University of Michigan COVID-19 Vaccination Policy

Updated: 12/17/2021

Overview
The University of Michigan’s COVID-19 vaccination requirement is an important and effective component of our plan to continue normal in-person campus operations and to protect our community and patients from COVID-19. All U-M faculty, staff, and students - including all three campuses and Michigan Medicine - are required to receive the COVID-19 vaccination, with limited exemptions.

This policy is subject to change as the pandemic and public health guidance continue to evolve and will be regularly reviewed as public health guidance dictates.

Scope
This policy applies to all faculty, staff, and students, including temporary employees, on the U-M Ann Arbor, Michigan Medicine, Dearborn, and Flint campuses. This policy does not apply to patients, guests, and visitors. For employees covered by a collective bargaining agreement, the provisions of the collective bargaining agreement or other legal requirements shall apply.

Policy
Faculty, staff, and students are required to be fully vaccinated for COVID-19, which includes receiving all series of a vaccine and any additional boosters when eligible. Individuals must have completed, or received at least the initial dose of, the COVID-19 vaccination and submit their proof of vaccination information to U-M. Individuals are expected to complete their vaccination series according to the recommended schedule, including any boosters, and must report when they have done so.

U-M recognizes only vaccines that are authorized for use by the U.S. FDA or World Health Organization.

U-M is providing exemptions to the vaccination requirement for medical or religious reasons.

- **Medical exemptions.** Individuals requesting an exemption due to a medical condition that precludes them from receiving the COVID-19 vaccine may submit a request for a medical exemption. Documentation from a medical provider is required.

- **Religious exemptions.** Individuals requesting an exemption due to a sincerely held religious belief that precludes them from receiving the COVID-19 vaccine may submit a request for a religious exemption and follow the exemption process.

- Requests will be reviewed by designated U-M staff. Individuals seeking an exemption will be informed whether their request is approved or denied via email.

- Individuals approved for a religious or medical exemption will be required to participate in weekly COVID-19 testing. Information on weekly COVID-19 testing is included below.
Individuals declined for a religious or medical exemption are otherwise required to follow this policy.

U-M is offering temporary deferrals to individuals who intend to receive the COVID-19 vaccine but are unable to receive it in their country of origin or current location. Faculty, staff, or students, including international students, who meet this criteria may request a deferment. If the request is approved, the individual will be required to arrive to campus with documentation of a negative COVID-19 test within the prior three (3) days, begin the COVID-19 vaccination process immediately, participate in weekly COVID-19 testing until they are fully vaccinated, and follow the UM Face Covering Policy.

**Weekly COVID Testing for the Ann Arbor campus.** For **asymptomatic** individuals, weekly testing must be administered through the Community Sampling and Tracking Program. For **symptomatic / exposed** students, testing must be administered by the University Health Service. For **symptomatic / exposed** faculty, staff, health professions students, and student employees, testing must be administered by Occupational Health Services (734-764-8021).

The requirements of this policy apply in addition to other U-M policies, including the U-M Face Covering Policy. Please see the Maize and Blueprint site for additional COVID-19 information, including FAQs.

**Accountability and Violations**

Individuals in violation of this policy may be subject to additional public health protocols, like regular COVID-19 testing, administrative consequences, accountability actions, and/or disciplinary procedures, which may include separation from U-M in accordance with the policies applicable to their classification.