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## UMS\_Community Guidance\_Employees\_University of Maine System COVID-19 employee vaccination protocols

University of Maine System

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# Employees

## Together for Maine Plan

- [University of Maine System COVID-19 Information](#)
- [Voluntary Vaccination Reporting \(External Site\)](#)
- [Dr. Nirav Shah: This Is Our Shot Maine \(External Site\)](#)

## Community Guidance

- [Everyone](#)
- [Students](#)
- [Employees](#)
- [Travelers](#)

## Recent Updates

- [Together for Maine Weekly Briefing and COVID-19 Data Update: 5/5/22](#)  
May 5, 2022
- [Together for Maine Weekly Briefing and COVID-19 Data Update: 4/26/22](#)  
April 26, 2022
- [Together for Maine Weekly Briefing and COVID-19 Data Update: 4/19/22](#)  
April 19, 2022

## Earlier Updates

- [May 2022 \(1\)](#)
- [April 2022 \(4\)](#)
- [March 2022 \(11\)](#)
- [February 2022 \(18\)](#)
- [January 2022 \(10\)](#)
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- [August 2020 \(11\)](#)
- [June 2020 \(1\)](#)
- [April 2020 \(9\)](#)
- [March 2020 \(25\)](#)
- [February 2020 \(1\)](#)

## For Employees

<a href="#">'University of Maine System COVID-19 employee vaccination protocols 2022-2023 academic year (updated 07/01/2022)</a>	+
<a href="#">Exemptions from quarantine and testing for employees based on vaccination and booster status (06/29/2022)</a>	+
<a href="#">Face covering requirements (05/11/2022)</a>	+
<a href="#">Quarantine and isolation updates: stay 'up-to-date'; and, have a plan for your own care (02/02/2022)</a>	+
<a href="#">University of Maine System COVID-19 employee vaccination protocols (02/04/2022)</a>	-
<p>This document states the University of Maine System's COVID-19 vaccination protocols for employees for the 2021-2022 academic year and outlines permissible exemptions. These protocols may be revisited as the COVID-19 pandemic develops; and as public health best practices change or emerge; and based on current law and the resolution of various federal requirements.</p> <p><b>COVID-19 Employee Vaccination Protocols:</b></p> <p>The University requires employees to become fully vaccinated against COVID-19 and to verify that fully vaccinated status with the University, to request an exemption or to meet alternative testing requirements. The University previously encouraged all who are able to be vaccinated to do so as soon as possible, and to initiate vaccination no later than September 30, 2021. All employees – including student employees, remote employees, part-time employees, temporary employees and full-time employees– must be in compliance no later than January 4, 2022. Notwithstanding ongoing issuance, litigation or rescinding of various federal actions, the University's own COVID-19 vaccination requirement stands apart and remains in place. That requirement is for all in-person employees – including student employees, part-time employees, temporary employees and full-time employees – to now be in ongoing compliance with the University's COVID-19 vaccination protocols.</p> <p>Employees can achieve compliance by doing one of the following:</p> <ol style="list-style-type: none"> <li>1. Verify that they have been vaccinated against COVID-19 with a vaccine that is either fully approved by the FDA, or approved under the FDA emergency use authorization, or approved by the World Health Organization (WHO). A request for verification is required to be submitted and approved through the <a href="#">University of Maine System COVID-19 vaccination portal</a>.</li> <li>2. Obtain an exemption from the University's COVID-19 vaccination requirement. Requests for exemptions are required to be submitted and approved through the <a href="#">University of Maine System COVID-19 portal</a>. No alternative forms will be accepted other than the templates available on the <a href="#">University of Maine System COVID-19 portal</a>. All employees who have not been fully vaccinated are required to adhere to public safety protocols to include masking, regular asymptomatic testing, and as applicable, quarantine and isolation consistent with University standards.             <ol style="list-style-type: none"> <li>A. Exemptions currently are available for medical contraindications, a sincerely-held religious belief, outdoor work and fully remote work. The details of these exemptions may be subject to change pending the outcome of ongoing litigation related to previously issued federal requirements.</li> <li>B. Employees with an approved exemption who work in person must also participate in weekly COVID-19 testing and other COVID-19 protocols as provided by the University.</li> </ol> </li> <li>3. Participate in weekly COVID-19 testing as provided by the University and follow all other COVID-19 protocols if neither fully vaccinated nor formally exempt.</li> </ol> <p>Employees in a higher risk category, or with severe illness or underlying health conditions or other applicable circumstances that may impact their ability to comply with COVID-19 requirements may contact the University of Maine System Americans with Disabilities Act coordinator at: 101 North Stevens Hall, University of Maine, Orono, ME 04469-5754; 207.581.1226, TTY 711 (Maine Relay System); or <a href="mailto:adaordinator@maine.edu">adaordinator@maine.edu</a>.</p> <p>The University of Maine System will engage in active outreach to employees who have not submitted their vaccination information or submitted an exemption.</p> <p>Public safety protocols, in addition to those listed above, may be implemented by the University at any time, as appropriate to respond to the evolving COVID-19 pandemic, public health best practices, civil authority and law.</p> <p><b>Compliance:</b></p> <ul style="list-style-type: none"> <li>• Employees working on-site will be required to verify their ongoing compliance with the UMS COVID-19 protocols through the UMS COVID-19 portal.</li> <li>• Employee compliance violations will be addressed by HR, management, or other appropriate university personnel. Repeated and willful disregard for UMS' public safety protocols—including routine testing for COVID-19 if an employee is not vaccinated—after clear notice to the employee, may result in discipline.</li> </ul> <p>This document replaces prior guidance and is effective February 4, 2022. This document will be in effect for the 2021-2022 academic year and may be revised, discontinued, or extended at any time.</p> <p>(Last reviewed/updated: 02/04/2022)</p>	
<a href="#">Ongoing Access to IT Resources and Tools (01/06/2022)</a>	+
<a href="#">How Will the University Communicate? (01/06/2022)</a>	+
<a href="#">Returning for the 2021-22 academic year (01/05/2022)</a>	+
<a href="#">How to replace a lost vaccination card, obtain a vaccination shot and other supplemental vaccination information (01/28/2022)</a>	+

## Campus-Specific Return Information



[UMS COVID-19 Risk Statement](#)