

HARTWICK COLLEGE
COVID-19 VACCINATION POLICY
Effective March 1, 2023

Effective March 1, 2023, Hartwick College has lifted the mandate that all students, faculty and staff be vaccinated against COVID-19. While vaccinations are no longer required, they are highly encouraged.

The College's vaccination mandate was based on evidence early in the roll-out of the vaccines that vaccination significantly slowed the spread of CoViD-19, and so one person's vaccination served to protect others around them. Current evidence does not clearly support that effect, but still shows that it is a factor in limiting the severity of the disease if one gets infected. To reduce interruptions to the operation of the College, we continue to strongly encourage all students and employees to be up to date on their vaccination.

Regardless of Hartwick College's policy, those students and employees engaged in our nursing program will need to continue to abide by the rules and regulations of clinical and healthcare sites, and students engaged in internships or placements will also need to abide by the vaccination policies and requirements of their host sites.

Questions regarding policies for clinical facilities should be directed to the Hartwick College Nursing Department. Questions regarding other placements should be directed to the hosting organization.

Vaccinations for contractors and campus visitors are also not required but strongly encouraged.

Paid Leave for Vaccinations

New York State law currently entitles employees up to four hours of paid leave per COVID-19 vaccine injection for their own receipt of the vaccine. This will be paid at an employee's regular rate of pay. This is additional paid time and has no impact on other accrued time.

Employees are required to:

- Provide their supervisor with a scheduled date/time of vaccination(s), when possible at least 24 hours in advance.
- Submit a request in Paycom for sick time off.
- Submit proof of vaccination within 24 hours of receipt of vaccination to Human Resources as described above. Please do not provide any other medical information. After vaccination proof is received, HR will notify Finance that the employee is eligible for leave pay under COVID-19 rules in New York State. The time off request will be adjusted and sick time will not be charged.

This policy is subject to change based on factors such as the progress of the COVID-19 pandemic, guidance from local, state and federal agencies, and changes in applicable law. Such changes will apply prospectively immediately upon being approved by the College.