



POLICY

TITLE: COVID-19 Vaccine Program

EFFECTIVE DATE: January 13, 2022

OWNER OF THIS POLICY: VP Human Resources

SCOPE: This policy applies to Baptist Health Care (BHC) and all of its wholly owned subsidiaries.

STATEMENT OF PURPOSE: This policy is intended to comply with Federal vaccine regulations and to ensure that BHC continues to protect our patients, colleagues and community from the COVID-19 virus.

DEFINITIONS:

Board Member: Members of the boards of directors and committee members of all wholly owned BHC subsidiaries.

Booster: A dose of vaccine administered when the initial sufficient immune response to the primary vaccination series is likely to have waned over time.

Clinical Contraindication: Conditions or risks that preclude the administration of a treatment or intervention. For COVID-19 vaccines, according to the CDC, a vaccine is clinically contraindicated if an individual has a severe allergic reaction (e.g., anaphylaxis) after a previous dose or to component of the COVID-19 vaccine or an immediate (within 4 hours of exposure) allergic reaction of any severity to a previous dose or known (diagnosed) allergy to a component of the vaccine.

Fully Vaccinated: Individuals are considered to be Fully Vaccinated on the 14th day after their final dose of the COVID-19 vaccine.

Team Member: Full, part time and PRN employees of BHC.

Workforce Member: Team Members, credentialed and employed physicians, volunteers, and students of BHC and/or its affiliates, and any employees or personnel of independent contractors of BHC and/or its affiliates working under the direct supervision of a BHC leader. *For purposes of this policy only, "Workforce Members" applies to those who provide services at a BHC facility and shall not include "one-off" non-healthcare vendors such as an annual elevator inspector or plumber, or individuals who infrequently*

enter a BHC facility for a limited, specific purpose for a limited amount of time such as a delivery person or one-time repair person.

POLICY:

1. By January 27, 2022, all BHC Team Members, Board Members, and Workforce Members, must have received at least one dose of the COVID-19 vaccine.
2. By February 28, 2022, all BHC Team Members, Board Members, and Workforce Members must have received their second dose (if applicable) of the COVID-19 vaccine.
3. After February 28, 2022, all BHC Team Members, Board Members, and Workforce Members must be Fully Vaccinated.
4. The only exception to these requirements is for those individuals who have an approved religious or medical exemption.
 - a. Religious exemptions will be evaluated according to the Equal Employment Opportunity Commission Compliance Manual on Religious Discrimination.
 - b. Medical exemptions will be evaluated based on recognized Clinical Contraindications to COVID-19 vaccines and include temporary delay of vaccination. Medical exemptions must provide documentation signed and dated by a licensed practitioner acting within their respective scope of practice and in accordance with all applicable State and local laws. The individual who signs the exemption documentation cannot be the same individual requesting the exemption.
5. Those who have an approved religious or medical exemption must:
 - a. Remain socially distanced (six feet apart) from all other persons during the duration of their workday (or event such as a board meeting) if possible;
 - b. Wear a protective surgical mask over their nose and mouth in all locations; and
 - c. Eat and drink in a socially distanced manner. For example, a non-vaccinated Workforce Member may not eat in the physician lounge or at a table with others in the cafeteria or in the break room if not socially distanced.
6. BHC will track and securely document the following vaccination information for BHC Team Members, Board Members, and Workforce Members:
 - a. Vaccination status (including the specific vaccine received and the dates of each dose received, or the date of the next scheduled dose for a multidose vaccine);
 - b. Booster doses received (including the specific vaccine Booster received and the date of the administration of the booster);

- c. Approved exemption from vaccination requirements (including the type of exemption and supporting documentation); and
 - d. Approval for those whose vaccination must be temporarily delayed (including the tracking of when the identified staff can safely resume their vaccination).
7. The BHC Team Member Health Department will provide COVID-19 vaccines for all Team Members, Board Members, and Workforce Members free of charge.
 8. Individuals who receive their COVID-19 vaccine from an external source must provide proof of vaccination to Team Member Health by the deadlines set forth above.
 9. Team Members who fail to comply with this policy will be subject to corrective action up to and including termination. Workforce Members who fail to comply with this policy will be subject to removal from BHC premises and automatic relinquishment of clinical privileges, where applicable. Board Members who do not comply with this policy will be referred to the Governance Committee of the BHC Board of Directors.