MEDICAL STAFF VACCINATION POLICY

DEPARTMENT OVERSIGHT AND MAINTENANCE: Infection Control, Employee Health Services, and Medical Staff Services.

SUBJECT: Vaccination Compliance

RESPONSIBLE PERSONS: Infection Control, Employee Health Services, and Medical Staff Services.

POLICY/PROCEDURE:
In order to continue to deliver the safest patient care while ensuring colleague safety, all Mount Carmel Health System (“MCHS”) Practitioners are required to comply with MCHS vaccination requirements including COVID-19 and annual influenza vaccination. Practitioners may request a vaccination exemption based on medical contraindications and/or religious beliefs. Non-vaccinated Practitioners must comply with applicable mandatory masking as required by Infection Control.

- COVID-19 vaccinations are available, at no cost to Practitioners, through your primary care physician, retail pharmacies or the Ohio Department of Health.
- Each year, influenza vaccinations will be available through Employee Health Services at no cost to Practitioners beginning on or around September 1st.
- All MCHS Practitioners are expected to receive required vaccinations and/or boosters in accordance with the deadline established by MCHS for its employees. Practitioners who are not vaccinated by the established deadline will be considered non-compliant.
- Documentation of vaccination from external sources will be accepted with the successful completion of the following requirements: vaccine name, lot number, date given, signature by whom administered.
- A Practitioner’s failure to comply with vaccination requirements may result in automatic suspension and/or automatic termination of medical staff membership and clinical privileges as set forth in Sections 10.4.1 and 10.5.1 of the MCHS Medical Staff Bylaws or Sections 7.5-1 and 7.6-1 of the Medical Staff Allied Health Professional Policy, as applicable.

EXEMPTION REQUESTS:
- Practitioners may be exempt from vaccination requirements in the following instances:
  - Practitioners may request a Medical Exemption with a medically justified reason.
  - Practitioners may request a Religious Exemption based on his/her religious practices.
- Exemption requests may be requested through the Medical Staff Services office.
- Exemption requests must be received by Medical Staff Services by the same date established for employees of MCHS to request exemptions.
- Separate exemption requests must be filed for the COVID-19 vaccination and the annual influenza vaccination.
- Exemption requests will be reviewed and evaluated through the MCHS Medical Exemption and Religious Exemption Committees.
- Practitioners with an approved exemption will not be required to receive a vaccination but will be subject to masking protocols as required in Infection Control Policy Contagious Diseases, Healthcare Workers with or Exposed to.
- Medical Staff Services will maintain a list of approved exempt colleagues.
DEFINITIONS: Practitioner: A physician, dentist, podiatrist, psychologist or AHP who is granted medical staff membership and/or clinical privileges pursuant to the Medical Staff credentialing process.

REFERENCE: Contagious Diseases, Healthcare Workers with or Exposed to; Vaccine and Immunization Program; System-wide COVID-19 Prevention Policy; and System-wide COVID-19 Prevention Procedure

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October 20, 2015

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APPROVED by the Credentialing Sub-committee of the Board on August 23, 2021.

Anantha Padmanabhan, M.D., Chair
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Mount Carmel Health System