

## MANDATORY VACCINATION FAQ

- Q:** Why are COVID-19 vaccines mandated for staff?
- A:** Mandated vaccinations for staff is consistent with our belief that the science around COVID-19 and the vaccines is clear and compelling, is in alignment with the guidance from federal, state, and local public health authorities and supports our goals of providing a safe working environment and returning to full in-person working and learning as soon as possible.
- Q:** How do I provide proof of vaccination?
- A:** Employees will be asked to verify their vaccination status by the review of an official COVID-19 Vaccination Record Card (hard copy or photo) or immunization record from either the [Colorado Immunization Information System \(CIIS\) Public Portal](#) or a treating physician/clinic by their site supervisor/designee or Human Resources staff member.
- Q:** Who will know if I have been vaccinated?
- A:** Only immediate supervisors and Human Resources staff will be aware if specific employees have been vaccinated or granted an exemption under federal and/or state law.
- Q:** Can someone ask me if I have been vaccinated?
- A:** Yes, APS officials do have the ability and the right to ask if an employee has been vaccinated.
- Q:** Where can I get a vaccine?
- A:** You may use several resources to determine the closest location for your vaccination. These resources include:
- [Vaccines.gov](#),
  - <https://covid19.colorado.gov/vaccine/where-you-can-get-vaccinated> (Colorado only)
  - Text 438829 from your mobile phone and enter your zip code for a list of vaccination locations near you.
- Q:** Will visitors to sites be required to show proof of vaccination?
- A:** The vaccination requirement is for employees only. Visitors to all district sites will be required to wear masks unless they show proof of vaccination.
- Q:** What will be the due date for employees to be vaccinated?
- A:** APS employees must be vaccinated within 45 days of the Food and Drug Administration's full authorization of a vaccine currently available in the United States under emergency use authorization.
- Q:** How long will new hires have to be vaccinated?
- A:** Employees hired after the Food and Drug Administration fully authorizes the vaccines currently available in the United States will have 45 days from the date of hire to be fully vaccinated.
- Q:** What are accepted as exemptions?
- A:** Consistent with guidance from the Equal Employment Opportunity Commission (EEOC), medical reasons and/or sincerely held religious beliefs constitute reasons for an exemption from an employer required vaccination program.
- Q:** How and from whom do I request an exemption?
- A:** Employees interested in an exemption from the APS vaccination requirement will initiate the request by contacting the Human Resources Director who supports their [site](#).
- Q:** Is having proof of antibodies acceptable for an exemption?
- A:** No. The Centers for Disease Control (CDC) recommends that individuals who have recovered from COVID-19 receive one of the vaccines. It is currently unknown the extent to which natural immunity/antibodies protect people after they have recovered from COVID-19, or how long the immunity lasts.

- Q:** I have an underlying condition; can I be accommodated?
- A:** Medical reasons which prohibit an employee from being vaccinated do serve as grounds for an exemption from the vaccination requirement.
- Q:** What accommodations will you make for people with a vaccine exemption?
- A:** Accommodations will be made on a case-by-case basis and based on individual circumstances. Employees seeking an exemption should follow the protocols for requesting an accommodation.
- Q:** Will I still have to wear a mask if I have an exemption?
- A:** As part of the accommodation associated with the exemption, you may be required to wear a mask in the workplace.
- Q:** Will I have an extension on the vaccine requirement if I have recently had COVID treatment and shouldn't receive the vaccine for at least three months?
- A:** If you were treated for COVID-19 with monoclonal antibodies convalescent plasma, you should wait 90 days before getting a COVID-19 vaccine. Thus, you would be granted an extension.
- Q:** Do I need to be fully immunized by the start of the 2021-22 school year, or just have received the final vaccination?
- A:** While APS is encouraging all employees to be fully vaccinated by the start of the school year, the requirement will not go into effect until the FDA grants full authorization to a current vaccine approved for emergency use, e.g. Moderna, Pfizer, Johnson and Johnson. Once the requirement goes into effect, employees will have 45 days to be fully vaccinated
- Q:** What will happen if I have not been vaccinated, nor requested an exemption?
- A:** Employees who fail to adhere to the vaccination mandate within the 45-day timeline will be subject to disciplinary action (suspension/leave without pay), including and up to termination of employment.
- Q:** What can I do if I don't believe in vaccinations?
- A:** Under Federal law, not believing in vaccinations is not a qualification for an exemption from a mandatory vaccination requirement. As such, you may need to explore other employment options.
- Q:** If I choose not to vaccinate, will I be able to work remotely?
- A:** No. All APS employees will be required to work from an APS site whether they are supporting in-person learning or remote learning. Employees at non-school sites are also required to be working on site.
- Q:** Will I be required to get the vaccination every year?
- A:** APS will follow current guidance from federal, state and local officials on the need for an annual vaccination.
- Q:** Will APS make an announcement when the FDA approves the vaccine so we know when we should schedule to get the vaccine if we have not yet done so?
- A:** Once the FDA fully approves a COVID-19 vaccine, APS will make an announcement and notify staff of the timeline to be in compliance with the vaccination requirement. However, all staff are encouraged to begin the vaccination process before the start of the school year.