Voluntary COVID-19 Vaccination Policy for Faculty and Staff  
(Updated May 12, 2023)

PURPOSE
In accordance with Mount Saint Mary’s University’s (MSMU or the University) commitment to provide and maintain a workplace that is safe, healthful, and free of known hazards, we are adopting this policy to safeguard the health of our employees, students, and communities from COVID-19 that may be reduced by vaccinations.

This Policy is based on guidance from the U.S. Centers for Disease Control and Prevention (CDC), Equal Employment Opportunity Commission (EEOC), California Department of Fair Employment and Housing (DFEH), California Department of Public Health (CDPH) and Los Angeles County Department of Public Health (LACDPH). It is designed to comply with all applicable federal, state, and local declarations ending the COVID-19 Public Health Emergency and including the California Labor Code, as applicable.

This Policy supersedes and replaces any prior policies and/or agreements, oral or written, regarding the University’s Mandatory COVID-19 Vaccination Policy for Faculty and Staff.

SCOPE
All MSMU faculty and staff (collectively referred to as “employee” or “employees”) and all contract workers performing work on MSMU’s campuses are encouraged, but not required, to get vaccinated against COVID-19. Employees may disclose their COVID-19 vaccination status with MSMU’s Human Resources on a voluntary basis.

Some MSMU clinical healthcare partners may require proof of COVID-19 vaccination to work at their facilities. If required, academic divisions will inform employees directly.

The University strongly recommends that all employees who access any in-person program or activity (on- or off-campus) operated or controlled by the University follow COVID-19 vaccine recommendations adopted by the CDC and the CDPH applicable to their age, medical condition, and other relevant indications and comply with other safety measures established by the University.

POLICY MODIFICATION
MSMU reserves the right to modify this Policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with the University’s commitment to maintaining a safe and healthy work environment and preventing the spread of COVID-19.

POLICY QUESTIONS
Direct any questions regarding this Policy to Human Resources at HRCOVID@msmu.edu or (310) 954-4035.