POLICY ON INFLUENZA VACCINATION

Policy Statement

The UNC School of Dentistry is committed to protecting patients, students, employees, and the community from influenza infection through annual mandatory immunization of all School of Dentistry faculty, staff, and students.

Definitions

“Employee” shall refer to all full-time and part-time faculty; full-time, part-time, and temporary staff; and agency temps.

“Influenza season” shall refer to the annual period beginning on December 1 and ending on March 31.

“The specified deadline” shall refer to the first business day in the month of December.

Audience

This policy applies to all School of Dentistry students and employees.

Reason for Policy

To prevent the spread of influenza infection and provide a safer environment for patients and healthcare personnel.

Compliance

Failure to comply with this requirement prior to the specified deadline may result in disciplinary action, including clinical suspension.

Roles and Responsibilities

A. Requirement

- All students and employees at the School of Dentistry shall be immunized against influenza each year. The influenza vaccine is available free of charge to all permanent University employees. Employees may receive the vaccine at
the University Employee Occupational Health Clinic (UEOHC). Students may receive the vaccine at Campus Health Services. There are also numerous other walk-in flu clinics operated on-campus at the University of North Carolina throughout the fall months.

- Students and employees must submit documentation of their influenza vaccine to the Compliance Coordinator by a specified deadline. Failure to comply with this requirement may result in disciplinary action, including clinical suspension.

B. Exceptions

- Employees who generally work off-site shall not be subject to this requirement.
- Employees who are on an approved leave of absence shall not be subject to this requirement. In the event that the employee returns to work during the influenza season, the employee must provide influenza vaccination documentation within 10 business days of returning to work, unless the employee can provide a valid medical or religious exemption.

C. Exemptions

- An exemption may be granted for medical contraindications or sincerely-held religious beliefs:
  - Students or employees requesting a medical exemption shall provide proof of a medical contraindication, such as a note from their physician. If the medical exemption is granted for a temporary condition, then the employee must re-submit the request for exemption each year. If the exemption is granted for a permanent condition (e.g., allergic reaction or a history of Guillain-Barre), then the request for exemption does not need to be re-submitted each year.
  - Students or employees requesting a religious exemption shall submit a written statement attesting that such immunizations are not consistent with their religious beliefs or tenets.
  - Exemptions for non-religious personal beliefs will not be granted.
- Students or employees requesting an exemption must submit documentation to the Compliance Coordinator by the specified deadline. Failure to comply with this requirement may result in disciplinary action, including clinical suspension.

D. Immunization Records

- The Compliance Coordinator shall be responsible for paper or electronic recordkeeping, as well as informing students and employees of any missing
requirements. The Compliance Coordinator is also responsible for reporting any delinquencies to the appropriate personnel (e.g., supervisors, department managers, Academic Affairs, etc.).

E. Unforeseen Difficulties

- In the event of an influenza vaccine shortage or other extraordinary circumstance affecting the availability of the vaccine, the Compliance Coordinator may suspend or limit this requirement.

Related Regulations, Statutes, and Related Policies

-CDC Guidelines for Influenza Vaccination: https://www.cdc.gov/flu/protect/whoshouldvax.htm

-Flu Vaccination Information at UNC-CH: http://flu.unc.edu/

-UNC Department of Environment, Health, and Safety; Immunization and TB Surveillance Requirements for Health Care Personnel: http://ehs.unc.edu/ueohc/requirements/

-Policy on Influenza Immunization for University Employees Credential by UNC Health Care: http://ehs.unc.edu/manuals/ehsmanual/6-6/

-UNC Health Care, Flu Vaccination Information: http://news.unchealthcare.org/empnews/flu

-Campus Health Services, Flu Information: https://campushealth.unc.edu/news-events/features/flu-information

-UNC School of Dentistry, Dean’s Cabinet Minutes, 22 January 2015.


Contacts

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Document History

This section must contain the following dates or placeholders for future dates:

- Adopted Date: 12/1/2016
- Effective Date: 4/1/2017
- Revised Date(s): 12/1/2016