

## VACCINATION INQUIRY GUIDANCE

UAMS strongly encourages employees who are eligible to take the COVID-19 vaccination, to consider doing so. However, it is presently not a requirement for employment.

Sr. Leadership continues to review positions that will be required to return to work on-site, due to business or departmental needs. The following guidance is provided to co-workers and supervisors regarding asking others about the COVID-19 vaccination.

**Q: If co-workers must gather for an in-person meeting, can the co-workers ask those in attendance, if they have been vaccinated for COVID-19 and/or if they are comfortable meeting without a mask?**

**A:** All UAMS employees are required to wear a mask while on UAMS designated premises. The only exceptions are while eating in designated eating areas, on campus, and while working in solo/private work offices.

**Q: As a supervisor, may I ask my employees if they have been vaccinated for COVID-19?**

**A: During this inquiry, the supervisor should make it clear that they are not asking for any personal medical information.** The inquiry and any response should always be handled in a confidential manner. If an employee responds that they have not been vaccinated, they may be asked if they intend to be vaccinated. However, **employees who indicate that they have not been vaccinated or do not plan to be vaccinated should not be asked why or other questions that might elicit medical information.**

Lastly, employees may choose not to answer a supervisors question regarding the COVID-19 vaccination, without fear of punishment or retaliation. If the employee refuses to answer, the supervisor can treat this as the employee has not been vaccinated.

*Guidance is subject to change as more information is received.*