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Owner:	Joseph Castro: Chancellor
Area:	Chancellor
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Interim COVID-19 Vaccination Policy

I. Policy Statement

The California State University (CSU) remains committed to safeguarding the health and well-being of our students, faculty, staff, administrators, and the communities we serve, as well as maintaining higher education access and attainment for our students. The CSU embraces a comprehensive strategy designed to reduce the likelihood of transmission of the COVID-19 virus. This approach contributes to the overarching goal of achieving population-level immunity throughout the CSU.

The [Centers for Disease Control and Prevention](#) have determined that COVID-19 vaccines are [safe](#) and [effective](#) and that they help [prevent the spread of new variants](#).

All individuals who access Campus/Programs must be Fully Vaccinated against the COVID-19 virus, as defined by this policy, subject to the terms and limited Exemptions described in this policy, as well as comply with Other Safety Measures established on each campus.

II. Definitions

A. Approved Vaccine:

A COVID-19 vaccine is an Approved Vaccine if the U.S. Food & Drug Administration (FDA) has issued a [License](#) or an [Emergency Use Authorization](#) (EUA) for the vaccine; or the World Health Organization has determined that the vaccine has "[met the necessary criteria for safety and efficacy](#)."

B. Campus/Programs:

Any CSU campus, property or facility owned or operated by the University in connection with its teaching; research, scholarship, and other creative activities; public service; or other programs and services.

Any in-person program or activity (on- or off-campus) operated or controlled by the University. Examples of off-campus programs include CSU-hosted international programs and University-sponsored athletic programs.

C. Certification:

Submission of information establishing that a Student or Employee has received an Approved Vaccine and is considered Fully Vaccinated, or qualifies for an Exemption from the vaccine requirement. Each campus will collect from every Student or Employee the following, as applicable: (1) declaration of current COVID-19

vaccination status (with an Approved Vaccine's last required dose, including boosters); (2) declaration of Medical Exemption; or, (3) declaration of Religious Exemption.

A campus must also allow for a declaration that the individual will not access any Campus/Programs (as defined above) in connection with their learning or employment because such learning or work does not call for any physical access to Campus/Programs, and that if their learning or working environment changes, they will promptly submit a revised Certification in advance of any in person access to Campus/Programs. Individuals who fail to apprise the campus when their learning/working environment changes will be considered non-compliant with this policy.

Each Certification shall include an attestation by the Student or Employee that the information provided is accurate and truthful.

D. Contractor:

A person or entity, including an Auxiliary Organization, that performs work for the CSU as specified under the terms of a contract or agreement.

E. Employees:

Faculty, staff, volunteers, student workers and administrators of the CSU.

F. Exemptions:

A Student or Employee may be exempted from the vaccine requirement in this policy as described below:

Medical Exemption: due to a medical (including mental health) condition for which an Approved Vaccine presents a significant risk of a serious adverse reaction. Any medical Exemption must be verified by a certified or licensed healthcare professional.

Religious Exemption: due to either (i) a person's sincerely held religious belief, observance, or practice, which includes any traditionally recognized religion, or (ii) beliefs, observances, or practices which an individual sincerely holds and that occupy a place of importance in that individual's life, comparable to that of traditionally recognized religions.

G. Fully Vaccinated:

Individuals are considered Fully Vaccinated after meeting the requirements of either A or B below:

A. mRNA Vaccine (e.g., Pfizer-BioNTech or Moderna)

Completion of an mRNA vaccine primary series, and are not yet eligible for any booster dose; or

Completion of an mRNA vaccine primary series, and receipt of all booster dose(s) of an Approved Vaccine for which an individual is eligible per current CDC recommendations and subject to availability.

Or

B. Janssen Vaccine (Johnson & Johnson)

Completion of a Janssen vaccine primary dose, and are not yet eligible for any booster dose; or

Completion of a Janssen vaccine primary dose, and receipt of all booster dose(s) of an Approved

Vaccine for which an individual is eligible per current CDC recommendations and subject to availability.

Boosters must be received within 30 days of an employee's eligibility; however, an individual will be considered fully vaccinated once they receive all CDC recommended boosters for which they are eligible.

H. Other Safety Measures:

Any action, as determined by the CSU, other than getting an Approved Vaccine, that decreases the likelihood of COVID-19 transmission or illness and allows the core mission and activities of the campus to continue. Other Safety Measures may include but are not limited to asymptomatic (surveillance) and symptomatic testing; physical/social distancing; wearing face coverings or personal protective equipment; frequent hand hygiene and respiratory etiquette; improving ventilation of indoor spaces; and isolation or quarantine when warranted.

Other Safety Measures apply to all individuals, including those who are exempted from the vaccine requirement.

I. Student:

Any admitted, matriculated, or continually enrolled student participating in any CSU activities.

