

# **Mandatory Student COVID-19 Vaccination Policy**

In the midst of the COVID-19 pandemic, Adtalem Global Education and Medical Education Readiness Program (MERP) want to assure you of their continued commitment to maintaining a safe and healthy educational environment. We are taking additional measures to protect you, your classmates, and your families from contracting and spreading COVID-19 by implementing a mandatory vaccination policy, subject to the exemptions in this policy (explained below).

This policy is based on guidance from the Centers for Disease Control and Prevention (CDC), the World Health Organization (WHO), and other local administrative or governmental agencies and ministries, and is designed to comply with all applicable federal, state, and local laws.

Compliance with this policy may be a condition of your initial or continued enrollment. Please read this policy carefully.

## **Vaccination Requirements**

Consistent with the CDC and WHO's guidance, to prevent the infection and spread of COVID-19, and as an integral part of its public health and safety measures, MERP requires that all students be fully vaccinated against COVID-19 prior to participating in any in-person MERP activities. A person is considered fully vaccinated two weeks after having all doses of a vaccine (2 doses for Pfizer, Oxford-AstraZeneca and Moderna; 1 dose for Johnson & Johnson).

Students who choose not to meet this COVID-19 vaccine requirement and do not receive an exemption may be barred from entering the campus and attending or participating in MERP sponsored activities (subject to reasonable accommodation and other requirements of applicable federal, state, and local law). MERP also reserves the right to facilitate a withdrawal or dismissal for noncompliance with this policy.

## **Vaccine Administration**

You are responsible for scheduling and obtaining all recommended doses of an FDA or WHO EUA-approved COVID-19 vaccine. In the event you are unable to obtain the vaccine due to your physical location or health/religious reasons, you will need to follow the Accommodation and Exemption Request Process outlined below.

## **Proof of Vaccination**

Where permitted by local law (exceptions noted in attached chart), you must provide proof of vaccination from the vaccine administrator or a CDC-issued vaccination card including the vaccination place, date(s), and name, by the date communicated by your institution via the Safe App. In locations where mandated disclosure is not permitted, such as Florida, you may volunteer to provide written proof of vaccination as prescribed above; if you choose not to volunteer such written proof, you will be required to wear a mask while on campus and to otherwise adhere to all other COVID-19 safety measures, as communicated by Adtalem and MERP. Do not include any medical or genetic information with your proof of vaccination. Adtalem and MERP will keep your vaccination information confidential, consistent with applicable laws.

## **Accommodation and Exemption Requests**

### Disability Accommodation

In accordance with MERP's disability accommodation policy, MERP provides reasonable accommodations, absent undue hardship, to qualified individuals with disabilities that enable them to participate in their educational program. Reasonable accommodation may include appropriate adjustment or modifications of policies, including this Mandatory Vaccination Policy.

If you believe you need an accommodation regarding this policy because of a disability, you are responsible for requesting a reasonable accommodation from the institution or program's disability services provider. The Office of Student Disability Services can be reached at [merposds@adtalem.com](mailto:merposds@adtalem.com) or 855.229.0848 to begin the request process. Please note that documentation will be required as part of the process.

### Religious Accommodation

Adtalem Global Education and its institutions provide reasonable accommodations to students with sincerely held religious beliefs, observances or practices that conflict with getting vaccinated or receiving the type of vaccine currently available.

If you believe you need an accommodation regarding this policy because of your sincerely held religious belief, you are responsible for requesting a reasonable accommodation from the Office of Equity and Access at [equity@adtalem.com](mailto:equity@adtalem.com). Please note that documentation will be required as part of the process.

### Exemption for Access Reasons

Exemptions for students who are unable to access the vaccine may be available on a case-by-case basis. Students requesting an exemption are required to provide supporting documentation outlining why their circumstances prevent them from obtaining a vaccine. For exemption requests not related to health conditions or religious reasons, students are required to upload a personal statement explaining their lack of access, along with the exemption form. Students receiving a vaccination exemption may be required to participate in increased levels of COVID-19 testing, masking and quarantine/isolation procedures.

Adtalem and its institutions may request additional documentation supporting the need for an accommodation or request for any other exemption. Adtalem and its institutions will maintain confidentiality with any medical information obtained in connection with your request for a reasonable accommodation or other exemption. However, we ask that you not provide any genetic information when responding to a request for additional information or providing proof of vaccination in compliance with this policy.

### Determinations

Adtalem and its institutions make determinations about requested accommodations and exemptions on a case-by-case basis considering various factors and based on an individualized assessment in each situation. Adtalem and its institutions strive to make these determinations expeditiously and in a fair and nondiscriminatory manner and will inform you after we make a determination. Access Exemption determinations are final, conclusive, and binding.

### **Continued Applicability of Other Infection Control Policies and Protocols**

This Mandatory Vaccination Policy is a key part of our overall strategy and commitment to maintaining a safe and healthy educational environment in light of the COVID-19 pandemic. This policy is designed for use together with, and not as a substitute for, other COVID-19 prevention measures.

However, fully vaccinated individuals may be excused from complying with certain COVID-19 prevention measures, such as face mask or social distancing requirements. For more on those excused requirements, if any, refer to the institution's communications regarding COVID-19 prevention measures.

We need your full cooperation and compliance with this and other health and safety protocols to make them effective.

### **Policy Modification**

Government and public health guidelines, restrictions and best practices regarding COVID-19 and COVID-19 vaccines are changing rapidly as new information becomes available and further research is conducted. Adtalem and MERP reserve the right to modify this policy at any time in their sole discretion to adapt to changing circumstances and safety concerns, consistent with its commitment to maintaining a safe and healthy educational environment.

# EXCEPTION CHART

## Countrywide

<b>United States</b>	
<b>Students in Alabama, Florida, Oklahoma, Montana &amp; Texas</b>	Proof of Vaccination is not to be required.

The information in this Chart is current as of July 14, 2021. Note that the information contained herein is subject to change, without notice.