



## Frequently Asked Questions

Please carefully read the [COVID-19 – Vaccination Policy and Procedures](#) document that provides full details for compliance. The FAQ is a brief set of answers to common questions. Read the policy and procedures document thoroughly, and if you continue to have questions, the FAQ may provide additional clarity. If you are a faculty or staff member with further questions, please reach out to **The Office of Human Resources** [poldoce@bastyr.edu](mailto:poldoce@bastyr.edu), or if you are a student, please submit your questions to **The Office of Student Affairs** [poldocs@bastyr.edu](mailto:poldocs@bastyr.edu).

### What is the timeline for this process? When do I need to submit my information?

- Timelines Deadline for Completed Applications for Exemption: *September 15, 2021*
- Implementation Date (upload proof of vaccination or approved exemption): *September 22, 2021*
- State Compliance Date: All covered individuals who have received extensions must be in compliance by *October 18, 2021*

**Note:** *Covered individuals with denied requests for exemption from this Policy as part of an accommodation request must provide proof of the first dose of the vaccine by the implementation date in order to receive an extension.*

### Where can I get the vaccination?

Please refer to [Vaccines.gov](https://www.vaccines.gov) to find vaccination options in your zip code area.

### Is COVID testing free in Washington and California?

Yes, under the CARES Act, all COVID testing is free of charge, regardless of insurance status and symptoms.



## Who will have access to my vaccination information and status?

Only the Office of the Vice President of Student Services (for students) and the Office of Human Resources (for employees) will have access to the information. The information that an individual is non-compliant will be shared with university personnel, as necessary to meet the accommodation requirements. Sharing your vaccination status is your own choice, but you should not ask the status of others. We need to respect the personal choices that are made, and our goal is to create a healthy and safe environment. The University will not tolerate any form of harassment or retaliation.

## Is my personal health information and other personal information protected?

The third-party application site, Welfie, is in compliance with FERPA and HIPAA.

## Who will review medical and religious exemption requests?

The Office of the Vice President of Student Services (for students) or the Office of Human Resources (for faculty and staff) will review all requests.

## Who will confirm individuals on-site are in compliance?

Enforcement of the Policy will be the primary responsibility of the Office of the Vice President of Student Services for students and the Office of Human Resources for faculty and staff. The information that an individual is non-compliant will be shared with university personnel, as necessary to meet the accommodation requirements.

Covered individuals who are not in compliance with the policy will not be allowed to continue in their University roles. The progressive disciplinary process will be followed and is outlined for Faculty and Staff in the employee handbook and for students in the academic policies and procedures section of the University Catalog.

## I was recently diagnosed with COVID-19 and/or I had an antibody test that shows I have natural immunity, does this support a medical exemption?

Applications for exemption from this Policy as reasonable accommodation for disability or other medical reasons will be evaluated on a case-by-case basis for conditions



recognized by the CDC and documented by a qualified health-care provider as appropriate.

### If my course is 100% online, do I need to comply with the requirements?

Students who are participating in completely online programs during the 2021-2022 academic year (Maternal Child Health Systems students and first year MS Nutrition for Wellness and Health Coaching students) do NOT need to comply with the vaccination requirement.

### If quarantined, how do we attend class? Will it be virtual?

The University has a COVID flow chart and related policies addressing the needs of students who have been travelling, become exposed to COVID, or are out with illness. This policy and decision-making flowchart [here](#). If you are quarantined, you should immediately contact your faculty member(s) to make arrangements that ensure that you do not miss any materials or assessments. This may include a virtual component, if one exists, the use of Canvas, and/or email. Please be advised that faculty teaching differing classes may have different methods for making up class material.

### Do you have to submit an exemption every year?

This area is still under review. In the event COVID-19 or a variant are still considered pandemics, then it is very likely that those with exemptions will need to submit forms annually, or according to the schedule determined by University leadership. In the event a decision is warranted in this area, the University will communicate this information in a timely manner.

### What happens if your request for an exemption is denied?

If a request for an exemption is denied, the person will need to comply with the vaccine requirement. Please read the full policy for a complete understanding of the exemption process.

### Has the travel policy been updated?

You will find the most current version of the travel and quarantine policy for Bastyr University on [MyBU](#). Adjustments will be made to the policy as needed.

## Why are we mandating the vaccine if we are a private institution?

The University is required to follow guidelines as provided nationally, statewide and locally. The CDC, along with many Governmental Agencies, Public Health Centers, Governors, and private companies are requiring vaccinations for their workers for the safety and well-being of their people and the people they serve.