III. Policy

- A. Every Campus (including the Chancellor's Office) shall require that each Student and Employee provide a Certification in accordance with Campus procedures and deadlines. New students must provide a Certification no later than the commencement of the term in which a student first enrolls, and new employees must provide a Certification by the first date of employment.
- B. Students and Employees may claim an Exemption to the Approved Vaccine requirement in accordance with Campus procedures.
- C. In order to access Campus/Programs, any person, including a visitor, who has not obtained an Approved Vaccine (even if they have an Exemption) may be subject to Other Safety Measures, as determined by the campus President.
- D. Any Student or Employee who does not provide a Certification may be denied access to Campus/Programs.
- E. Campus Presidents are responsible for implementing this policy, and may, on rare occasions, consider extenuating or individual circumstances. Any such consideration shall be in consultation with the Chancellor's Office and consistent with all applicable CSU policies including those prohibiting discrimination, harassment, and retaliation based on protected status or activity.
- F. This policy supplements and does not replace CSU policies governing Other Safety Measures.
- G. Contractors shall ensure that their agents and employees undertake applicable Other Safety Measures. In consideration of the nature of the Contractor's services (including proximity to members of the University community), duration, and extent of on-campus presence, Presidents may, at their discretion, also require that a Contractor's agents and employees receive an Approved Vaccine.
- H. Students participating in specialized programs, including but not limited to, health care and teacher education may be subject to other requirements regarding immunizations and health screening measures as established by state licensing agencies, clinical placement/fieldwork sites or as otherwise appropriate,

as well as student athletes and students living in campus housing. Students should contact their advisor or the relevant appropriate administrator regarding such additional requirements.

IV. General Provisions

A. Confidentiality of Information

Campus procedures for implementing this policy (including in connection with data collection) shall be governed by applicable CSU policies regarding confidentiality, privacy, and security of health records, as well as state and federal law. Information shall be used only for the specific purpose intended and shared only with CSU personnel who have a business need-to-know.

B. Accessibility

Campus procedures for implementing this policy shall be governed by applicable CSU policies regarding accessibility, as well as applicable state and federal law.

C. Documentation to Support Certification

Vaccination Status. Any person submitting a declaration of current COVID-19 vaccination status (with an Approved Vaccine) shall verify that, at the campus's request, they will promptly provide proof of vaccination.

Medical Exemption. Any person submitting a declaration of Medical Exemption shall verify that, at the campus's request, they will promptly provide documentation from a certified or licensed healthcare professional to support their declaration.

Religious Exemption. Any person submitting a declaration of Religious Exemption shall verify that, at the campus's request, they will promptly provide a statement that describes the applicable religious or other comparable belief that is the basis for their Exemption.

D. Broad Dissemination of Policy Information

Campuses shall disseminate information about this policy, including Exemptions, using methods designed to reach diverse audiences (including individuals who may not have Internet access). Such information shall provide appropriate point(s) of contact for this policy, including email and telephone numbers.

E. Access and Availability of Vaccinations and Testing

COVID-19 testing required by the CSU shall be provided to Students and Employees at no charge.

Information about the availability of Approved Vaccines and COVID-19 testing, including those offered free-of-charge, shall be widely disseminated, using methods designed to reach diverse audiences, including individuals who may not have Internet access. Such information shall include how to schedule appointments for vaccination and testing (including location), as well as the type(s) of available COVID-19 tests.

F. Superseding Public Health Directives

In the event that a federal, state, or local governing public health agency imposes a requirement that restrictively conflicts with this policy or a campus's implementation of this policy, the applicable public health mandate shall govern and be implemented. Campuses shall consult with the Office of General Counsel in the event of inconsistent directives issued by agencies with overlapping jurisdiction.

G. Procedures

Campus Presidents shall implement this policy and Other Safety Measures.

V. Discipline

Violations of this policy, including dishonesty, may subject Employees to discipline pursuant to [California Education Code section 89535](#).

Violations of this policy, including dishonesty, may subject Students to discipline under CSU Executive Order 1098, [Student Conduct Procedures](#).

VI. Authority

This policy is issued pursuant to [Section II of the Standing Orders of the Board of Trustees of the California State University](#).

All revision dates:

1/19/2022, 1/3/2022, 7/29/2021

Attachments

[Frequently Asked Questions 1-3-2022.pdf](#)

Approval Signatures

Step Description	Approver	Date
Chancellor	Joseph Castro: Chancellor [SH]	1/19/2022
VC	Evelyn Nazario: Vice Chancellor, HR	1/19/2022
Area Manager/Owner	Joseph Castro: Chancellor [SH]	1/19/2022
Area Manager/Owner	Andy Alvarez: Sr Mgr HR Policy Admin	1/19/2022