

Summary of Possible Exemptions for COVID-19 Vaccine Requirement

*This tool is an **example**, and is neither legal nor clinical advice. It is not endorsed by SHEA, other societies, or the Multisociety Statement authors. It should be reviewed by qualified professionals in the organization where it will be used, and adapted for the organization's context and needs.*

- Employee deadlines for complete vaccination include an additional 30 days to allow for completion of a 2-dose COVID-19 vaccine regimen.
- Exemptions reviewed after 12 months will account for likely changes in schedule changes, vaccine components, and vaccine authorization.

Requires Proof of Condition and Provider Attestation

Condition	Reason	Exemption Duration	Employee Deadline for Complete Vaccination
Severe reaction to mRNA COVID-19 vaccine	Severe allergy such as anaphylaxis Consider referral to allergist for evaluation and/or observed injection	12 months	12 months from first exemption or reapply
Severe reaction to adenovirus vector COVID-19 vaccine			
Allergy to vaccine component (PEG, polysorbate)			
Other	Determined by review of COVID-19 Vaccine Exemption Committee		

Temporary Exemption/Deferral – Requires Proof of Condition and Provider Attestation

COVID-19 monoclonal antibody treatment	Potential interference with vaccine effectiveness	90 days from infusion date	120 days from infusion date
Acute COVID-19 infection		90 days from first positive test date	120 days from first positive test date
MIS-A diagnosis		90 days from diagnosis date	120 days from diagnosis date

Temporary Exemption/Deferral – Requires Employee Attestation

Pregnancy*	Acknowledgement of significant emotional & financial investment and need for high quality data	1 day after delivery	Prior to return to work (1-3 month maternity leave)
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*Employee will be required to affirm knowledge of ACOG/SMFM and CDC recommendation to vaccinate during pregnancy, and the known risk of adverse outcome of COVID infection to mother and child.