PROPOSED POLICY ON MANDATORY VACCINATIONS
FOR THE UNIVERSITY OF NEW MEXICO (rev. May 3, 2021)

PURPOSE:

In order to protect and preserve the health, safety and welfare of the UNM community, the University will require that all personnel accessing University Facilities and Programs in person be fully vaccinated for COVID-19 as soon as possible, but no later than August 2, 2021 for staff returning to work on campus in any capacity, or by the beginning of the 2021-2022 academic year for faculty and students not currently working, living or learning on campus. This policy requires all UNM staff, faculty and students who access campus facilities, housing, programs, services and activities in person to be fully vaccinated for COVID-19, subject to limited exceptions and exemptions.

Enforcement of the policy will be delayed until the Food and Drug Administration (FDA) approves/licenses for regular use at least one COVID-19 (SARS-CoV-2) vaccine. The University strongly recommends that all members of the UNM community receive the COVID-19 vaccination. Proof of any vaccine administered under a License or an Emergency Use Authorization (EUA) meets the vaccination requirements of this policy.

APPLICATION:

This policy applies to all UNM personnel and students who access UNM facilities, housing, programs, services and activities in person located on the Main Campus in Albuquerque, the Health Sciences Campus in Albuquerque, clinics and research laboratories, UNM Health Sciences Rio Rancho Campus, Gallup Campus, Los Alamos Campus, Taos Campus and the Valencia campus. Campus facilities include, but are not limited to, office buildings, libraries, classrooms, dormitories, research laboratories, dining facilities, student centers, athletics facilities, gymnasiums and university buses and shuttles. This policy does not apply to employees of UNM Hospitals, UNM Medical Group and the Sandoval Regional Medical Center. These UNM entities have specific policies pertaining to their employees and facilities.

COVID-safe practices (CSPs) are currently in force at all locations listed above in accordance with Centers for Disease Control and Prevention (CDC) guidance and the New Mexico Department of Health (DOH) mandates. Individuals who are not vaccinated and do not have an approved reasonable accommodation, which means any reasonable adjustment to a work, academic, or educational environment which provides equal opportunities to individuals with disabilities or serious medical conditions, or for the religious observances, beliefs, and practices of its students and employees may not be cleared to access University facilities, housing, programs, services or activities in person. Individuals who are not vaccinated may be required to participate in or implement additional CSPs to mitigate risk to others whenever they access University facilities, housing, services, programs or activities in person, including but not limited to more frequent and regular asymptomatic surveillance testing and symptomatic testing.

ADA ACCOMMODATION:

Disability/Serious Medical Condition:
If a covered individual cannot receive the COVID-19 vaccine due to a qualifying disability/serious medical condition or medical contraindications or precautions recognized by the FDA or CDC, a request for a reasonable accommodation must be submitted to Compliance, Ethics, and Equal Opportunity for employees including faculty and student employees. A person who is granted a reasonable accommodation may be required to adhere to additional safety measures to ensure the health and safety of the individual and the University community, including but not limited to asymptomatic surveillance testing and symptomatic testing.

Students requiring accommodations in their academic environment must submit a request to the Accessibility Resource Center.

Religious:

A reasonable accommodation to the COVID-19 mandatory vaccine policy may be granted based on a person’s sincerely held religious belief, practice, or observance. A request for reasonable accommodation must be submitted to Compliance, Ethics, and Equal Opportunity A person who is granted a reasonable accommodation may be required to adhere to additional safety measures to ensure the health and safety of the individual and the University community, including but not limited to asymptomatic surveillance and symptomatic testing.

EXISTING POLICIES CONCERNING COVID-SAFE PRACTICES:

This policy supplements, and does not replace, existing policies and guidelines requiring all staff, faculty and students to observe CSPs including appropriate use of either personal protective equipment or face coverings, social and physical distancing, frequent hand-washing and cleaning, and regular surveillance testing.

PROCEDURES:

Each campus shall establish Health Insurance Portability and Accountability Act (HIPAA) compliant procedures to facilitate implementation of this policy and tracking of vaccine administration in consultation with Human Resources for employees or SHAC for students. The Executive Vice Presidents, Senior Vice President, and campus Chancellors are responsible for implementing this policy and enforcement.