

## Campus Administrative Policy

**Policy Title:** COVID-19 Vaccination Requirement and Compliance

**Policy Number:** 3006                      Functional Area: General Administration

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Effective: August 23, 2021

Date Last Amended/Reviewed: N/A (New Policy)

Date Scheduled for Review: August 1, 2022

Supersedes: N/A (New Policy)

Approved by: Michelle Marks  
Chancellor, University of Colorado Denver

Prepared by: Office of University Counsel  
Reviewing Office: Office of the Chancellor  
Responsible Officer: Vice Chancellor of Finance and Business Operations,  
CFO, University of Colorado Denver

Applies to: CU Denver

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### A. INTRODUCTION

The purpose of this policy is to protect the health and safety of the University of Colorado Denver (“CU Denver”) community, including all students, staff, faculty, badged contractors, visitors, and volunteers who work or learn on the CU Denver and Auraria Campus or off campus in connection with CU Denver programs from the impacts of the COVID-19 Pandemic. Consistent with international, federal, state, and local guidance, immunization of our community is the safest and best way to beat the pandemic, lower the risks of serious illness and death from COVID-19, and protect one another from transmission of COVID-19. This policy requires all students, staff, faculty and badged contractors, and volunteers accessing CU Denver or Auraria facilities and programs in person (“Individuals”) to become fully vaccinated against COVID-19 with a vaccine that has been approved by the World Health Organization (“WHO”), and receive recommended booster shots for those specific vaccines, subject to limited exceptions and exemptions.<sup>1</sup>

Students, employees and badged contractors must submit verification of COVID-19 vaccination by the start of classes August 23, 2021 through a campus-wide platform.

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<sup>1</sup> As of June 1, 2021, the WHO has approved the following COVID-19 vaccines: Pfizer-BioNTech, Moderna, Johnson & Johnson, Oxford–AstraZeneca, Sinovac, and Sinopharm.

Individuals who do not provide proof of vaccination will be considered as having submitted a personal exemption and required to follow the additional safety protocols listed below.

## **B. DEFINITIONS**

1. The term “students” includes, but is not limited to, all students, including part-time, full-time, degree-seeking, non-degree seeking, hybrid (combination of online and in person, either: (i) on campus and/or (ii) in internship/practicum settings), visiting students, undergraduate, or graduate students, enrolled at CU Denver.
2. The term “employees” includes, but is not limited to, staff, faculty, and student employees.
3. The term “badged contractors” includes, but is not limited to, any individual who has a CU Denver badge to access campus facilities including volunteers.

## **C. POLICY STATEMENT**

All students, employees, and badged contractor accessing any CU Denver or Auraria facility or program in person must, no later than August 23, 2021, either (i) be fully vaccinated against COVID -19, or (ii) be subject to the non-vaccinated safety protocol identified in Section C.2 below which may be modified pursuant to any applicable public health order.

### **1. Vaccine Verification**

All students, employees, and badged contractors must register and identify whether they have received the vaccine or not through the campus-wide vaccine verification portal.

Any student, employees, or badged contractor who fails to provide vaccine verification or to submit an exemption pursuant to Section C.2 will be required to follow the safety protocols described below that apply to unvaccinated individuals.

### **2. Exemptions**

Individuals may be exempted from the requirement to receive a COVID-19 vaccine for medical, religious, or personal reasons. Individuals will automatically receive an exemption if submitted through the campus-wide vaccine verification portal.

Individuals with exemptions will be required to adhere to additional safety protocols, including, but not limited to, wearing masks, social distancing, staying home and self-reporting when sick, quarantining in accordance with up-to-date campus policy and Centers for Disease Control (“CDC”) guidance, submitting daily health attestations, and undergoing frequent asymptomatic testing.<sup>2</sup>

Unvaccinated employees and unvaccinated badged contractors who fail to comply with

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<sup>2</sup> Currently, Individuals who are required to submit to ongoing asymptomatic testing will be required to do so on a weekly basis, but the frequency of testing is subject to change based on evolving medical and scientific recommendations.

required safety protocols will not be allowed to come to campus or to their job/program site, may be placed on Leave Without Pay, and will be referred to their supervisors for additional corrective action and/or discipline. Supervisors are required to discuss with the Campus Human Resources Office information regarding any proposed action and/or discipline with respect to unvaccinated employees.

Unvaccinated students who fail to comply with required safety protocols will not be allowed to come to campus, will lose access to campus facilities, and may be referred for potential violation of the Student Code of Conduct.

The COVID-19 Pandemic and its impact on campus operations is rapidly evolving. Individuals are encouraged to consult the CU Denver COVID-19 website on a regular basis for up-to-date information regarding updated COVID-19-related policies, procedures, and guidance.

### **3. Reasonable Accommodations**

Individuals with exemptions who are fully remote/online may confirm with the university that they will not be physically present on campus for any reason and may opt out of the required testing program.

CU Denver recognizes that Individuals with some disabling conditions may be protected under the Americans with Disabilities Act and amendments (“ADA”), entitling students and employees to request reasonable accommodations.

If you are a student at CU Denver and need to make an application for reasonable accommodations or need information regarding the ADA, contact the [Office of Disability Resources & Services](#) at (303) 315-3510 or [disabilityresources@ucdenver.edu](mailto:disabilityresources@ucdenver.edu).

If you are an employee and need to make an application for reasonable accommodations or need information regarding the ADA, contact the ADA Coordinator at (303) 315-2700 or [HR.ADACoordinator@ucdenver.edu](mailto:HR.ADACoordinator@ucdenver.edu)

## **D. RELATED POLICIES, PROCEDURES, FORMS, GUIDELINES, AND OTHER RESOURCES**

### **1. Related Administrative Policy Statements (APS) and Other Policies**

- [Campus Policy 7014: Student Immunization Requirements and Compliance](#)
- [CU Denver Student Code of Conduct](#)

### **2. Procedures**

### **3. Forms**

- [CU Denver Student/Employee Vaccine Verification](#)

4. Other Resources (i.e., training, secondary contact information)
  - [CU Denver COVID-19 Resources](#)
  - [EEOC What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and other EEO Law University of Colorado COVID Vaccine Requirement Frequently Asked Questions](#)
  - Public Health Orders: Denver Public Health & Environment Public Health Order dated August 2, 2021

## Notes

1. Dates of official enactment and amendments:

August 23, 2021: Approved by the CU Denver Chancellor
2. History:

August 23, 2021: This is a new policy. As part of CU Denvers' ongoing response to the COVID-19 pandemic, the University of Colorado system decided to require that all faculty and staff be vaccinated against COVID-19 by September 1, 2021, and that all students be vaccinated against COVID-19 before the start of each respective School's Fall Semester. Chancellor Marks further decided that this Policy will apply to volunteers, visitors, and badged affiliates who come to CU Denver and the Auraria Campus. Religious and Medical Exemptions from the Policy are available
3. Initial Policy Effective Date: August 23, 2021
4. Cross References/Appendix:
  - Campus Policy 7014: Student Immunization Requirements and Compliance
  - CU Denver Student Code of Conduct