I. General Purpose

The university has striven to support, and will continue to strive to support, its faculty, staff, and students 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 faculty, staff, and students to act in a socially responsible manner to help limit the spread of COVID-19. To be clear, as long as COVID-19 is circulating, returning to the campuses for normal operations comes with risks that all are assuming, but collective action by all faculty, staff, and students can mitigate these risks. Adherence to this policy is a key component of such mitigation.

II. Scope/Applicability

This policy applies to all university faculty, staff, and students, and it is effective as of August 2, 2021.

III. Definitions

For the purposes of this policy, the following terms shall have the following meanings.

“Authorized Vaccine” shall mean any vaccine that is authorized, or becomes authorized, on an emergency or full basis by the FDA (www.fda.gov/emergency-preparedness-and-response/coronavirus-disease-2019-covid-19/covid-19-vaccines) or the World Health Organization (covid19.trackvaccines.org/agency/who).

“CDC” means the United States Centers for Disease Control and Prevention.

“FDA” means the United States Food and Drug Administration.

“Fully Vaccinated” shall mean an individual who has received their full vaccination regime and for whom the prescribed amount of time (most commonly two weeks) for the vaccine to take full effect following the last shot has elapsed.

IV. Required Vaccination Policy and Reporting

Findings. The university has determined that COVID-19 vaccines are now widely accessible, with free, walk-up appointments being readily available across the Chicago region. This City of Chicago website assists individuals with scheduling vaccination appointments—www.chicago.gov/city/en/sites/covid19-vaccine/home/vaccine-finder.html. Further, the university has determined that requiring vaccinations will enhance the health and safety of the

(a) COVID-19 Vaccination Requirements. Based on the determinations set forth in the Findings section above, and subject to limited exceptions noted in Section V and any obligations to bargain regarding the same with respect to employees covered by a collective bargaining agreement, it is the policy of the university that all currently employed faculty and staff members who work on campus for any period of time and all currently enrolled students who attend any classes on campus must be Fully Vaccinated in accordance with the following schedule:

(i) Any faculty or staff member or student residing in the United States on or before August 2, 2021, must receive at least their first shot of an Authorized Vaccine on or before August 15, 2021, and must report, in accordance with subsection (b) or (c) below, as applicable, this fact to the university by this same date; any required second dose of an Authorized Vaccine, if any, must be received within the applicable timeframe established for the particular vaccine and promptly reported to the university upon receipt; and

(ii) Any faculty or staff member or student who begins to reside in the United States after August 2, 2021, must receive at least their first shot of an Authorized Vaccine on or before September 17, 2021, and must report, in accordance with subsection (b) or (c) below, as applicable, this fact to the University by this same date; any required second dose of an Authorized Vaccine, if any, must be received with the applicable timeframe established for the particular vaccine and promptly reported to the university upon receipt.

(iii) Any eligible faculty or staff member or student must receive a COVID-19 vaccine booster shot no later than January 24, 2022 (the first day of scheduled in-person instruction of the spring semester), and for others, as soon thereafter as they are eligible, and must report, in accordance with subsection (b) or (c) below, as applicable, this fact to the university by this same date. Eligible individuals are those who (A) received their second dose of the Pfizer or Moderna vaccination at least six months prior, or (B) received the Johnson & Johnson vaccination at least two months prior. Pursuant to CDC guidance, those who have been Fully Vaccinated outside of the U.S. with a WHO-EUL approved vaccine are eligible for a single booster shot of Pfizer vaccine at least six months after full vaccination. If you have already received an approved exemption from COVID-19 vaccination, you will continue to be exempt from this booster requirement.

Any individual newly hired by the university as a faculty or staff member or any student newly admitted to the university after August 2, 2021, must be Fully Vaccinated prior to commencing
employment or enrollment. Any individual newly hired by the university as a faculty or staff member or any student newly admitted to the university after January 24, 2022, in addition to being Fully Vaccinated prior to commencing employment or enrollment, must have received a booster dose or be prepared to receive the booster dose as soon as such individual is eligible.

Faculty or staff members may get their Authorized Vaccine and booster during their regularly scheduled work hours contingent on supervisor approval. University employees who request time off for COVID-19 vaccinations will be paid for up to two hours for each appointment—up to four hours of total pay for initial vaccination and an additional two hours for the booster. The employee’s supervisor must approve their leave to receive their Authorized Vaccine during working hours to minimize business interruptions.

(b) Reporting—Faculty and Staff. Faculty and staff are to electronically upload proof of their COVID-19 vaccinations and booster to the Office of Human Resource via this link—Faculty & Staff Vaccination Documentation. Proof must be either a CDC-issued COVID-19 Vaccination Record Card or an electronic health record from a healthcare provider or healthcare system. This link may also be used to submit the results of a COVID-19 test, if required.

(c) Reporting—Students. Students will electronically upload proof of their COVID-19 vaccination and booster to the Student Health and Wellness Center via this link—Student Vaccination Documentation. Proof must be either a CDC-issued COVID-19 Vaccination Record Card or an electronic health record from by a healthcare provider or healthcare system. This link may also be used to submit the results of a COVID-19 test, if required.

(d) Confidentiality. Proof of vaccination status submitted by faculty and staff members will only be reviewed by personnel of the Office of Human Resources. Proof of vaccination status submitted by students will only be reviewed by personnel of the Student Health and Wellness Center. All such documentation will be maintained in accordance with applicable privacy laws.

(e) Face Coverings. To the extent recommended or required by currently effective federal, state, municipal, or other applicable public health guidance, all faculty, staff, and students, as well as contractors and visitors, must wear a face covering at all times in any shared indoor settings regardless of vaccination status.

