

Medical College of Wisconsin Affiliated Hospitals, Inc.

Institutional Policy

---

Internal Occupational Health Record: A repository for all employment or training related health records including required vaccinations for employment or training with MCWAH, other vaccinations and exams required for clinical practice at any MCWAH training site or affiliated hospital, and occupational exposures ( i.e., Z R U N H U ¶ V F R P S H Q V D W L R Q

Fully Vaccinated : Means the following:

- x Seasonal Influenza: single dose annual vaccination during the Communicable Disease Season

MCWAH Housestaff: Includes residents and fellows employed by MCWAH .

Visiting Housestaff : Residents and fellows, not employed by MCWAH who apply and are approved by MCWAH to do a visiting rotation through a MCWAH Program .

## POLICY

MCWAH requires all Covered Persons to be Fully Vaccinated against Communicable Diseases , with the exception of individuals with a MCWAH approved Accommodation Exemption

- x Pharmacies covered through your Health Insurance Plan
- x Other community and/or governmental health department programs

Covered Persons must submit proof of vaccination to F&MCW Internal Occupational Health (IOH) at [iohfroedtert@froedtert.com](mailto:iohfroedtert@froedtert.com). Proof of vaccination is necessary when receiving vaccine through any provider other than IOH. For example, your F&MCW family care provider does not send IOH vaccination information as your EPIC record is separate and distinct from your Internal Occupational Health Record with F&MCW IOH. In addition, MCWAH is not responsible for any fees associated with obtaining vaccination.

#### Accommodation Exemptions

Exemption from immunization may be granted for medical contraindications or for demonstrated, sincerely held religious beliefs in conflict with acceptance of the particular immunization, but only if the requested exemption would not result in undue hardship to MCWAH or its associated training programs. As ingredients differ by vaccine, a medical or religious exemption is unique to each Communicable Disease vaccine and must be applied for separately. Covered Persons whose Accommodation Exemption request has been approved by MCWAH may be required by MCWAH or its affiliated hospitals and training sites to utilize alternative safety measures to prevent the spread of Communicable Diseases while onsite at any affiliated hospital, training site or on campus. Such alternative measures may include use of face coverings, regular disease testing, environmental controls such as barriers, guards and distancing, or similar measures designed to reduce the risk of spread of disease.

By submitting a request for a medical or religious exemption requirements, the Covered Person authorizes release of information to MCWAH/MCW and F&MCW IOH and concerning any approved exemption for purposes of monitoring and enforcement of any related alternative safety measures. Failure or refusal to follow required alternative safety measures may lead to corrective action up to and including termination under MCWAH policies. By submitting a request for exemption to vaccination requirements, the requesting individual represents and warrants that all information contained in the request is truthful and accurate.

MCWAH reserves the right to reconsider any exemption or accommodation based upon CDC guidance, continuing developments in vaccine formulations, discoveries related to Communicable Diseases or other information including information related to the impact of temporary medical exemption may be granted for temporary medical contraindications, such as pregnancy. A Covered Person must become Fully Vaccinated within 45 days following the resolution of the temporary medical condition.

#### a. Religious Accommodation Exemption

Exemption from immunization may be granted to Covered Persons whose closely and

Covered Persons seeking exemption are responsible to provide MCWAH/MCW and F&MCW Internal Occupational Health (IOH) with truthful information clearly describing the belief of their religious or belief system that conflicts with receiving a required vaccine, and to H[SODLQ KRZ WKHLU RSSRVLWLRQ WR UHFHLYLQJ YDFFLQDWLRQ ILWV Z practice or belief system.

F&MCW IOH monitors and tracks FRPSOLDQFH ZLWK 0&:\$+¶V &RPPXQLFDEOH 'LVHD vaccination requirements. F&MCW IOH provides MCWAH with non-compliance reports which MCWAH uses to notify Covered Persons of non-compliance and to enlist program leaders for assistance with obtaining Covered Pe UVRQ¶V FRPSOLDQFH

Covered Persons without documentation of vaccination or a MCW AH approved exemption

Original Effective Date: 12/20 /20 21

Revision History: 10/17/2022 ; 04/15/2024

Supersedes Policy: