

# COVID-19

## Vaccination Policy FAQ

Are you considering implementing a vaccination policy in your company?

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Companies attempting to go back to work safely are now facing the challenge of implementing policies and adaptations to reduce the spread of COVID-19.

If you are considering implementing a COVID-19 vaccination policy in your company you need to do it and communicate it correctly.



Below are some of the most frequently asked questions about how to ensure compliance, reduce turnover and overall impact in your operations.

**Review these considerations to define if implementing a COVID-19 vaccination policy is the right decision for your organization**

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### Why is the company instituting a COVID-19 vaccination policy?

Responsible companies want to make their work environments as safe as possible for their staff, their families and their clients.

Vaccination policies are founded on the latest science-based guidance from the leading public health officials. The CDC is now urging people to get the vaccine and to wear masks in public places.

According to the recent studies<sup>1</sup>, the Delta variant of COVID-19 causes more serious illness (to people that have not been vaccinated) than the earlier variants and that it spreads as easily as chickenpox and is more contagious than measles<sup>2</sup>.

Currently 97% of people hospitalized with COVID are unvaccinated<sup>3</sup>, or not fully vaccinated. The threat of this pandemic is now fully focused on the unvaccinated.

The best available research indicates that vaccinations are safe and highly effective at reducing serious illness, including for the more transmissible Delta variant<sup>4</sup>.

A COVID-19 vaccination policy is fundamentally about taking care of people, but it also directly relates to ensuring companies have the capacity and flexibility to do their jobs and fully support all their clients in their operations.

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### **Why is the policy only for the COVID vaccine? What about the other vaccines? the company instituting a COVID-19 vaccination policy?**

COVID-19 is the most significant public health threat in over 100 years.

No other disease at this time poses as significant a threat to the general population, or our healthcare infrastructure's ability to address it, while continuing to effectively support the day to day health of the country.

At some point in the future, an evolving health threat that is mitigated by vaccination could be included under this policy if that is consistent with CDC guidance.

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### **Recommendations from the CDC have jumped all over the place, so how do you know the truth well enough to require this policy?**

It is important to remember that COVID-19 was a novel virus when it first appeared, meaning that it was until then unknown.

As such, the science regarding the virus and its behavior took time to develop.

As new data emerges, recommendations evolve, reflecting a change in our understanding of the situation.

After more than 18 months of aggressive spending on research, the treatment of tens of millions of patients, and the development and use of vaccinations on over 100 million Americans (and over 4 billion doses worldwide), the understanding of COVID-19, how it can be effectively treated, and how it can be prevented through vaccinations has progressed rapidly.

At this point a consensus has built within the public health community about what can and should be done to fight COVID-19.

Like all science, though, we continue to learn more every day.

As a result, companies should be vigilant in monitoring guidance updates for COVID response, and when necessary, should modify their associated company policies as necessary to do the right thing for their employees and their community.

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### **I am working from home. Why can't I still do my job without getting the vaccine?**

Given the nature of the work people do in certain companies, employees must all be prepared to deploy to work in the field or participate in meetings (internal or external).

That means that everyone needs to be able to travel and participate in face-to-face meetings.

Given this reality, the only way in which some companies can adequately protect and reduce the risk to their employees and clients from the pandemic is to ensure that everyone is vaccinated.

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### **I am willing to take the risk of getting COVID-19, and it is my choice whether I get the vaccine. Why won't the company let me assume that risk?**

Companies take seriously the fact that the performance of work on behalf of the company and its clients could put their employees – their workplace family – at elevated risk.

That being said, many companies see it as their obligation to provide as much safety as reasonably possible for their communities.

Companies have the obligation to ensure that the individual decisions of their team members do not put others around them at higher risk.

<sup>1</sup> Shrivastavah, B. Gangrene, Hearing Loss Show Delta Variant May Be More Severe. Bloomberg. 2021 June 7.

<sup>2</sup> Mandavilli, A. C.D.C. Internal Report Calls Delta Variant as Contagious as Chickenpox. New York Times. 2021 September 28.

<sup>3</sup> Aubrey, A. 97% Of People Entering Hospitals For COVID-19 Are Unvaccinated. NPR. 2021 July 16.

<sup>4</sup> Bernal JL, Andrews N, Gower C, et al. Effectiveness of Covid-19 Vaccines against the B.1.617.2 (Delta) Variant. N Engl J Med. 2021 Jul 21;doi:10.1056/NEJMoa2108891

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