I. Purpose

The university has striven to support, and will continue to strive to support, its employees, students and community during the COVID-19 pandemic and for a period of time after the pandemic during which COVID-19 continues to circulate among the population. In return, the university expects all employees, students, contractors and visitors to act in a socially responsible manner to help mitigate the spread of COVID-19. This policy is intended to comply with all State and local protocols, guidelines and requirements. It is based upon guidance provided by the Centers for Disease Control and Prevention (CDC) and standards established by State and city public health authorities.

II. Scope/Applicability

This policy applies to all employees, students, contractors and visitors effective as of June 11, 2021. On this date, the state of Illinois and the city of Chicago have officially announced the commencement of Phase 5 of the State and City’s Reopening plans. This means that businesses and venues can operate at full capacity without most of the restrictions that have been in place during the COVID-19 pandemic.

III. Vaccination Policy

(a) The university is not requiring employees, students, contractors and visitors to be vaccinated against Covid-19. However, the COVID-19 vaccine is now widely available, and the university strongly encourages and supports all employees, students, contractors and visitors to receive the vaccine. The university believes that the safety and efficacy of the various COVID-19 vaccines have been demonstrated, and we urge all employees, students, contractors and visitors to review data on the website of the CDC - https://www.cdc.gov/coronavirus/2019-ncov/vaccines/safety.html - and Food and Drug Administration - https://www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/covid-19-vaccines, and to get vaccinated as soon as practicable.

(b) Subject to Section VII below, any employee who elects not to get vaccinated is free to make such decision, but the employee will be deemed to be making such decision knowingly and freely. As such, any employee, including student employee, who does not get vaccinated will be expected to report to work in person and to perform their duties to the same extent as those who have been fully vaccinated.
IV. Fully Vaccinated Individuals

(a) As of the Revised Issuance Date of this policy, the CDC and State and city public health guidance provide that fully vaccinated individuals do not need to wear face coverings and practice physical distancing. The University adopts this guidance as its policy.

(b) For purposes of this policy, and consistent with current guidance from the Centers for Disease Control and Prevention and state and city public health agencies, one is considered “fully vaccinated” two weeks after they have received (i) their second shot of the Pfizer or Moderna vaccine, or (ii) their shot of the Johnson & Johnson vaccine.

V. Non-Fully Vaccinated Individuals

As of the Revised Issuance Date of this policy, the CDC and state and city public health guidance provide that individuals who are not fully vaccinated should wear a face covering and maintain, to the extent practicable, six feet physical distance in indoor settings. In outdoor settings, individuals who are not fully vaccinated may choose not to wear a face covering when able to maintain a six-foot physical distance. This guidance also advises that persons who are immunocompromised should wear face coverings when in any setting where others may not be fully vaccinated; in any event, such persons are advised to discuss with their healthcare provider what protections they should take. The University adopts this guidance as its policy. Accordingly, the University expects all employees who are not fully vaccinated to comply with the foregoing guidance.

VI. Support for Wearing Face Coverings and Practicing Physical Distancing

Nothing in this policy is intended to limit or restrict the ability of any fully vaccinated employee, student, contractor or visitor from personally electing to wear a face covering and/or practice, to the extent practicable, physical distancing, as and to the extent that they deem appropriate. The University recognizes and supports the prerogative of these individuals to make any such decision. For the period during which public health guidance so recommends, the University will seek to undertake reasonable steps intended to facilitate, to the extent practicable, the practicing of physical distancing in communal campus locations.

VII. Accommodation

(a) In accordance with applicable law, the university provides reasonable accommodations, absent undue hardship, to qualified individuals with disabilities that enable them to perform their job duties or receive their education. If an employee believes they need an accommodation regarding this policy because of a disability, they are responsible for requesting a reasonable accommodation from the Office of Human Resources (hr@iit.edu). If a student believes they need an accommodation regarding this policy because of a disability, they are responsible for requesting a reasonable accommodation from the Center for Disability Resources (disabilities@iit.edu).

(b) Temporary adjustments to work duties, environment and/or schedule may be available for other medical reasons on a case-by-case basis for conditions such as pregnancy,
breastfeeding, history of certain allergic reactions, and any other medical condition that is a contraindication to the COVID-19 vaccine even if they do not qualify as a disability under applicable law. The university will engage in an interactive dialogue with such employees and students to determine whether an adjustment is appropriate and can be granted without imposing an undue hardship on the university. To this end, employees are responsible for contacting the Office of Human Resources (hr@iit.edu) to initiate such dialogue; students are responsible for contacting the Center for Disability Resources (disabilities@iit.edu) to initiate such dialogue.

(c) Those employees who are not fully vaccinated and need assistance in facilitating their ability to practice, to the extent practicable, physical distancing should contact the Office of Human Resources (hr@iit.edu). Those students who are not fully vaccinated and need assistance in facilitating their ability to practice, to the extent practicable, physical distancing should contact the Office of the Vice Provost of Student Affairs (dos@iit.edu). Such requests will be evaluated on a case-by-case basis to determine if reasonable options, which are neither burdensome nor disruptive to operations, exist for such facilitation.

VIII. Positive Test, Close Contact, Exhibiting Symptoms

Employees, students, contractors and visitors who (i) have tested positive for COVID-19, (ii) are not fully vaccinated and have had close contact with someone who has test positive for COVID-19, or (iii) are exhibiting symptoms of COVID-19 are not to come to work, classes or the campus. In the case of (i), such individuals may return to work, classes or the campus after 10 days have passed since the date of their positive test. In the case of (ii), such individuals may return to work, classes or the campus 10 days after symptoms their first appeared and after at least 24 hours with no fever without fever-reducing medication and so long as other symptoms of COVID-19 are improving. In the case of (iii), such individuals may return to work, classes or the campus after receipt of a negative COVID-19 test.

IX. Policy Modification and Compliance with Law

(a) Because public health guidelines and business and industry best practices regarding COVID19 and COVID-19 vaccines can change as new information becomes available, the university reserves the right to modify this policy at any time in its sole discretion to respond to changing circumstances and needs, consistent with applicable public health guidance.

(b) Nothing in this policy is intended to relieve, and shall not be deemed to relieve, any employee, student, contractor or visitor from complying with any COVID-19 related requirement that may be imposed or adopted in the future, including, but not limited, to any travel restrictions, and employees, students, contractors and visitors shall comply any such requirement so imposed notwithstanding anything to the contrary in this Policy.

X. Relationship to other Policies

This policy is intended to be consistent with Policy A.9 of the Human Resources Policies and Procedures Manual; however, with respect to University employees, in the event of any conflict between this policy and said Policy A.9, Policy A.9 shall govern and control.