

3507

Board Policy

COVID-19 VACCINATION REQUIREMENTS

The Glendale Community College District (District) is committed to protecting the health and wellbeing of students, faculty, staff, administrators, and the communities it serves, as well as maintaining higher education access and attainment for its students. As the District works toward the safe resumption of increased on campus learning, working and other activities, it embraces a comprehensive strategy designed to reduce the likelihood of transmission of the COVID-19 virus and its variants.

The purpose of this policy is to protect the health and wellbeing of, and improve health outcomes for, students, faculty, staff, administrators, and the communities the District serves.

All employees, students and visitors to campuses and district facilities and vendors and contracted individuals working at District facilities must comply with all Cal/OSHA safety guidelines and standards, County of Los Angeles Department of Public Health Orders of the Health Officer, and other District policies and procedures, as well as any other District COVID-19 health and safety protocols in effect. Such health and safety protocols may include requiring vaccinations as deemed appropriate by the District.

Present public health conditions related to the current status of the COVID-19 pandemic, including the rapid spread of a more aggressive variant, such as the Delta variant, requires immediate action by the District. The Los Angeles County Department of Health and Human Services states that “The Delta variant is much more adept at finding and infecting unvaccinated individuals than previous strains, and Delta is active as the predominant strain in our community and across the nation.” (Los Angeles County Department of Health and Human Services, COVID-19 Status Update for 08/02/2021.) The Los Angeles County Department of Health and Human Services confirms that “Vaccination continues to protect against severe COVID-19 illness” and that “Vaccination remains the most effective tool to reduce your risk associated with COVID-19.” (Los Angeles County Department of Health and Human Services, COVID-19 Status Update for 08/02/2021.)

In light of the evidence established to date regarding the safety and effectiveness of available COVID-19 vaccines, the District shall require that:

- (1) all District employees must be fully vaccinated against COVID-19 and provide evidence of vaccinations, unless approved as exempt due to ADA qualifying physical/mental disability which precludes vaccination or to a request for a religious accommodation (as defined in federal or state laws and regulations);
- (2) all students attending classes and programs, utilizing services, or participating in any activity on any campus must be fully vaccinated against COVID-19 and

provide evidence of vaccinations, unless approved as exempt due to ADA qualifying physical/mental disability which precludes vaccination or to a request for a religious accommodation (as defined in federal or state laws and regulations);

- (3) all District authorized volunteers who access campuses or other District facilities, must be fully vaccinated against COVID-19 and provide evidence of vaccinations, unless approved as exempt due to ADA qualifying physical/mental disability which precludes vaccination or to a request for a religious accommodation (as defined in federal or state laws and regulations).

Whenever an exception or deferral to the requirement to be fully vaccinated against COVID-19 has been made for an employee or student, once a week COVID-19 testing with evidence of negative test results will be required prior to any unvaccinated person accessing District facilities.

As part of this vaccine requirement, the District may require vaccine boosters or supplemental administrations of vaccines as circumstances warrant.

This vaccine requirement is effective October 31, 2021 for employees and students who access District facilities and effective December 21, 2021 for all employees of the District regardless of whether they access District facilities or not. The requirement will remain in effect during the present public health emergency as determined by objective criteria such as the local, state or federal declarations or proclamations of emergency or other criteria such as the incidence rate of COVID-19 in the community. This policy will be revisited once such emergencies conclude or the risk factors no longer present. The vaccination requirement will remain in effect until it is terminated by the Board.

District employees may be subject to discipline for failing or refusing to comply with the vaccination set forth in this Board Policy or falsifying information. Academic and classified employees may be disciplined for cause as set forth in Education Code Section 87732. Students may be removed from in-person classes, disciplined, or expelled for failing or refusing to comply with the vaccination set forth in this Board Policy or falsifying information.

The Superintendent/President is authorized to establish appropriate procedures to implement this policy.

References:

- Education Code Sections 76020, 76403, 87408, 87732 and 88021
- U.S. Department of Justice Opinion [45 Op. O.L.C. ___] July 6, 2021
- California Public Employment Relations Board Decision 2783H, July 26, 2021
- Cal/OSHA COVID-19 Emergency Temporary Standards, 8 C.C.R. Section 3205
- BP 5210 Communicable Diseases, AR 5210 Communicable Diseases

Adopted: 8/17/2021