

**Interim Policy for Students and Employees
In Response to Executive Orders 2021-20 and 2021-22
(COVID-19 Executive Order Nos. 87 and 88)**

I. Background/Reason for Policy

On August 26, 2021, Governor Pritzker issued the above-referenced COVID-19 Executive Order No. 87, which contained requirements regarding masking, as well as requirements regarding vaccination against COVID-19 and testing for COVID-19, which the University is required to follow and to enforce. On September 3, 2021, Governor Pritzker issued a second executive order which extended the deadlines for compliance with the vaccination and testing requirements of the August 26 order. These orders shall be referred to collectively as the “Executive Order” in this Policy.

With limited exception, the Executive Order requires that all University students and employees be vaccinated against COVID-19. They must obtain their first of a two-dose series COVID-19 vaccination (or only shot of a one-dose vaccination) by **Sunday September 19, 2021**. The Executive Order further requires all employees and students to have the second dose in a two-dose series vaccination within 30 days of administration of the first shot received. An individual will be considered “fully vaccinated” “two weeks after receiving the second dose in a two-dose series of a COVID-19 vaccine authorized for emergency use, licensed, or otherwise approved by the FDA, or two weeks after receiving a single-dose COVID-19 vaccine authorized for emergency use, or otherwise approved by the FDA.”

By way of example only: Assuming Student Jane got her first shot in a two-dose series vaccination on September 19, 2021, she would have until **October 19, 2021** to receive her second shot. She would not be considered “fully vaccinated” until two weeks after her second dose, or **November 2, 2021**. Therefore, she would have to test until November 2, 2021.

By way of another example, assuming Student Jane got her only dose of a one-shot vaccine on September 19, 2021. She would be considered “fully vaccinated” by **October 4, 2021** and would have to test through October 4, 2021 only.

Individuals who are eligible for a medical or religious exemption are exempt from the vaccination requirement. Those students and employees who learn or work fully remotely are not subject to the Executive Order’s requirements; however, such persons may not come to campus to attend meetings or events or to use amenities such as their work space or the library if they do not comply with the Executive Order.

Under the Executive Order, if a student or employee is not fully vaccinated, for whatever reason, the student or employee must, starting September 19, 2021, begin

testing for COVID-19 on, at a minimum, a weekly basis. Institutions are required to “exclude Higher Education Personnel and Higher Education Students who are not fully vaccinated against COVID-19 from the premises unless they comply with the testing requirements” There is no exemption from testing. Testing may be performed on-campus or off-campus “using a test that either has Emergency Use Authorization by the FDA or be operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services.” The Illinois Department of Public Health recommends getting a PCR test if available. The U of I Shield test offered on campus qualifies as a PCR test.

II. Policy

It is the policy of Governors State University to comply with the Executive Order.

Students and employees shall submit proof of vaccination to the Registrar’s Office or Human Resources Department, respectively, by September 19, 2021 in order to avoid the otherwise mandatory testing requirements set forth below. Students shall do so using MedProctor.com. Employees may do so using MedProctor.com or by bringing their vaccination record to the Human Resources Department for scanning. For those employees and students who do not submit proof of full vaccination by September 19, 2021, they should submit their proof of vaccination as soon as possible; however, they will be subject to the mandatory testing requirements below until such record is submitted. Records submitted prior to the implementation of this Policy need not be resubmitted. Based on the current Executive Order, the University does not intend to take any disciplinary action against individuals who fail to meet the vaccination deadlines so long as they meet the testing requirements set forth below.

Students and employees who have not submitted proof of vaccination as described above (“Testers”) shall be subject to a mandatory weekly testing requirement. Those Testers who do not submit proof of a negative COVID-19 test on a weekly basis shall be in violation of this Policy and the Executive Order.

Testers’ first negative COVID-19 test result is due by **September 26, 2021**. Such test result must relate to a test taken on or after September 19, 2021. Every subsequent seven-day period, each Tester shall submit proof of a negative test result taken within that seven-day time period until (i) the Tester submits proof that the Tester is fully vaccinated or (ii) this Policy is suspended or withdrawn.

No student or employee shall enter the premises of Governors State University if such student or employee has failed to comply with the above-described vaccination and/or testing requirements. Entering University premises in violation of this Policy is subject to disciplinary action, up to and including dismissal or termination for students and employees, respectively, pursuant to existing University discipline policies.

Testers who do not comply with the weekly testing requirement or fail to submit a negative test result for any given seven-day period will receive written notification that they are out of compliance with this Policy and the Executive Order and will be given written instructions on how to achieve compliance on or before the expiration of the following seven-day period. Testers who fail to submit negative test results for two consecutive seven-day periods will receive notice that they are in willful noncompliance of the Executive Order and this Policy.

Students who are still in noncompliance after two consecutive seven-day periods will be referred to the Office of the Dean of Students and may be subject to disciplinary action in accordance with the Student Code of Conduct.

Noncompliance with weekly testing requirements by employees will be reported to the Human Resources Department. Employees who have received notice that they are in willful noncompliance of the Executive Order and this Policy, and who have not achieved compliance within the time reasonably granted by the University, shall not enter the premises of, or perform work at or for (onsite or offsite), the University. The University will not compensate such employees for days of work missed, nor may such employees utilize benefits (such as vacation time) on days of work missed.

The University may refuse entry to campus to any Tester who has received a written notice of noncompliance and who has gone fourteen (14) days or more without submitting either (i) proof of full vaccination or (ii) a negative COVID-19 test result taken within the last seven (7) days.

Free testing for COVID-19 will be available at certain dates and times on campus. Testers are encouraged to register in advance for a test but are not required to do so. Lack of availability of testing on campus will not excuse a Tester from complying with the Executive Order and this Policy. Testers may test off campus and upload their test results to their MedProctor.com account. In addition, employee Testers may take their test results to the Human Resources Department to be scanned and securely stored.

It shall be a violation of this Policy for any student or employee to submit false or fraudulent vaccination records or testing results. Any student or employee who submits a false or fraudulent vaccination record or test result shall be subject to disciplinary action, up to and including dismissal from the University or termination of employment, respectively.

It shall be a violation of this Policy for any student or employee to intentionally interfere with University personnel charged with administering this Policy. Any student or employee who intentionally interferes with personnel administering this Policy shall be

subject to disciplinary action, up to and including dismissal from the University or termination of employment, respectively.

III. Non-Discrimination

The University does not engage in, or tolerate, unlawful discrimination. Students and employees who believe they are eligible for a medical or religious exemption from the vaccination requirement may apply for such an exemption through the Registrar's Office or Human Resources Department, respectively. Students also may upload a request for exemption through MedProctor. Students and employees who receive such an exemption from vaccination are still obligated to test weekly, however, to be in compliance with this Policy and the Executive Order, which are subject to change. There is no exemption from testing under the Executive Order or this Policy.

IV. Interim Nature of Policy

Given the emergent nature of the Executive Order, this Policy was approved by the President on an interim basis to ensure compliance with the Executive Order. The Policy is subject to change, with or without notice.

V. Delegation of Authority

It is the responsibility of the Dean of Students and Vice President of Human Resources to develop procedures and practices to effect this Policy for students and employees, respectively.

APPROVED: **Cheryl Green** Digitally signed by Cheryl Green
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