



## COVID-19 New Hire Vaccination Policy

### **Purpose**

In accordance with DSC's ability to provide and maintain living environments and a workplace that is free of known hazards, the COVID-19 vaccine will be required for all new employees, with two specific exceptions (described below). We are adopting this policy to help safeguard the health of our employees and their families, residents, individuals served, visitors, and the community at large from COVID-19, which may be reduced by vaccination(s). This policy is intended to comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention (CDC) and local health authorities, as applicable.

### **Scope**

All new employees are required to have received COVID-19 vaccination(s), unless a reasonable accommodation is requested and approved. Job offers will not be made to noncompliant applicants.

### **Procedures**

Applicants who are interested in obtaining their vaccine will be directed to resources available in the community.

Prior to becoming an employee, applicants will be required to provide either proof of vaccination (vaccination card) or have received an approved reasonable accommodation from DSC to be exempted from the requirements.

### **Reasonable Accommodation**

DSC is an equal opportunity employer and does not discriminate based on race, age, disability, religion or any other protected class pursuant to applicable federal and state law. Applicants in need of an exemption from this vaccination policy due to a medical reason or because of a sincerely held religious belief must submit a written request on a form provided by DSC for accommodation to Human Resources to begin the interactive accommodation process. This is a confidential process, and only those who are necessary to the process will be aware of the request for accommodation.

Accommodations will be considered on a case-by-case basis to determine whether they cause DSC undue hardship or pose a direct threat to the health and safety of others.

Medical Exemption: The written request must be signed by the applicant's physician along with rationale for the exemption that meets the criteria as determined by the CDC.

Religious Exemption: The written exemption must fully explain the rationale for the exemption. This rationale must be based on a sincerely held religious belief founded on moral or ethical beliefs as to what is right and wrong which are sincerely held with the strength of traditional religious views and must draw a clear connection between the belief and the COVID-19 vaccination.

Human Resources and management staff are responsible for reviewing all exemptions, seeking legal counsel when necessary, and will make the determination as to whether the request is approved or denied.

In the event an applicant is granted an exemption, they will be required to abide by direction from management as to what personal protective equipment they will be required to wear and/or what procedures they need to adopt to keep in the spirit of preventing the spread of illness throughout DSC.

Please direct any questions regarding this policy to Human Resources.

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