## What is the cleaning schedule for classroom, lab and dorm space at BUK and BUC?

<b>Disinfectant Cleaning</b>	<b>BUC</b>	<b>BCNH</b>	<b>BUK</b>
<b>Classrooms</b>	Each Day	AS Used	As Used
<b>Common Areas</b>	Each Day	Each Day	Each Day
<b>Labs</b>	Each Day	Each Day	As Used
<b>Offices</b>	Weekly	Weekly	Weekly
<b>Exam Rooms</b>	Each Day	Each Day	N/A
<b>Dorm Common Areas</b>			Every Other Week
<b>Electrostatic Cleaning</b>	<b>BUC</b>	<b>BCNH</b>	<b>BUK</b>
<b>Classrooms</b>	Once a Week	Each Day	Once a Week
<b>Common Areas</b>	Once a Week	Each Day	Once a Week
<b>Labs</b>	Once a Week	Each Day	Once a Week
<b>Offices</b>	Once a Week	Each Day	Upon Request
<b>Exam Rooms</b>	Once a Week	Each Day	N/A
<b>Dorm Common Areas</b>	N/A	N/A	Once a Week

## If I choose not to get vaccinated, are weekly COVID tests an option?

COVID testing may be required as part of a reasonable accommodation after a religious or medical exemption is approved. This will be evaluated on a case-by-case basis.

### Is there a philosophical exemption available?

Under the current guidelines a philosophical exemption is not an option.

### Is the university considering separate policies for WA and CA, given that they have different state mandates?

As Bastyr University is one University with unified policies applicable in both states, there are no current plans for separate policies.

### Seeing that Bastyr was able to do online class this past year successfully, why is Bastyr pursuing in-person classes given that the infection rate of COVID is currently high, especially with fall/flu season approaching?

The University is committed to returning to in-person activities as well as providing a safe environment for students, staff, and faculty. We are continuing to monitor information regarding COVID and associated aspects daily and will provide updates to the current policy, policy implementation and university operations as warranted.

### There are already reports of booster shots being required 8 months out from initial vaccinations. Will Bastyr be requiring all further “boosters” as well?

The university will continue to monitor information regarding booster shots along with guidance provided by national, state, and local agencies.

### Will the BU advisory board provide me with COVID vaccine manufacture fact sheets, and with current information on adverse events so that I can make an educated decision?

Covered individuals are encouraged to review information as provided by major sources along with having a conversation with your medical provider as desired. The CDC provides all vaccine manufacture fact sheets and information regarding adverse events. CDC Link: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/different-vaccines.html>



Regardless of policy implemented, how will the university ensure that no student is retaliated against or targeted by staff, faculty, or other students on the basis of their vaccination status? And by extension, ensure that no student's education suffers as a result.

Bastyr University will not tolerate retaliation by or against any student, staff, or faculty member. Any occurrence of retaliation or maltreatment should be reported to the Office of Student Affairs or Human Resources.

### Why can't we get a medical exemption from an ND?

Naturopathic physicians are able to participate in the exemption process in Washington. NDs that are employed by Bastyr University in any capacity are not eligible to provide an exemption for Bastyr faculty, staff, or students.

### How will I know if I should get tested?

Please click [here](#) for a virtual testing tool. ***Please scroll down to the bottom of the site until you see COVID-19 Viral Testing Tool.***

### What are the potential accommodations the University is considering for those who request an exemption?

"A determination will be made if a reasonable accommodation can be provided so long as it does not create an undue hardship for Bastyr, and/or does not pose a direct threat to the health or safety of others in the workplace and/or to the employee."

"Once the completed exemption form is received, we will engage in an interactive process to identify possible accommodations. The interactive process is intended to clarify the student or employee's request and identify appropriate exemption / reasonable accommodation(s). The Office of the Vice President of Student Services (for students) or the Office of Human Resources may ask relevant questions that will enable Bastyr to make an informed decision about the request."

Although accommodations granted are individually based, some of the options the University is considering for students with approved accommodations include (but are not limited to), a Zoom option for approved classes capable of offering Zoom as an option, ongoing testing for COVID, and other non-pharmaceutical methods.

### What is the likelihood that a class may offer additional delivery options?

Certain classes may have an ability to offer a zoom connection for students with an approved accommodation. However, there are other courses that will not have



the ability to offer a zoom connection (and must be offered in person) due to the instructional delivery (e.g., lab courses). The University continues to evaluate this area.

## What is the meaning of question #5 on the religious exemption form?

### Religious Exemption form

*"I understand that due to situations on any campus or other public health requirements, I may be temporarily excluded from in-person activities and facilities (including but not limited to classrooms, offices and common areas in Bastyr housing). I agree to comply with safety protocols, and I accept responsibility for communicating with either the Office of the Vice president of Student Services or the Office of Human Resources as required to be in compliance with safety requirements for unvaccinated individuals. Moreover, I understand that temporary exclusion from campus facilities does not entitle me to tuition refunds (students) or additional paid leave (employees)."*

This statement refers to the University policy and procedure for students who are required to quarantine and not attend in-person classes due to exposure to someone who has tested positive for COVID. This process has been in place since COVID procedures were implemented for the University.

## What does "with sufficient detail for independent medical review" mean? (Question from the Medical & Disability Exemption Request Form, Page 5, Option #2)

This is to inform any medical provider who is completing their portion of a covered individual's request for Medical Exemption form that they must provide sufficient medical documentation that describes the individual's medical condition and the rationale for documenting a request for an exemption such that it would be clear to another medical provider. It does not mean that the university will send these forms to an independent reviewer. However, the university may request, with permission from the individual, additional information from the individual's health care provider.