

COLLEGE OF MICRONESIA-FSM

BOARD POLICY No. 2300

Mandatory Vaccination Policy - Employees

Date Adopted:

Date Revised:

Date Reviewed:

References:

The Equal Employment Opportunity Commission (EEOC) Says Employers Can Mandate COVID-19 Vaccines, The National Law Review. June 9, 2021, Vol. XI, Number 160. Retrieved from:
<https://www.natlawreview.com/article/equal-employment-opportunity-commission-eeoc-says-employers-can-mandate-covid-19>

POLICY

Emergency powers in the event of an epidemic

College of Micronesia-FSM (COM-FSM), as the only public institute for higher education in FSM, adheres to appropriate guidelines to protect the safety and well-being of our students, faculty, staff and administration. If in the event that there is danger of an epidemic in the FSM from any communicable disease where there is an available recommended immunization, immunization becomes mandatory for all employees.

Exemptions for immunization requirements are:

1. An employee may be exempted from receiving the required immunization(s) upon submission of a statement in writing from a licensed physician that the present condition of the employee is such that required immunization(s) would endanger the life or health of the employee.
2. The FSM Department of Health Services may provide, by regulation, further exemptions based upon sound medical practice.
3. An employee may be exempted from receiving the required immunization(s) upon submission of a request and approval for exemption due to sincerely held religious, belief, practice, or observance.

An employee who does not get vaccinated due to a disability, or sincerely held religious belief, practice, or observance may be entitled to a reasonable accommodation that does not pose an undue hardship on the operation of the employer's business. In the event that suitable accommodation cannot be maintained for such exempted employees, the employee may be subject to layoff. Employees who are not exempted and do not receive a vaccination by the effective date, will also be ~~subject to layoff~~ **placed on leave without pay**.

See Administrative Procedure XXXX