



Encourage Employees to vaccinate against COVID-19

Effective February 1, 2021

Consistent with its duty to provide and maintain a workplace that is free of recognized hazards, the Mooresville Public Library Board of Trustees has adopted this policy to safeguard the health and well-being of employees and their families; our patrons and visitors; and the community from infectious conditions that may be mitigated through an effective vaccination program. This policy is intended to comply with all state and local laws and is based on guidance provided by the Centers of Disease Control and Prevention [CDC] and public health authorities.

This policy applies to all employees. It does not apply to patrons or other visitors.

The Mooresville Public Library Board of Trustees is strongly encouraging employees to receive designated vaccines to protect against contracting COVID-19. This is not a mandate to vaccinate as a condition of employment or a guarantee that the vaccination will prohibit exposure and possible infection. However, obtaining a vaccination could be beneficial to:

1. The personal health of the employee and their family.
2. Consideration to the general health of co-workers, patrons, and visitors to the library
3. Avoid any unnecessary disruption to an employee's ability to continue to their daily duties at the library

Those who do not wish to obtain the vaccine when available, and who are otherwise not seeking reasonable accommodation must either (a) wear an approved face-covering at all times while in the workplace or (b) obtain an approved exemption (as discussed below) from the requirement to wear an approved face-covering in lieu of being vaccinated. All employees will continue to be required to adhere to social distancing and other personal hygiene requirements at all times. .

All employees will also be required to acknowledge their understanding of this policy and the following statement.

I understand that due to my occupational exposure, working with the general public, and potential exposure to infectious materials or close contact with others that I may be at risk of acquiring COVID-19 virus infection. If given the opportunity to be vaccinated with COVID-19 vaccine, it could help to prevent the spread of COVID-19. I understand that by declining this vaccine, I continue to be at risk of acquiring COVID-19, a serious disease and/or spreading the virus to others. If in the future I continue to have occupational exposure, through customer interactions and to potentially

infectious materials or close contact and I want to be vaccinated with COVID-19 vaccine and will provide documentation to the library director.

To establish that they have received a vaccination, employees may present written evidence of immunization from the facility at which it was obtained or from another authorized healthcare provider.

To assist any employee who declines a vaccination and has a qualifying medical condition that contraindicates wearing an approved face-covering or who objects to wearing face-covering on the basis of a sincerely held religious belief and practice, The Library will engage in an interactive process to determine if a reasonable accommodation can be provided, so long as it does not create an undue hardship for the library and/or does not pose a direct threat to the health or safety of others in the workplace and /or to the employees. To request an accommodation for one of the above reasons, please notify the Library Director in writing. Once the library is aware of the need for an accommodation, the Library will engage in an interactive process to identify possible accommodations. If you believe that you have been treated in a manner not in accordance with this policy, please notify the library immediately by speaking to the Library Director. Employees may request an accommodation without fear of retaliation.

Approved by the Mooresville Public Library Board of Trustees

NAY:

AYE:

Attest: Board Secretary Date