



URJ Camps Covid-19 Playbook – Summer 2021

MEDICAL – Covid-19 Vaccination Requirements

CAMP MANDATORY COVID-19 VACCINATION POLICY

The sanctity of human life, *pikuach nefesh*, is central to our tradition. The health and safety of our Camp community will always be a top priority.

Purpose

The URJ is committed to protecting the health and safety of our Camp community and the greater community. Our responsibility in protecting the health and safety of our campers, staff, and community includes ensuring that we take measures to remove and prevent COVID-19 from permeating the protective Camp “bubble.”

Policy

All year-around and seasonal adult camp staff, visitors, and contractors on camp property, are REQUIRED to complete the COVID-19 vaccination series prior to entering camp and to provide proof of vaccination, in order to avoid posing a direct threat to the health and safety of our camp community members.

Implementation

- **What do I need to do?** Completion of a valid COVID-19 series means that individuals covered by this policy may not enter camp property until two-weeks following their receipt of a final or single-required dose of a COVID-19 vaccination authorized for use by the FDA. Before entering Camp, you must provide written proof of vaccination from the vaccine administrator or a CDC-issued vaccination card, including the vaccination place, date(s), and name.
- Does this apply to me? This policy applies to all staff and other adult Camp guests who will be on Camp property for any period of time, as follows:

SUMMER STAFF	VACCINATION MANDATE	EXEMPTIONS MAY RESULT IN:	DEPENDS UPON:
Year-around staff	Required	All: Increased testing Distance assignments	Role and exception: HR approval
Seasonal staff	Required	Distance assignments	Role and exception: HR approval
Contractors	Required	Limited access; distance protocols	Frequency; role (food/laundry)
Visitors of Staff	Required	No access	Accessibility issue: David Berkman approval
Other Entrants*	Not required	Highly Limited/escort access only	

*Other Entrants: Postal service, deliveries, vendors, workpeople

- **NO ENTRANCE with or without vaccination:**
Camper parents and other family members (other than drop off/pick up); unauthorized URJ staff/lay leaders/donors; non-approved Visitors; former Camp staff members/alumni;
- **What if I can't take/can't get/won't get the vaccine?** Some individuals may have issues with taking the vaccine. There are exceptions, which are described below. Different exemptions from this policy may result in different outcomes depending upon the role of the individual and the stated exception.

Exemptions

If you are required to be vaccinated in accordance with this Policy, you may be able to seek an exception to this policy. Individuals seeking an accommodation or exception must make a request to Human Resources by contacting legal@urj.org.

- **Medical Accommodation:** Absent undue hardship, we provide reasonable accommodations to qualified individuals with disabilities that enable them to perform their job duties. Individuals seeking this accommodation must provide documentation from a qualified health care provider that specifies the medical, disability-related reason why they cannot take the vaccine. Exemptions for other medical reasons may be available on a case-by-case basis even if they do not qualify as a disability under federal, state, or local law. We will engage in an interactive dialogue with you determine whether an exemption is appropriate and can be granted without imposing an undue hardship on the Camp or posing a direct threat to you or others in the Camp community.
- **Religious Accommodation:** Individuals seeking this accommodation must show they have sincerely held religious beliefs, observances, or practices against vaccination. For religious accommodation requests, individuals must identify (1) the sincerely held religious belief upon which they rely to object to the vaccine; and (2) why or how that religious belief is negatively impacted by the vaccine.
- **Accessibility Issues.** Individuals for whom currently available COVID-19 vaccines have not been approved and/or who have legitimately not had access to a COVID-19 vaccine be granted an exemption from this policy until they become eligible or until an approved vaccine becomes available for their use. However, we reserve the right to take any necessary and appropriate steps, including imposing alternative COVID-19 prevention measures, to ensure that the individual does not pose a direct threat to the health or safety of others at Camp.
- **Declines.** Individuals who otherwise refuse to get the COVID vaccine due to an anti-vaccination position or other reason.

We will engage in an interactive dialogue with you to determine the precise limitations of your ability to comply with this mandatory vaccination policy and explore potential reasonable accommodations that could overcome those limitations. You are encouraged to suggest specific reasonable accommodations. However, we are not required to make the specific accommodations requested and may provide an alternative effective accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on the Camp or posing a direct threat to you or others in the Camp community.

Requesting an Accommodation or Other Exemption

You may request a reasonable accommodation or other exemption from this policy by completing a Vaccination Policy Exemption Form and returning it to Human Resources. Please include all relevant information, including:

A description of the accommodation or exemption requested.

The reason for the requested accommodation or exemption.

We reserve the right to request additional documentation supporting the need for an accommodation or request for any other exemption. We will keep confidential any medical information obtained in connection with your request for a reasonable accommodation or other exemption.

Determinations

We make determinations about requested accommodations and exemptions on a case-by-case basis considering various factors and based on an individualized assessment in each situation. We strive to make these determinations expeditiously and in a fair and nondiscriminatory manner and will inform you after we make a determination. If you have any questions about an accommodation or exemption request you made, please contact Missy Johnson at legal@urj.org.

Any questions related to this policy may be addressed to Missy Johnson at legal@urj.org or David Berkman at dberkman@urj.org.