

Book            Cincinnati City School District Policies

Title            COVID-19 Vaccine Requirement for Employees

Status          Active

*Cincinnati City School District Policies*

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Effective beginning with the 2021-2022 school year, it shall be the policy of the Board of Education to require all District employees and co-located partners to be fully vaccinated with the COVID-19 vaccine. Co-located partners include health partners, resource coordinators, school resource officers and other partners working out of a District facility or working on behalf of CPS in another location.

In accordance with the District's duty to provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our employees; our students and their families; and the community at large from COVID-19, which may be reduced by vaccinations. This policy will comply with all applicable laws and guidance provided by national and local health officials.

All employees are required to receive vaccinations unless a religious or disability/medical exemption is claimed. An employee's claim for a religious exemption must stem from a deeply or sincerely held religious belief or practice. Political beliefs are not a sufficient enough reason to request an accommodation. Employees who cannot receive a COVID vaccination due to a medical reason can request an exception under the American with Disabilities Act (ADA) and the Ohio Civil Right Acts.

Employees claiming one of these exemptions must submit a completed Request for Accommodation form to the Talent Department and Legal Department to begin the interactive accommodation process. Accommodations will vary depending on the specific limitations an employee has as well as the job duties and work environment. Accommodations will be granted where they do not cause the District undue hardship or pose a direct threat to the health and safety of others.

Employees and co-located partners must have received their first COVID-19 vaccination shot by October 1, 2021, and a second shot within the appropriate time thereafter. Employees will be required to provide either proof of vaccination or an approved reasonable accommodation to be exempted from the requirements by this date. New employees shall be advised of this requirement and required to present proof of vaccination prior to the employee's first day of employment.

CPS shall follow all federally-mandated standards concerning COVID-19 vaccines.

Employees and co-located partners who are unable or unwilling to receive a vaccine shall be required to submit a negative COVID test once every seven days. All employee vaccine information will be treated as confidential.