



Under One Roof, Inc • 60 Gregory Boulevard, Norwalk, Connecticut 06855
203.854.4660 • 203.854.4650 fax underoneroofinc.org

POLICY ON COVID-19 VACCINE MANDATES IN REGARD TO STAFF, CONTRACTORS AND VENDORS OF UNDER ONE ROOF, INC. (DBA THE MARVIN) – UOR AND 60 GREGORY BOULEVARD LIMITED PARTNERSHIP – SGB

Under One Roof, Inc. (DBA The Marvin) (UOR) and 60 Gregory Boulevard Limited Partnership (SGB) are committed to providing a safe and healthy workplace for all our employees, contract personnel, vendors and residents of The Marvin. The following Vaccinate Mandate Policy has been developed in order to minimize the risk of transmission of COVID-19. This policy has been developed in accordance with Federal and State Mandates and with the guidance provide by the Department of Health (DPH) and the Commission on Human Rights and Opportunities. (CHRO). The Marvin is a State Congregate Housing Facility. Although not currently mandated under the State of Connecticut's Executive Order No. 13F for Long Term Care Facilities – it is the intent of this policy to reflect many of those mandates in order to provide a safe and healthy workplace.

POLICY

In order to provide a safe and healthy workplace and facility at The Marvin, the Board of Directors of Under One Roof, Inc. has approved the following policy regarding COVID-19 Vaccine Mandates for staff, contractors and vendors working at The Marvin (UOR and/or SGB): All employees, consultants, contractors including persons who provide services to The Marvin under a contract entered into by The Marvin¹, and volunteers must provide proof of being fully vaccinated* for COVID-19. This policy is effective on October 6, 2021.

- “Fully vaccinated” means at least 14 days have elapsed since a person has received the final dose of a vaccine approved for use against COVID-19 by the US Food and Drug Administration.

REQUEST FOR MEDICAL² OR RELIGIOUS EXEMPTION³

The facility will review any medical or religious exemption requests and make a reasonable determination based on the DPH and CHRO guidelines. The facility will take into consideration whether the person is able to perform their essential job functions or provide services while not an undue burden on the facility. ***A reasonable accommodation cannot pose a direct threat to the health or welfare of other staff, contractors or residents.***⁴

If it is determined that a medical or religious exemption is approved and will not pose an undue burden on the facility or a direct threat to the health or welfare of other staff, contractors or residents, the individual must undergo COVID-19 viral testing (molecular or antigen) at least weekly.

Approved by the Under One Roof, Inc. Board of Directors on October 5, 2021.

¹ Service Contractors/Vendors who do not have direct contact with residents are urged to require their employees to be vaccinated. In the event they are not vaccinated, they will be required to be masked and have a temperature check.

² Covid-19 Medical Exemption Form as covered under the Executive Order No. 13F. *A medical exemption is based on a determination by the individual's physician, physician assistant or advance practice registered nurse that the administration of a COVID-19 vaccine is likely to be detrimental to the individual's health.*

³ Religious Exemption Form provided by UOR. *A religious or spiritual exemption must include a signed declaration by the individual that a COVID-19 vaccine would conflict with his or her sincerely held religious belief and practices.*

⁴ CHRO Guidance on COVID-19 Vaccine Mandates