V. Exceptions

(a) Allowed Exceptions. The university will recognize two limited exceptions to its vaccination requirement—(i) health reasons (permanent or temporary), and (ii) a deeply held religious belief.

(b) Health. Any faculty or staff member or student requesting a permanent health exception must provide the university with documentation thereof from a licensed medical provider. Any faculty and staff members or students requesting a temporary exception due to the fact that; (i) they have recently tested positive for COVID-19 or undergone antibody therapy in the last 90 days, or (ii) they are pregnant, breastfeeding, or any other temporary health condition that is a contraindication to the COVID-19 vaccine or booster, must provide the university with documentation thereof from a licensed medical provider; provided, however, faculty and staff members and students granted a temporary exception will be expected to fulfill their vaccination requirements once the bases for their temporary exception ceases to exist and they
are cleared by their healthcare provider. A faculty or staff member seeking a health exception should submit this documentation to the Office of Human Resources via this link—Faculty & Staff Medical Vaccine Exception Requests. A student seeking a health exception should submit this documentation to the Center for Disability Resources via this link—Student Medical Vaccine Exception Requests. The documentation will be reviewed in accordance with applicable law, and the faculty or staff member or student will be notified whether the exception has been granted.

(c) Religious Belief. Any faculty or staff member or student requesting an exception due to a deeply held religious belief must provide a personal statement that identifies such belief and explains how it inhibits their ability to get vaccinated. A faculty or staff member seeking a religious exception should submit this statement to the Office of Human Resources via this link—Faculty & Staff Non-Medical Vaccine Exception Requests. A student seeking a religious exception should submit this documentation to the Center for Disability Resources via this link—Student Non-Medical Vaccine Exception Requests. The documentation will be reviewed in accordance with applicable law, and the faculty or staff member or student will be notified whether the exception has been granted.

(d) RESERVED

(e) Requirements Applicable to Individuals Not Fully Vaccinated. Faculty and staff members, as a requirement of continued employment, and students, as a requirement of continued enrollment, receiving a vaccination exception (including booster) are required to participate in increased levels of COVID-19 testing as and when determined by the university. Further, consistent with CDC and state and city public health guidance, faculty and staff members and students regardless of vaccination status are to wear a face covering at all times in any shared indoor settings and to maintain, to the extent practicable, six feet of physical distance in indoor settings. In outdoor settings, individuals 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.)

Faculty and staff 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). 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.

VI. Positive Test, Close Contact, Exhibiting Symptoms

The university follows current CDC guidance on isolation and quarantine in the event of a positive COVID-19 test or exposure as a result of close contact, as supplemented herein.

(a) Positive Test. Faculty, staff, and students who test positive for COVID-19, regardless of vaccination status or whether or not they have symptoms, should not come to work or class and must isolate for five days from the earlier of the first day of symptom onset or the date of
the positive test result. The date that symptoms present or the date the test is taken counts as
day zero. If no symptoms have occurred (asymptomatic) by day five, or if symptoms are
resolving, including being fever-free for 24 hours without the use of fever-reducing medication,
such individuals may return to work or class on day six. Individuals should continue to wear
a mask around others for five additional days and at all times while on campus in a shared
indoor setting. If a fever is not resolved and/or no other symptoms have improved on day five,
such individuals should continue to self-isolate until symptoms are improving and fever-free
for 24 hours.

(b) **Close Contact.** Faculty, staff, and students who are Fully Vaccinated and boosted are not
required to quarantine after close contact exposure unless they have symptoms, but shall
submit a test result for COVID-19 taken between three and five days after the date of exposure.
Faculty, staff, and students must quarantine if they are: (i) experiencing symptoms, (ii)
vaccinated with both doses of Pfizer or Moderna more than six months ago and have not
received booster shot, (iii) vaccinated with Johnson & Johnson over two months ago and not
received a booster shot, or (iv) not Fully Vaccinated, including if they have a medical or
religious exception. Such individuals are required to quarantine for five days from exposure.
They should continue to wear a mask for an additional five days afterwards, and at all times
while on campus in a shared indoor setting.

(c) **Exhibiting Symptoms.** Faculty, staff, and students who exhibit symptoms of COVID-19
should not come to work or class and must isolate for five days from the date of onset of
symptoms. Such individuals can end isolation after five full days if they are fever-free for 24
hours without the use of fever-reducing medication and other symptoms have improved. They
should continue to wear a mask for an additional five days afterwards, and at all times while
on campus in a shared indoor setting. Such individuals shall submit a test result for COVID-
19 taken between three and five days after the date of exposure.

**VII. Symptoms Monitoring**

All faculty, staff, and students are urged to perform daily health screenings for infectious
illnesses, including COVID-19. The CDC’s list of current COVID-19 symptoms can be found
symptoms of infectious illness should stay home and contact their health care provider to
determine whether to seek testing or medical care.

**VIII. Contractors and Visitors**

Any contractor or visitor to the campuses is strongly encouraged to be Fully Vaccinated
against COVID-19. Any contractor or visitor to the campuses must comply with all currently
effective and applicable federal, state and municipal requirements, as well as relevant
university policies and procedures, concerning the use of a face covering in any shared indoor
settings and must maintain, to the extent practicable, six feet of physical distance in indoor
settings.
IX. Policy Modification and Compliance with Law

(a) Because public health guidelines and business and industry best practices regarding COVID-19 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.

(b) Nothing in this policy is intended to relieve, and shall not be deemed to relieve, any faculty or staff member or student from complying with any applicable COVID-19 related requirement of any governmental body that exists, or may be imposed or adopted in the future, including, but not limited, CDC and City of Chicago travel requirements and restrictions.