



COVID-19 Vaccination and Mitigation Policy

We firmly believe in promoting the public good, which at a minimum includes **doing what we can as an organization to provide a safe working environment** for our employees, volunteers, and visitors to reduce the risk of catching or spreading COVID-19.

We firmly believe that everyone has an obligation to help take care of society's most vulnerable, which includes those who may be at higher risk of contracting COVID-19 or developing severe complications, as well as those with life-threatening conditions unrelated to the virus who cannot receive proper medical care if hospitals are overcrowded with COVID-19 patients.

We firmly believe in science, which has found, after rigorous study, that **vaccines are safe and effective ways to prevent serious illness and to save lives**, as has been proven with chicken pox, influenza, measles, polio, smallpox, tetanus, and now COVID-19.

We firmly believe that every person possible should receive all recommended doses of the COVID-19 vaccine, according to the schedules published by the Centers for Disease Control and Prevention (CDC), because that **may be the single most important health-promoting intervention** that can be performed. We recognize that some people cannot be vaccinated due to legitimate medical reasons and some people choose not to be vaccinated due to sincerely held religious beliefs.

Purpose

Consistent with its duty to provide and maintain a workplace that is free of recognized hazards, the National Council of Nonprofits has adopted this policy to safeguard the health and well-being of employees and their families, our visitors, and the community from infectious conditions that may be mitigated through an effective vaccination program or other actions. This policy is intended to comply with all state and local laws. It is based upon guidance provided by the CDC and public health and licensing authorities, as applicable.

Scope

This policy applies to all employees of the National Council of Nonprofits and any visitors to the organization's offices.

Requirement

No employee, volunteer, or visitor who is not fully vaccinated for COVID-19, as defined by the CDC, will be admitted to the National Council of Nonprofits' offices. Proof of vaccination must be provided prior to entry.

Due to the availability of remote work and remote meeting options – and for the safety of other employees and visitors – no exemptions from this policy will be granted. Accommodations for alternate working and meeting arrangements will be made for any employee or visitor who cannot or chooses not to be vaccinated.

Vaccine Administration

Employees are responsible for scheduling and obtaining all recommended doses of an FDA approved COVID-19 vaccine or a COVID-19 vaccine granted Emergency Use Authorization by the FDA. Reasonable leave will be provided so employees may get the vaccine during regularly scheduled

work hours, contingent on supervisor approval. The National Council of Nonprofits will pay employees for time spent getting the vaccine if done during your regular work hours. Your supervisor must approve your leave to take the vaccine during working hours to minimize business interruptions.

Policy Modification

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 and COVID-19 vaccines are changing rapidly as new information becomes available, further research is conducted, and additional vaccines are approved and distributed. The National Council of Nonprofits reserves the right to modify this policy at any time at its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy workplace.