



Book	Siskiyou Joint Community College District Administrative Procedures
Section	Chapter 3: General Institution
Title	COVID-19 Requirement for Employees and Students
Code	AP 3506
Status	Active
Legal	CA Education Code 76403
Cross References	AP 5210 BP 7330
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Origin	Vice President, Administrative Services
Office	Human Resources

The Siskiyou Joint Community College District (District) is committed to protecting the health and well-being of students, faculty, staff, administrators, and the communities we serve, as well as maintaining higher education access and attainment for our students. As we work toward the safe resumption of increased on-campus learning, working and other activities, we embrace a comprehensive strategy designed to reduce the likelihood of transmission of the COVID-19 virus. This approach contributes to the overarching goal of mitigating the spread of COVID-19 throughout the Siskiyou Joint Community College District.

To provide a safe and healthy work environment, the District hereby requires that employees and students who access on-site campus/district programs in person at the Weed and/or Yreka campuses, or who participate in district-operated services in person at the same campuses, comply with this policy. Student and employees who access in-person campus/district services outside the Weed and/or Yreka campuses will be expected to comply with the COVID-19 prevention procedures at that location/facility.

In order to access campus/programs/services, students and employees will be required to provide proof of having received an approved COVID-19 vaccine or submit weekly COVID-19 test results. The vaccine will have approval under FDA Emergency Use Authorization or be fully FDA-approved. In lieu of submitting proof of having received an approved COVID-19 vaccine, students and employees can submit weekly COVID-19 test results. Students who prefer not to submit proof of vaccination or weekly test results can enroll in online courses and access online support services.

This requirement is effective for on-campus students and employees beginning January 14, 2022. Any employee who does not provide proof of an approved COVID-19 vaccine or weekly COVID-19 test results will be denied access to on-site campus/programs/services and referred to the applicable

department to undergo approved conduct procedures. Students who do not provide proof of an approved COVID-19 vaccine or weekly COVID-19 test results will be subject to consequences as outlined in the COVID Prevention Plan.

In the event that the directives of federal, state, and local governing public health agency differ, the District will comply with the most stringent or restrictive mandate.

This procedure supplements and does not replace District policies and procedures governing other safety measures.

Definitions

Approved Vaccine: A COVID-19 vaccine that has received U.S. Food & Drug Administration (FDA) Emergency Use Authorization or full approval from the U.S. Food & Drug Administration (FDA) and is recommended for use by the U.S. Centers for Disease Control and Prevention (CDC). The following COVID-19 vaccines shall also be deemed to be approved vaccines for the purpose of satisfying the vaccination requirement in this policy: (a) a COVID-19 vaccine administered under an FDA Emergency Use Authorization; or (b) a COVID-19 vaccine administered outside of the United States that has been approved by the World Health Organization.

Fully Vaccinated: Two weeks after receiving the second dose in a two-dose series or following a single-dose vaccine.

Campus/Programs/Services: Any campus, property or facility owned or operated by the District in connection with its teaching, public service, or other programs and services.

Employees: Faculty, staff, volunteers, student workers, and administrators of the Siskiyou Joint Community College District.

Other Safety Measures: Any action, as determined by the District, other than getting an approved vaccine that decreases the likelihood of COVID-19 transmission or illness and allows the core mission and activities of the campus to continue. Other safety measures may include asymptomatic (public health surveillance) testing and symptomatic testing; physical/social distancing; avoiding large gatherings; wearing face coverings or personal protective equipment; frequent handwashing and cleaning; practicing respiratory etiquette; improving ventilation of indoor spaces; and staying home and/or quarantining when warranted.

Student: Any admitted or enrolled Siskiyou Joint Community College District student participating in any face-to-face instructional and student support activities (e.g., office hours, classes, library, tutoring, etc.).

General Provisions

Confidentiality of Information. This procedure (including in connection with data collection) shall be governed by applicable District policies regarding confidentiality, privacy, and security of health records, as well as state and federal law. Information shall be used only for the specific purpose intended and only be accessible to District personnel who have a need-to-know position.

Accessibility. This procedure shall be governed by applicable District policies regarding accessibility, as well as applicable state and federal law.

Documentation to Support Certification.

Vaccination Status: Any person submitting a declaration of current COVID-19 vaccination status (with an approved vaccine) shall verify that, at the District's request, they will promptly provide

proof of vaccination. The District will not request any health or medical information for the purpose of enforcement of this policy other than proof of vaccination.

COVID-19 Test Result: Any person submitting a COVID-19 test result shall verify that, at the District's request, they will promptly provide a weekly COVID-19 test result. The District will not request any health or medical information for the purpose of enforcement of this policy other than a weekly COVID-19 test result.

Accommodations. The District will provide an individualized interactive process to identify appropriate accommodations for individuals claiming an exemption, should one become necessary. Accommodations may involve adjustments to job duties, remote work or learning, isolation of individuals in certain campus locations, limiting of interactions, and other safety measures.

Broad Dissemination of Policy Information. Information about the COVID-19 vaccination requirement shall be widely disseminated through any combination of written information statements, verbal communications, or online or in-person training programs. Such information shall provide appropriate point(s) of contact, including email and telephone numbers.

Access and availability of Vaccinations and Testing: COVID-19 testing required by the District shall be provided to students and employees on campus and at no charge. Information about the availability of approved vaccines and COVID-19 testing, including those offered free-of-charge, shall be widely disseminated through any combination of written information statements, verbal communications, or online or in-person training programs.

All students and employees shall receive information as part of ongoing training and education, concerning:

- a. The potential benefits for COVID-19 vaccination;
- b. The safety profile and potential risks of any COVID-19 vaccine;
- c. The potential health consequences of COVID-19 illness for themselves, family members and other contacts, coworkers, patients, and the community;
- d. Occupational exposure to COVID-19;
- e. The epidemiology and modes of transmission, diagnosis, and non-vaccine infection control strategies in accordance with their level of responsibility in preventing COVID-19 infections; and
- f. Requirements for compliance with the COVID-19 policy.

Superseding Public Health Directives: In the event that a federal, state, or local governing public health agency imposes a requirement that strictly conflicts with this policy or implementation of this policy, the applicable public health mandate shall govern and be implemented.

Term/Effective Dates

The effective date of this procedure will be January 14, 2022. These procedures will remain in effect until the District determines these procedures are no longer necessary. These procedures may be amended, revoked, or reinstated at any time.