

STAFF AND FACULTY FAQs
Fall 2021 Return to Campus COVID-19 Vaccine Requirement
July 19, 2021

(Q1) Why should I get a COVID-19 vaccine?

(A1) The Centers for Disease Control and Prevention (CDC) and the U.S. Food and Drug Administration (FDA) have determined that the COVID-19 vaccine is safe and effective, and studies have shown they prevent severe illness and death from the virus. See <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/faq.html> for information.

Therefore, CAU is requiring students, faculty, and staff to provide proof of COVID-19 vaccination prior to returning to campus in the fall as part of reasonable measures aimed to protect the health and safety of the campus community, particularly people at increased risk of severe illness from COVID-19.

(Q2) I'm concerned that these vaccines have not been tested enough.

(A2) To date, the FDA has authorized three vaccines for emergency use in the United States. These vaccines have also been recommended for use by the CDC's Advisory Committee on Immunization Practices. To assist you in understanding the phases a vaccine must complete before being determined safe enough for public release, click [HERE](#) to access an infographic from the National Institute of Health.

(Q3) Where can I get vaccinated?

(A3) There are numerous approved vaccination sites across the country. In addition, CAU is an approved Point of Dispensing (POD) by the Georgia Department of Public Health (DPH). If you are interested in receiving the vaccine at CAU, please schedule an appointment via the [My Panther Health Portal](#).

(Q4) Will CAU require faculty and staff to provide proof they have been vaccinated against COVID-19 before returning to campus in the Fall?

(Q4) Yes. At the time of vaccination, regardless of location, you should receive the COVID-19 Vaccination Record Card as approved by the CDC. We are asking that these cards be emailed to the Office of Human Resources at hrreturntowork@cau.edu.

(Q5) How can I provide proof that I have been vaccinated against COVID-19?

(A5) You may provide proof that you have been vaccinated by accessing hrreturntowork@cau.edu and emailing a copy of the COVID-19 Vaccination Record Card.

(Q6) Will there be allowable exemptions from the COVID-19 vaccination requirement?

(A6) Yes. Employees subject to this requirement may request an exemption from the vaccination for medical or religious reasons. If this applies to you, please access the applications for exemptions at <https://www.cau.edu/human-resources/forms.htm>. Completed exemption forms should be emailed to hrreturntowork@cau.edu no later than July 15, 2021.

(Q7) How can I request an exemption from the requirement that I submit proof of COVID-19 vaccination?

(A7) All employees, except for those with approved medical or religious exemptions, will be required to submit proof of having received the COVID-19 vaccination. We believe this is an essential element to mitigating the spread of COVID-19 within the campus community as we return to pre-COVID-19 operating conditions.

(Q8) If granted an exemption from the vaccine, what protocols will I need to follow?

(A8) In order to reduce the possibility of employees (or students) arriving on campus for the Fall semester while they are COVID-19 positive, all CAU faculty and staff with an approved medical or religious exemption must submit a negative PCR test 5 days before their return to campus on August 2, 2021.

Please submit a copy of your PCR test results via email to hrreturntowork@cau.edu. Remember, free testing is currently available on campus in the Multipurpose Room of the Henderson Student Center between the hours of 9:00 a.m. and 3 p.m. on Tuesdays and Thursdays.

(Q9) What if the exemptions do not apply to me (no medical or religious exemptions) but I still want to be exempted from taking the vaccine?

(A9) At this time the University is not offering exemptions other than for medical or religious reasons.

(Q10) If I do not take the vaccine and do not have an approved medical or religious exemption will my employment be terminated?

(A10) The University's first priority is to take every reasonable measure to mitigate the spread of COVID-19, keeping in mind the safety of every single individual within our community. Based on science, we believe the most reliable way to do that is to require each of us to take the vaccine, except for those with approved medical or religious exemptions. For those employees who choose not to follow these safety guidelines and do not have an approved exemption, their situation will be addressed under our current disciplinary action policies where they will be given every opportunity to comply with established guidelines prior to termination of their at-will employment relationship with the University.

(Q11) Will the University still require COVID testing, wearing of masks, social distancing, and temperature screening fall semester?

(A11) Currently, all institutions within the AUCC will require both vaccinated and non-vaccinated faculty, staff and students to wear masks and practice social distancing during the fall term. Mask can be removed while outdoors. We will discontinue temperature screening for the fall, but we will continue with on-going testing as outlined below:

- **Vaccinated Individuals – PCR test every 6 weeks**
- **Non Vaccinated Individuals – Rapid test twice a week, PCR test every 7 days**

Beginning this fall and through the end of the semester, CAU will maintain its testing and vaccination center in Davage Auditorium. The hours of operation for Faculty and Staff will be Tuesdays and Thursdays from 9:00 a.m. to 3:30 p.m.