Mandatory Employee COVID-19 Vaccination Policy

**Ohavi Zedek Synagogue** is committed to maintaining a safe and healthy workplace, and we are taking additional measures to protect you, your coworkers, and your families from contracting and spreading COVID-19. Now that COVID-19 vaccines have been approved and are readily available in our area, we are implementing a mandatory vaccination policy, subject to the exceptions in this policy.

This policy is based on guidance from the Centers for Disease Control and Prevention (CDC) and the US Equal Employment Opportunity Commission, and is designed to comply with all applicable federal, state, and local laws.

Compliance with this policy is a condition of your continued employment. Please read this policy carefully.

Vaccination Requirements

**Ohavi Zedek** requires that all **employees** get vaccinated against COVID-19 and show proof of vaccination, unless an exemption from this policy has been granted as an accommodation. See below for more on the accommodation process.

You are responsible for scheduling and obtaining all recommended doses\* of an FDA-approved COVID-19 vaccine. If you get the vaccine during your regularly scheduled work hours, **Ohavi Zedek** **will pay you for time spent getting the vaccine.**

Employees who fail to comply with these requirements will be barred from entering the worksite, up to and including termination of employment.

If you have any questions about this policy or about health and safety issues that are not addressed in this policy, please contact **president@ohavizedek.org.**

Accommodation and Exemption Requests

In accordance with applicable law and **Ohavi Zedek**'s policies, **Ohavi Zedek** provides reasonable accommodations, absent undue hardship, to qualified individuals with disabilities or sincerely held religious beliefs that restrict or conflict with getting vaccinated. If you believe you need an accommodation regarding this mandatory vaccination policy, you are responsible for requesting a reasonable accommodation from **the Ohavi Zedek Board**.

After submitting an accommodation request, **the Ohavi Zedek Board**’s designee will engage in an interactive dialogue with you to determine the precise limitations of your ability to comply with this mandatory vaccination policy and explore potential reasonable accommodations that could overcome those limitations. **Ohavi Zedek** encourages employees to suggest specific reasonable accommodations, but **Ohavi Zedek** is not required to make the specific accommodation requested and may provide an alternative effective accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on **Ohavi Zedek** or posing a direct threat to you or others in the workplace.

Policy Modification

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 and COVID-19 vaccines are changing rapidly as new information becomes available and further research is conducted. **Ohavi Zedek** reserves the right to modify this policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy workplace.

Neither this policy nor any other communication by a management representative or any other employee, whether oral or written, is intended in any way to create a contract of employment or modify at-will employment status.

Continued Applicability of Other Infection Control Policies

This mandatory vaccination policy is a key part of our overall strategy and commitment to maintaining a safe and healthy workplace in light of the COVID-19 pandemic. This policy is designed for use together with, and not as a substitute for, other COVID-19 prevention measures, including **Ohavi Zedek**'s other Covid-19 polices.

We need your full cooperation and compliance with this and other health and safety workplace policies to make them effective.

\* In the February 2022 meeting of the Covid Task Force, it was clarified that this policy includes both vaccination and booster shots.