



## INFLUENZA IMMUNIZATION POLICY FOR VOLUNTEERS

---

**EFFECTIVE DATE:** 07/01/2023

**LAST REVIEWED:** 07/01/2023

**APPROVAL:** Theresa Bertram, President/CEO/CFO

**RECOMMENDER:** Katie Tigert, RN, WCC

---

**DEPARTMENTS:** Infection Control & Human Resources

**CATEGORY:** Safety/Risk Management/Infection Control

**SUBJECT:** Required Volunteer Vaccination

**DISTRIBUTION:** General Public

---

### **PURPOSE:**

Miravida Living has a duty to create and maintain an environment free of known hazards and safeguard the health of our employees and their families, our residents and their families, customers and visitors, and the community at large from infectious diseases, such as the influenza virus.

### **POLICY:**

All volunteers are required to be vaccinated for influenza annually as a condition of volunteering, except as otherwise required by law. Volunteers must provide proof of vaccination as a condition of volunteering and again annually.

### **PROCEDURE:**

Effective immediately, all volunteers are required to be vaccinated or accept vaccination as a condition of volunteering. If not currently vaccinated against influenza, volunteering will stop immediately and will not be reinstated until such time that proof of vaccination is provided.

Effective immediately, all current volunteers will be required to be fully vaccinated, except as otherwise required by law.

Influenza vaccinations are generally free and available through most pharmacies in the community. Proof of completion of the vaccine protocol must be submitted to the volunteer coordinator and to the infection prevention.

### **EXEMPTIONS:**

Vaccinations are proven to reduce the frequency and severity of influenza. Exemptions will not be granted due to the gravity of the disease when contracted by residents and the undue hardships faced by residents, except as required by law.

Volunteers seeking a waiver of this provision due to a medical or religious exception must submit such request and supporting documentation to the Human Resources Department. Submitting a request for exemption does not constitute approval and immediate volunteer placement. The volunteer must wait for a response from the HR department on the exemption request. If the exemption is granted, the



volunteer may be placed without regard for the influenza vaccination. If granted, an exemption request will need to be made by the volunteer each subsequent year. Failure to “reapply” for exemption annually, will require the volunteer to show proof of vaccination if they desire to continue volunteering.

Personal and/or philosophical objections to vaccinations are not considered sufficient justification for granting a waiver.

Please direct any questions regarding this policy to the Human Resources Department.

**DISCIPLINARY ACTION FOR VIOLATION OF THE INFLUENZA VACCINATION POLICY:**

Individuals will be denied the opportunity to volunteer if there is failure to provide proof of vaccination or an approved waiver. Persons who knowingly and intentionally make a false report of vaccination will be removed from all volunteer opportunities and reported to the proper government agencies for crimes punishable under applicable federal and State law.

I have reviewed the above policy and understand the terms and conditions as detailed.

\_\_\_\_\_  
Volunteer Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date