WIDE ANGLE YOUTH MEDIA
COVID-19 VACCINATION POLICY

PURPOSE:
Throughout the COVID-19 pandemic, Wide Angle Youth Media’s (“WAYM”) guiding principles have prioritized the health and safety of our community. Vaccinations have been proven to significantly reduce the risk of illness or death from COVID-19. Therefore, WAYM is adopting this vaccination policy to support the health and safety of our employees, our students and the WAYM community as a whole. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention.

SCOPE:
All employees are required to receive a FDA-authorized COVID-19 vaccination (Pfizer, Moderna or Johnson and Johnson), as well as any booster shots if and when recommended, unless an exemption (see “Exemption” below) has been granted. No employee will be permitted to perform any in-person work of any kind unless they have been fully vaccinated. Any employee granted an exemption will not be permitted to perform any in-person work but WAYM will find alternate remote work for such employee, which may or may not be creative in nature. Any employee who has not been vaccinated and does not qualify for or has not been granted an exemption will not be permitted to perform any in-person work and WAYM does not guarantee that alternate remote work for such employee will be available, which may result in a reduction in hours (and pay) or termination. WAYM is not requiring that students be vaccinated but will require that each student (or their parent/guardian in the case of minors) execute and abide by a social agreement in order to help protect the Wide Angle community from COVID-19. All other visitors will be required to be vaccination prior to entry to the WAYM offices.

EXEMPTION:
Exemption from vaccination may be granted to (1) employees for whom receiving a COVID-19 vaccine is medically contraindicated (e.g., because of an allergy to a vaccine component(s), because of a past adverse reaction to a vaccine, or because of a medical condition preventing vaccination) or (2) employees with sincerely held religious beliefs that conflict with receiving vaccinations.

PROCEDURE:
Employees will be required to provide either proof of approved COVID-19 vaccination or request an exemption prior to October 15, 2021; provided that employees who are not yet fully vaccinated shall have until October 30, 2021 to become fully vaccinated and provide evidence of
the same. All employees will be paid for up to four hours of time off to receive vaccination. Employees are to work with their managers to schedule appropriate time to comply with this policy.

Employees must provide evidence of vaccination to Executive Director in the form of a provider certificate or a CDC-issued vaccination card, which includes, in either instance, the vaccination date(s) and vaccine name. No other medical information (such as a pre-vaccination health questionnaire) is to be provided. If and when booster shots are recommended, employees will be required to provide evidence of receipt of a booster in the same manner.

Employees seeking an exemption from vaccination on medical or religious grounds must obtain from the Executive Director an employee exemption request form and submit such completed form to the Executive Director no later than September 30, 2021. Employees may be required to provide documentation supporting the exemption. In the case of a medical exemption, such documentation would ordinarily include a doctor’s note establishing the medical contraindication. In the case of a religious exemption, the documentation would ordinarily include a letter from a clergy member or other religious leader supporting the request, a letter from the employee’s doctor indicating that the employee has consistently refused vaccination on religious grounds, and/or an explanation of why vaccination would conflict with the employee’s sincerely held religious beliefs. Each request for exemption will be evaluated individually and the employee will be notified in writing if the request is approved, denied, or if additional information will be required. No adverse action will be taken against an employee for failure to receive a vaccination while a timely request for exemption is being reviewed.

All potential new employees will be notified of the mandatory vaccination policy and will be required to have the vaccine administered prior to employment.

**Right to Change or Terminate Policy**

WAYM reserves the rights to change/modify this policy at any time. This policy will remain in effect until the conclusion of the COVID-19 pandemic.