Fayetteville Policies and Procedures 519.0

**Immunization for Students and Employees**

1. **Purpose**

The purpose of this policy is to protect the public health of the University of Arkansas campus by requiring all incoming students, as well as all employees, born after 1956, to show proof of 2 MMR (Measles, Mumps and Rubella)vaccines, documentation of a history of disease, or proof of positive serology, subject to applicable exemptions.

1. **Background**

The University implements and complies with the Arkansas State Board of Health Rules and Regulations Pertaining to Immunization Requirements, Promulgated Under the Authority of Ark. Code Ann. §§ 20-7-109, 6-18-702, 6-60-501 - 504, and 20-78-206. Effective September 1, 2014. <https://www.healthy.arkansas.gov/images/uploads/rules/ImmunizationRequirements.pdf>

(“State Immunization Regulations”). Specifically, the University currently implements and complies with Section III.C., Immunization Requirements, which requires all entering freshmen and international students to show proof of two MMR immunizations, while requiring proof of only 1 MMR for all other entering students.

The Arkansas State Department of Health has informed the University that it supports more stringent immunization requirements that will protect the public health of the UA campus and community.

1. **Policy – All Students**

The University supplements the Arkansas State Board of Health Rules and Regulations Pertaining to Immunization Requirement Section III.C. dated 2014 as follows:

1. Effective January 2020, to attend the University of Arkansas, Fayetteville, all incoming students (including, but not limited to, graduate and transfer students) must show proof of immunization, immunity, a medical or other lawful exemption, or birth before 1957 prior to enrollment , as follows:

 For all incoming students, proof of two doses of MMR (measles, mumps and rubella) vaccine (with dose 1 on or after the 1st birthday and dose 2 at least 28 days after the first dose)

1. With the exception of the enhanced requirements supplementing Section III.C of the Regulations, the University of Arkansas will comply with all provisions of the Arkansas State Board of Health Rules and Regulations Pertaining to Immunization Requirements dated 2014.
2. **Policy – All Employees**
3. Effective September 1, 2020, as a condition of employment, the University requires that all incoming employees, within 90 days after beginning employment at the University, show proof of immunization, proof of immunity, a medical or other lawful exemption, or birth before 1957.
4. Responsibility for compliance monitoring, immune status verification, exemption processing, and confidential records storage shall be shared by Human Resources and the Pat Walker Health Center.
	1. For new employees who do not have documentation of the required immunizations or immunity, MMR vaccinations may be obtained at the Washington County Health Department Unit (WCHU), their own medical provider, or the Pat Walker Health Center (PWHC) Immunization Clinic. WCHU and PWHC each accept health insurance as a mode of payment. Uninsured individuals can receive low cost vaccines at WCHU.
	2. Employees who fail to obtain the necessary proof of immunization or immunity, or demonstrate an exemption, within the first 90 days of employment, will be placed on administrative leave without pay until requirements have been met.
	3. Employee exemption requests will be processed confidentially using standards and practices consistent with the Arkansas Department of Health.
5. Temporary provision: All existing University employees as of September 1, 2020, who have not previously furnished proof of immunization, proof of immunity, a medical or other lawful exemption, or birth before 1957 shall be required to do so by November 30, 2020.
6. **Supplemental Immunization Requirements**

In order to foster a healthy educational and work environment, in consultation with the Arkansas Department of Health, the Chancellor may institute additional immunization requirements for students and/or employees as necessary based on public health considerations.