

Vaccination Guidance
July 2021

Job Postings

The following will be included in all job postings:

The University of Colorado has a requirement for COVID-19 vaccinations and full completion thereof by 9/1/21 or upon start date. Information regarding this requirement, and exemptions can be found at:

Anschutz: https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/3000-general-admission/3012---covid-19-vaccination-requirement-and-compliance.pdf?sfvrsn=4e9df3ba_2

Denver: <https://www.ucdenver.edu/coronavirus>

Exemptions vary by campus location/department.

Campus/Unit-Specific Exemptions:

- Anschutz Campus – Exemptions are allowed for medical or religious reasons.
- Denver Campus - Exemptions are allowed for medical, religious, or personal reasons.
- Consolidated/Central Services Administration – Will follow Anschutz policy on exemptions.

Selection Process Guidance

Being vaccinated (or providing an exemption reason) prior to the first day of work is considered a condition of employment.

- During the selection process, candidates should be reminded of the vaccination requirement, but no decision related to employment can be made based on voluntarily provided vaccination status.
- Questions related to vaccination status should only be asked during the verbal offer stage.
- During the verbal offer, the prospective employee (finalist) must confirm that they will be fully vaccinated on their first day of employment or provide information regarding exemptions prior to their first day of employment. They will document the vaccination status/exemption via the employee portal ideally on their first day of employment, or by the third day of employment.
- The employee should not begin work unless the vaccination requirement/exemption is confirmed.
- If a medical exemption is requested, Environmental Health and Safety (Occupational health) will review the request.
- If additional time is needed for the prospective employee to get fully vaccinated or provide the exemption information, the start date should be pushed out.

Please contact your Employee Relations consultant if you need help with these discussions.