

<b>Policy Title:</b> Universal COVID Vaccination for NIMAA Students	<b>Effective Date:</b> 1
<b>Department/Scope:</b> Student Services	<b>Date(s) of Last Revision:</b> 03.24.2022
<b>Policy Owner:</b> Chief Executive Officer	<b>Replaces Policy:</b> N/A
<b>Policy Number:</b> A.7	<b>Date of Last Review:</b> March 2022
<b>Board of Directors Approval:</b> March 24, 2022	

**POLICY:**

All NIMAA students must be fully vaccinated for COVID 19, as defined by the CDC.

All NIMAA students must provide evidence of full COVID vaccination including booster vaccine via an official vaccine record (CDC card, VAMS certificate, or provider documentation of vaccine type and date(s) of doses). Exemptions for medical reasons certified by a medical provider, and religious reasons declared by the NIMAA student may be permitted. Requests for these exemptions will be evaluated by the NIMAA Clinical Director and the selected Externship Organization (See Attachments 1 & 2 for exemption forms).

**RATIONALE:**

COVID 19 infection is a serious infection that may result in asymptomatic, mild, severe, or fatal consequences. It has the ability to spread rapidly and to cause widespread morbidity and mortality among its victims.

NIMAA students who participate in a clinical experience during the program can transmit COVID to patients, other employees, and their families. The COVID 19 vaccine is safe and highly effective. It has been shown to decrease the occurrence, severity, and spread of the disease and has consistently demonstrated a very low incidence of serious side effects. The best protection against COVID 19 infection can be achieved with vaccination, coupled with appropriate infection control and public health measures. These include masking and social distancing, when called for, due to setting and current rates of both vaccination and infection in the community. Universal vaccination of all NIMAA students provides a high level of safety for staff and patients at the externship organization.

Many of NIMAA’s externship partners now require COVID-19 vaccination and booster vaccine as a condition of externship and employment. Therefore, NIMAA students without COVID-19 vaccination and booster documentation may have fewer options from which to select an externship placement and/or pursue post-graduation employment.

**PROCEDURE:**

**Important deadlines and opportunities for COVID vaccination**

1. Each NIMAA student will take responsibility for completing their COVID 19 vaccination series (2 doses of Moderna or Pfizer vaccine) or a single dose (Janssen), or other COVID vaccine that receives EUA or approval from the FDA and any approved booster vaccine.
2. The final due date for NIMAA students to submit a request for religious or medical exemption is **30 days prior to school start.**

**Documentation of receipt of the COVID vaccine**

1. The NIMAA student will obtain documentation from the health care facility administering their vaccine, generally via the CDC card at the time of the vaccine administration. A vaccine certificate is also available via VAMS if the patient registered in VAMS. Alternatively, the NIMAA student will need to obtain documentation from the health care provider who administered the vaccine. Documentation requirements include the facility the dose(s) were administered, name of vaccine, dose, location of injection and date given. This documentation will be submitted via Regpack in the student account.

