

9.9.1 COVID Policy

Vaccinations

All employees, contractors, interns and volunteers are strongly encouraged to receive the COVID-19 Vaccination. Our vision is healthy families in healthy communities. Accordingly, it is our responsibility to promote the health and safety of all employees, contractors, volunteers, visitors and those we serve by reducing the risks of COVID-19 through vaccination as per AHS guidance.

All employees hired after October 15, 2021 will be required to be fully immunized, as per AHS standards, against COVID-19. A self-disclosure form will be provided. This form will be completed upon hire, annually or more frequently depending upon AHS recommendations. Disclosures will be kept on personnel files.

Any employee who is unable to receive the vaccination due to a health condition, or bona fide religious reason will be accommodated. A Request for Accommodation form will be provided. Accommodation forms will be kept on personnel files.

Employees hired before October 15, 2021 will be strongly encouraged to be fully immunized, as per AHS standards, against COVID-19. Self Disclosure forms or Accommodation forms will be provided to every employee and completed forms will be kept on personnel files.

All employees who choose to be vaccinated will be allotted work time to receive the vaccine.