



Memo

To University Faculty and Staff

From Marie Bernardo-Sousa, LP.D., '92, Providence Campus President
Cheryl L. Richards, Ph.D., Charlotte Campus President

Date July 29, 2021

Re **COVID-19 Vaccine Required for Faculty and Staff**

For many months, our lives have been significantly altered by the pandemic; however, the efficacy and widespread acceptance of the COVID-19 vaccine have given us the opportunity to return to a certain level of normalcy with limited restrictions. In May, the university announced that prior to the start of the fall 2021 semester, all students who live on or come to campus must be fully vaccinated or have obtained exemption approval.

To create a safer, healthier campus environment for all, the university is now requiring all faculty and staff to be fully vaccinated. Faculty and staff must have received at least one dose of the vaccine by August 30, the first day of classes, and must have received all manufacturer-recommended doses of the vaccine by September 30. Faculty and staff will be required to provide Human Resources with a copy of their vaccination card; the completed card can be uploaded on [HRpulse](#). Faculty and staff requesting an exemption from this requirement for medical, religious or other reasons must complete and submit the request form located on [HRpulse](#).

Since the start of the pandemic in early 2020, the university has acted in accordance with public health and government guidance as we have prioritized the health and wellbeing of the Johnson & Wales community. This summer, there has been growing concern among government and public health officials about the rapid spread of the Delta variant, the emergence of additional variants, and breakthrough cases of people who are fully vaccinated but test positive for COVID-19. By being vaccinated, you are protecting yourself, as well as members of the JWU community and all those around you.

MASK WEARING

On July 27, the CDC (Centers for Disease Control) revised its guidance on mask wearing to maximize protection from the Delta variant and prevent possibly spreading it to others. The CDC now recommends that all persons, whether fully vaccinated or not, wear a mask indoors in public if located



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in an area [of substantial or high transmission](#). Currently, Rhode Island and Charlotte are both areas of substantial or high transmission, but that is subject to changes as circumstances evolve. All persons should continue to wear a mask where required by laws, rules, regulations, or local guidance.

Faculty and staff who work fully remote and do not come to campus are not required to be vaccinated but are strongly encouraged to get vaccinated. Faculty and staff seeking to schedule a vaccination appointment online can visit:

- Rhode Island: www.vaccinateri.org
- Massachusetts: <https://www.mass.gov/covid-19-vaccine>
- North Carolina: <https://covid19.ncdhhs.gov/vaccines>

A reminder to all: you must monitor and abide by evolving local, state, and federal guidelines and requirements as well as university policy related to COVID-19. Also, do not go to campus if you have COVID-like symptoms or if you have tested positive for COVID-19; also please inform your supervisor immediately.

A reminder to all who have not yet been vaccinated: you must monitor and abide by evolving local, state, and federal guidelines and requirements as well as university policy related to COVID-19. This includes the requirements that you continue to: 1) wear a mask when you are indoors on campus; 2) report to your supervisor COVID-like symptoms or if you have tested positive for COVID-19 - do not go to campus; 3) isolate from others if you have tested positive for COVID-19 or quarantine if you have been exposed to COVID-19; and 4) participate in sentinel testing.

Should applicable governmental recommendations be revised, we will notify the JWU community of any changes in our COVID-19 safety protocols; however, everyone should individually monitor evolving governmental guidance and requirements. For more information about JWU's COVID-19 protocols, please visit the [JWU COVID-19 Center](#).

We look forward to more normal times for the fall 2021 semester as the JWU community and those around us become fully vaccinated.