

Health and Safety Directive: Mandatory COVID-19 Vaccination

Effective Date: August 15, 2022

A. Requirements

1. All students, employees, and visitors are required to be fully vaccinated for COVID-19 (as defined in Section A (3)) by the effective date of this Directive.
2. Exceptions to the vaccination requirement set forth in Section A(1) are as follows:
 - a. Students who (i) are taking online courses exclusively, and (ii) are not participating in a University-sanctioned study abroad program, off-campus field work, internship program, or any other University-sponsored activity, and (iii) will not have any campus presence, for any reason whatsoever;
 - b. Students and employees who have University-approved religious or medical exemptions from the vaccine requirement, as further defined in Section B; or
 - c. Visitors who: (i) are unvaccinated because of a medical or religious reasons; (ii) are participating in an academic research study; (iii) are clients of and visiting the Washington College of Law Clinical Program; or (iv) are delivery personnel entering the University Premises for such purposes.
3. Students, employees, and visitors required to be vaccinated under this Directive must be fully vaccinated for COVID-19 with an FDA-authorized vaccine or a vaccine on the World Health Organization Emergency Use Listing (“Approved Vaccine”). Full vaccination with Approved Vaccines occurs two weeks after the last dose has been received, along with any booster doses as required by the University.
4. Any international students or employees who have not been fully vaccinated with an Approved Vaccine or who have been unable to receive any vaccination must immediately notify the University upon arrival in the U.S. The University will assist all unvaccinated international students and employees with receiving an Approved Vaccine upon their arrival on University Premises.
5. All students must submit proof of the COVID-19 vaccination through the Student Health Portal. All employees must submit proof of the COVID-19 vaccination through the AU Forward Portal. All visitors must be prepared to present proof of vaccination or if unvaccinated because of medical or religious reasons, must present a negative PCR Test result within 72 hours prior to entering University Premises.

B. Medical and Religious Vaccination Exemptions for Students and Employees

1. Students and employees may seek an exemption to the vaccine requirement under these circumstances:
 - a. Medical: Students and employees who have medical conditions which preclude their ability to receive a COVID-19 vaccine. Students may submit medical exemption requests to the Student Health Center to be reviewed (SHC@american.edu). Employees must submit medical exemption requests via the AU Forward Portal.
 - b. Religious: Students and employees who have sincerely held religious beliefs which preclude their ability to receive a COVID vaccine. A student may request a religious exemption by following the University's procedures found here: <https://www.american.edu/ocl/kay/request-for-religious-accommodation.cfm#Immunizations>. Employees may submit religious exemption requests via the AU Forward Portal. Once approved, a religious exemption for immunizations will remain active and on file with the University. Students and employees who have a current approved religious exemption for immunizations will not be required to submit another exemption request for immunization from the COVID-19 vaccination.

C. Additional Requirements for Unvaccinated Students, Employees, and Visitors

1. To ensure the appropriate health and safety measures for the entire University community, students who are unvaccinated and do not have an approved exemption will not be permitted to reside in any University Residence Hall or in any University-owned or controlled building located on or off University Premises. Further, a student's course registration may be subject to cancellation for failure to comply with this directive. Students with extenuating circumstances may request extensions, however, exceptions will only be considered for students who have received the first shot in a two shot vaccination series.
2. All unvaccinated students and employees, including those with approved exemptions, may be required to adhere to heightened standards for surveillance testing, and quarantine or other recommended mitigation standards and requirements as set forth in the applicable Health and Safety Directives listed under "Procedures and Guidelines" here: <https://www.american.edu/policies/safety-risk-management/communicable-diseases-policy.cfm>.

D. Enforcement

Failure to comply with this Health and Safety Directive constitutes misconduct that is actionable under the Student Conduct Code, the Staff Personnel Manual, and the Faculty Manual. Violation by a student may result in disciplinary action, up to and including removal from University housing, cancellation of course registration, as well as suspension or dismissal from the University. Violation by faculty or staff may result in disciplinary action, up to and including suspension or termination. Any individual on University Property who fails to follow this Directive may be restricted from the premises.