by the [Food and Drug Administration](#).
- If an individual tests positive for COVID-19, they must not come to campus and must immediately notify covidconcerns@fuller.edu.
- Those who intermittently visit a campus must submit COVID-19 negative test results through Fuller's Covid Concerns Verification Portal, or be prepared to show physical or digital proof, from a test taken within 72 hours prior to campus visit.

All employees and students who visit campus, except those subject to Fuller's *Health Care Workers Vaccination & Testing Policy*, must maintain and provide written proof to Fuller Theological Seminary that they have been fully vaccinated against COVID-19 or submit weekly testing with negative test results through the Fuller COVID Concerns Verification Portal. Note that employees or students should not provide proof of vaccination or test results that includes any genetic information (e.g., family medical history). Any documentation provided by an employee or student will be kept confidential to the extent required by law.

New employees, students, and student residents must present proof of COVID-19 vaccination or proof of a COVID-19 negative test result from a test taken 72 hours prior to the start or move-in date.

Campus visitors who fall into other categories must be prepared to present a physical or electronic proof of vaccination or proof of a COVID-19 negative test result from a test taken 72 hours prior to campus visit.

This policy is mandatory except for those individuals subject to Fuller's *Health Care Workers Vaccination & Testing Policy*.

Process for Obtaining COVID-19 Vaccination

Individuals may receive the COVID-19 vaccine provided by a third party, including a health care provider or pharmacy. Fuller accepts vaccines that are identified as Emergency Use or FDA-Approved by the [U.S. Food and Drug Administration \(FDA\)](#) and those under Emergency Use Listing (EUL) by the [World Health Organization \(WHO\)](#).

Compensation for Non-Exempt Fuller Employees

Non-Exempt hourly employees will be paid their hourly rate (and overtime, as applicable) for the time spent waiting and getting the COVID-19 vaccination or test, as well as for the waiting time after receiving the vaccine to monitor for an adverse reaction to the vaccine. If an employee receives a vaccine or test at a location separate from work, the employee will also be compensated for the time traveling to and from the vaccination or test site. Employees should record their time for these purposes as *COVID-19 Supplemental Paid Sick Leave*.

Noncompliance

An employee, student, or student resident who does not provide proof that they have been fully vaccinated for COVID-19 (e.g., received both doses of a two-dose regimen) or who does not submit weekly testing with negative test results, as applicable, will be considered noncompliant with this policy. Noncompliance may result in disciplinary action up to and including termination of employment or student status (expulsion).