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# Memorandum

To: SEEC Staff

From: Human Resources

Date: June 21, 2021

Subject: Vaccination Policy

Dear SEEC Staff,

The health and safety of the people we support, and our colleagues is our primary goal. We highly encourage employees to be vaccinated. We believe the research supports vaccine safety and vaccine health.

It is mandatory that a staff member be vaccinated if any one of these three conditions exist:

- If the person you support has a Health Risk Screening Tool (HRST) score 3 or higher, you must be vaccinated.
- If persons supported or parents/families of the people you support want their staff to be vaccinated
- If you are providing supports at an employer or community partner site that requires vaccination

In all other situations, we highly encourage staff to be vaccinated. At this time, if you have made the choice not to be vaccinated for health, medical reasons, or other reasons, and are providing in person supports, you must continue to use covid safe behavior, wear PPE (PERSONAL PROTECTIVE EQUIPMENT), practice hand washing and social distancing.

We will make accommodations to the best of our ability and this policy will be reviewed as more information becomes available. Being vaccinated is required of all new SEEC employees as of June 1, 2021.