

# **COVID-19 VACCINATION POLICY**

## **PURPOSE**

The purpose of this policy is to ensure that all XYZ Law Offices (XYZ) staff are vaccinated against COVID-19 vaccines to protect their own health and safety, as well as the health and safety of their co-workers, XYZ clients and others who may be exposed to infection risks while at XYZ facilities.

XYZ management has chosen to implement this policy after considering the costs, risks and benefits of vaccination. We recognize that vaccination is personally invasive and that some individuals may object to it. However, we also recognize that all responsible and knowledgeable experts in public health agree that the benefits of the COVID-19 vaccination exceed the risks of receiving it.

## **POLICY**

All XYZ workers are required to obtain initial and necessary subsequent COVID-19 vaccinations according to schedules that XYZ establishes for each particular year. Vaccinations will be made available to staff members free of charge.

## **EXCEPTIONS**

XYZ personnel who have been recently vaccinated elsewhere may satisfy this requirement by providing written documentation of the vaccination they received. Such personnel may also be excused from this requirement if they have legitimate religious objections to being vaccinated. XYZ will also make reasonable accommodations up to the point of undue hardship for disabilities, religious preferences and other protected grounds as required by federal and state anti-discrimination and human rights laws.

## **CONSEQUENCES OF NON-COMPLIANCE**

XYZ reserves the right, at its sole discretion, to impose disciplinary actions on workers who refuse to receive a vaccination as required by this policy up to and including termination in accordance with applicable laws, contracts and collective bargaining agreements.