

1. What will happen to students or employees who fail to get vaccinated?

Any Student or Employee who does not provide a Certification of vaccination may be denied access to Campus and/or Campus Programs. Students and employees who are exempted from vaccination for medical or religious reasons must participate in additional public health and safety measures, such as routine COVID-19 surveillance testing, face coverings, and physical distancing, to reduce the likelihood of transmission to the campus community.

2. I've already tested positive for COVID. Do I still need to get vaccinated?

Yes, you will still need to get vaccinated. The university policy does not allow for exemptions for those who have had COVID-19, and public health officials recommend vaccination for people who have previously tested positive for COVID-19.

3. What will happen to me if I am unable to get the second vaccine in time to be fully immunized (allowing for 3-4 weeks after the first shot) before I go to campus?

This should not be a problem as ample time has been built in to allow for both shots and the two weeks following. In the rare event that an individual has not completed the vaccination process, they will be required to participate in additional public health and safety measures.

4. Why does the vaccine mandate require immediate vaccination of students and non-represented employees but not represented employees?

All employees are subject to this policy; however, the university must negotiate the impacts of the vaccine requirement with each applicable labor union. Until the meet-and-confer process with labor unions has reached a conclusion, the university cannot subject represented employees to consequences for failing to meet this university requirement. For students and employees who are unvaccinated during the grace period for obtaining full vaccination status (no later than September 30, 2021), other safety measures will apply, as with those who are exempted.

5. What will be the disciplinary process for students who refuse to be vaccinated but still need access to campus facilities and services?

Any Student who does not provide a Certification may be denied access to Campus/Programs, this includes in-person classes and off-campus internships or clinical experiences.

If the health and safety of members of the campus community are jeopardized, students may be subject to the university's student discipline process. While the policy outlining student conduct is established through CSU executive order, it will be up to the respective campus to enforce.

6. What will be the disciplinary process for employees who refuse to be vaccinated but still need to access campus facilities to perform their duties?

Any Employee who does not provide a Certification may be denied access to Campus/Programs. The CSU is still engaging in the meet-and-confer process with labor unions to address discipline for represented employees who fail to complete a Certification. Non-represented employees will be subject to consequences for non-compliance with this policy.

7. If medical experts determine in the future that boosters are required, will the new policy also require proof of boosters?

The COVID-19 pandemic continues to evolve, and the CSU will continue to review the guidance from local, state, federal and global health agencies and revise the policy as needed based on the goal of maintaining the health and well-being of all members of the campus community.

8. Where can I get a COVID-19 vaccination?

Some campuses continue to provide vaccination services through campus health centers. All campuses will be prepared to direct students and employees to where they can access free COVID-19 vaccinations locally.

9. Since the COVID-19 vaccine is being required, are campuses offering free COVID-19 vaccine administration to all students and employees?

Many CSU campuses are either hosting a community vaccination site or serving as an approved COVID-19 vaccine administration site, and students and employees may get a vaccine by visiting these sites. These vaccines are provided free of charge. Not all campuses offer the vaccine on-site; and in these instances, the campus is responsible for providing information on where Students and Employees may access free COVID-19 vaccinations.

10. What if a Student or Employee has lost or misplaced their COVID-19 vaccination card? How can they demonstrate compliance with this policy?

Some campuses will allow Students and Employees to self-certify that they are current on their COVID-19 vaccination status. In these cases, they will not need to show or upload an image of their vaccination card. Other campuses may require that Students and Employees show or upload an image of their vaccination card. In the latter case, please let the reviewing office know that you have lost or misplaced your vaccination card and need assistance. If the individual was vaccinated in California, they may access their record at <https://myvaccinerecord.cdph.ca.gov/>.

11. How and to whom do I show proof of vaccination? By when?

Each campus will communicate with students and employees the details necessary for compliance with this policy. Many campuses will be using CSU's Peoplesoft ERP system, via its student and employee self-service portal, to gather and house this information.

12. Where and how is my vaccination information being stored?

Vaccine information will be stored in the same information systems, and subject to the same usage and security protections, as other sensitive information that is already collected and stored by the CSU.

13. How are supervisors aware that employees have provided required proof of vaccination or self-attestation before reporting to work?

Human Resources will notify supervisors and manage this process.

14. How are supervisors aware as to whether their non-vaccinated/exempted employees are complying with testing?

CSU has established master enabling agreements with several companies that provide COVID-19 testing. While this testing is being managed by third-party providers for most campuses, employees are provided with documentation containing the date/time they were tested. Supervisors may request to review this documentation if they have reason to believe the employee is out of compliance. Employees are granted paid time to be tested.

15. What does a Student or Employee need to submit in terms of documentation to receive a medical or religious exemption to this policy requirement?

Medical exemptions must be verified by a certified or licensed healthcare professional and provided upon campus request. Religious exemptions must be supported by a statement describing the applicable religious or other comparable belief that is the basis for the exemption and provided upon campus request. Employees should contact their Human Resources Office if they have questions or for the appropriate campus procedures, and students should contact Student Affairs.

16. If a campus requires COVID-19 testing as one of the Other Health and Safety Measures stipulated in the policy, can the campus charge for this service?

No, Students and Employees who qualify for a medical or religious exemption and must participate in routine COVID-19 testing will be provided said testing at no charge to the Student or Employee. Campuses may reserve the right to assess nominal fees for testing of other individuals. Each campus should provide information about where to receive testing, which may be either offered on-campus or at a nearby facility.

17. Will there still be a mask requirement on campus if everyone is vaccinated?

The requirement for face coverings is based upon local and state public health guidelines, which are monitored closely.

18. Will visitors to the campus, contractors, food vendors, etc., be required to get vaccinated?

Contractors who access campus are asked to ensure their employees comply with this policy prior to accessing campus. Visitors are required to comply with other safety measures such as face coverings and physical distancing.

19. Will additional mental health resources be made available for Students and Employees during this transition?

Yes. Students should contact Student Affairs and Employees should contact Human Resources for more information.