

COVID-19 Vaccination Policy

Consistent with the guiding principle for College policies and protocols for responding to the COVID-19 pandemic as outlined in the Comprehensive Plan, Cornish College of the Arts has adopted this policy to safeguard the health and well-being of students, faculty, staff, campus guests, and the community from infectious conditions that may be mitigated through an effective vaccination requirement or policy. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

Scope

This policy applies to all Cornish students and employees.

Policy

All employees working on campus must either: (a) establish that they have received the COVID-19 vaccine; or (b) obtain an approved exemption. Employees who do not fulfill one of these requirements will be placed on unpaid leave and their status will be evaluated periodically.

All students must: (a) establish that they have received the COVID-19 vaccine; (b) obtain an approved exemption; or (c) make a plan with the College to become fully vaccinated. Students who arrive in Washington unvaccinated will be required to quarantine for 7 days, and schedule a vaccination as soon as possible. Failure to comply with one of these options may result in being withdrawn from all courses and/or removed from the residence hall.

In addition to the three U.S. approved vaccines (Pfizer, Moderna, and Janssen/Johnson & Johnson), vaccines approved by international governments will be accepted. Students who are coming from outside the U.S. are strongly encouraged to get a vaccine approved for use in the U.S., if possible. If someone is unable to receive a vaccination from their location prior to arriving in Washington, the College will provide assistance in directing them on how to obtain a vaccine through a local vaccination site upon arrival.

Requests for Exemptions

To assist any employee who is disabled, pregnant, a nursing mother, has a qualifying medical condition that contraindicates the vaccination, who objects to being vaccinated on the basis of sincerely held religious beliefs and practices, or who has a philosophical

objection to receiving a vaccine that has only been approved for emergency use, Cornish will engage in an interactive process to determine if a reasonable accommodation for an exemption can be provided so long as it does not create an undue hardship for the College. Employees may request an accommodation without fear of retaliation.

Any student who has a qualifying medical condition that contraindicates taking the vaccination, who objects to being vaccinated on the basis of religious beliefs and practices, and/or who has a philosophical objection to receiving a vaccine that has only been approved for emergency use, may submit an exemption request.