**Process for requesting exemption and final determination of exemption**

1. NIMAA students requesting a medical or religious exemption from this policy must submit the appropriate Request for an Exemption form to the Student Services department to begin the accommodation process as soon as possible. (See Attachments 1 & 2 for respective forms). Accommodations will be granted where they do not cause NIMAA and its healthcare organization partners undue hardship or pose a direct threat to the health and safety of others. The following criteria have been determined to be eligible for consideration of exemption:
  - a. Religious exemption that prohibits receipt of the vaccine.
  - b. Medical contraindication based on CDC recommendations regarding caution and contraindications to administering the COVID 19 vaccine to individuals who may be at risk of severe reaction such as anaphylaxis or other severe allergic reactions to a previous COVID 19 vaccine.
2. Individuals requesting exemption should have the appropriate form completed (“Request for medical exemption from COVID 19 vaccination” or “Request for religious exemption from COVID 19 vaccination”- see below). This form will be submitted to NIMAA Student Services by the date set forth in policy.
3. NIMAA Student Services will remove the individual’s identifying information (name, etc.) to provide confidentiality. The request forms will then be submitted to the NIMAA Clinical Director for review. If the NIMAA Clinical Director approves the request for exemption, the request will then be sent to the student’s selected Externship Organization. The student’s selected Externship Organization will determine if they approve the request for exemption. The following determinations are possible:
  - a. If the NIMAA Clinical Director denies the request for exemption, the student will be denied an exemption from the COVID 19 vaccine.
  - b. If the NIMAA Clinical Director and selected Externship Organization approve the request for exemption, the NIMAA student will be granted exemption from the COVID 19 vaccine.
  - c. If the NIMAA Clinical Director approves the request for exemption, but the selected Externship Organization does not approve the request for exemption, the NIMAA Student Services team will attempt to find the student another Externship Organization within a reasonable distance to the student (100 miles) that has placement spots available.
    - i. If there is no Externship Organization within a reasonable distance of the NIMAA student that has placement spots available, the request for exemption will be denied.
    - ii. If there are Externship Organization(s) within a reasonable distance of the NIMAA student with available placement spots, the NIMAA Student Services team will have the Externship Organization(s) review the request for exemption. If an Externship Organization approves the request for exemption, the student will be notified of the new placement. If no Externship Organization(s) within a reasonable distance of the NIMAA student with available placement spots approve the request for exemption, the student’s request for exemption will be denied.
4. NIMAA students with approved exemptions are required to wear surgical masks at all times when they are on site at any clinical Externship Organization location, driving/riding with any other NIMAA or clinical Externship Organization employees or patients, or participating in any NIMAA or clinical Externship Organization-sponsored or represented community activity such as a pop up clinic or health fair. NIMAA students with approved exemptions must also wear a face shield in any indoors face to face clinical encounter. NIMAA students with approved exemptions must follow all policies and procedures of the Externship Organization and clinical site they are placed at.

#### **Monitoring of compliance with vaccination**

1. NIMAA will maintain all records of vaccination.

#### **Non-compliance with universal COVID vaccination**

1. NIMAA students without an approved medical or religious exemption who have not received COVID 19 vaccination or booster vaccine by the date set forth will be dismissed from the program.



Attachment 1:

**REQUEST FOR MEDICAL EXEMPTION  
FROM COVID VACCINATION**

**Student name:** \_\_\_\_\_

**Student email:** \_\_\_\_\_

**Student phone:** \_\_\_\_\_

**Request for Medical Exemption**

The above referenced student requests an exemption from COVID 19 vaccination for medical reasons. Medical exemptions are primarily allowed for contraindications most recently recommended by the Advisory Committee on Immunization Practices (ACIP). Please confirm that he/she/they have one of the following contraindications to the COVID 19 vaccination below.

Severe allergic reaction (ex. anaphylaxis) after a previous dose or to a component of the COVID-19 vaccine. Please specify reaction: \_\_\_\_\_

Immediate allergic reaction of any severity to a previous dose or known (diagnosed) allergy to a component of the vaccine. (Immediate is defined as within 4 hours) Please specify reaction: \_\_\_\_\_

OTHER: \_\_\_\_\_

**Length of recommended exemption:** \_\_\_\_\_

**Health care provider signature:** \_\_\_\_\_

**Health care provider name:** \_\_\_\_\_

**Address & phone number:** \_\_\_\_\_

\_\_\_\_\_

**Date:** \_\_\_\_\_

I am in agreement with the above information and request exemption from receiving the COVID 19 vaccination.

**NIMAA student signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Completed forms to be emailed to NIMAA Student Services.

**FOR INTERNAL USE ONLY:**

The above request for exemption has been reviewed by the NIMAA Clinical Director and has been:

APPROVED

DENIED

Signature of NIMAA Clinical Director: \_\_\_\_\_

Date: \_\_\_\_\_



Attachment 2:

**REQUEST FOR RELIGIOUS EXEMPTION  
FROM COVID VACCINATION**

**Student name:** \_\_\_\_\_

**Student phone:** \_\_\_\_\_

**Student email:** \_\_\_\_\_

The above referenced NIMAA student requests an exemption from the COVID vaccination for religious reasons. Please complete the form to the best of your ability.

**Name of Religion:** \_\_\_\_\_

**Name and address of religious organization:** \_\_\_\_\_

\_\_\_\_\_

**Nature of religious belief that forms the basis for request for exemption:**

\_\_\_\_\_

\_\_\_\_\_

**Date:** \_\_\_\_\_

I am in agreement with the above information and request exemption from receiving the COVID vaccination.

**Student signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

Completed forms to be emailed to NIMAA Student Services.

FOR INTERNAL USE ONLY:

The above request for exemption has been reviewed by the NIMAA Clinical Director and has been:

APPROVED

DENIED

Signature of NIMAA Clinical Director:

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Date:

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