



Compulsory Immunization Policy

Arbor Autism Centers has adopted a compulsory immunization policy to safeguard the health of our employees, patients, families, and community from transmissible diseases.

This policy complies with all applicable laws and is based on guidance from the Centers for Disease Control & Prevention (CDC), American Academy of Pediatrics (AAP), the Michigan Department of Public Health, and all applicable state and local health orders.

As families receive routine medical care and therapy services on site, Arbor Autism Centers will require all staff, patients, caretakers, and those accompanying patients or involved in patient care to meet the requirements of this compulsory immunization policy, subject to the exceptions described below.

Applicability

This policy applies to all employees, patients, and persons accompanying a patient or involved in patient care. **Effective January 1, 2022, all employees, patients, and persons accompanying a patient or involved in patient care are required to have received the full dosage of FDA- or WHO-authorized or approved immunizations for all recommended childhood vaccinations from the CDC and AAP or an approved medical or religious exemption on file in order to come to the facility or participate in activities.** All new employees will be informed of the vaccination requirement in their offer letter and will be required to be fully vaccinated and show documentation of their vaccination or receive and approved medical or religious exemption prior to their first day of work. Patients and their families will be informed of the vaccination requirement prior to their first scheduled visit and will be required to be fully vaccinated and show documentation of their vaccination or receive an approved medical or religious exemption prior to their first appointment.

Documentation of Vaccination

Proof of vaccination must include the name and date of birth of the individual, and the type, and date(s) of vaccine administration. Vaccination documentation must be translated into English and both the original document and translated document must be provided for review. Only vaccines that are FDA- or WHO-authorized or approved at the time of vaccination will be accepted. Proof of vaccination must be submitted as soon as possible and no later than 5 days prior to the first on-site visit.

Exemption Requests

Individuals requesting a medical or religious exemption must make their request through the Medical Director no later than 20 days prior to the first on-site visit to allow time for review. Such requests will be carefully reviewed by members of the medical staff and may involve an interactive process if questions arise during the review process. If an individual intends to submit a request for a medical or religious exemption to meet the requirements of this policy, they may not come to the facility until the exemption request has been approved.



Exemption for Sincerely Held Religious Beliefs

Arbor Autism Centers may provide an exemption to employees with sincerely held religious beliefs, observances, or practices that conflict with receiving a vaccine. Religious exemption requests may be made by contacting the medical director and providing requested documentation.

Personal or philosophical reasons for not receiving a vaccine will not be granted.

Exemption for Medical Reasons

Arbor Autism Centers may provide an exemption to individuals who have a documented medical reason that prevents them from receiving a vaccine. To apply for a medical exemption, documentation from the individual's medical provider must be faxed directly from the provider's office to 734-527-5981 which will be reviewed by the Medical Director and specialist staff.

Requirements Upon Receiving Exemption

Individuals who receive an approved medical or religious exemption will be required to follow Arbor Autism Centers protocols for unvaccinated individuals.

Determinations

Arbor Autism Centers will review each request for a medical or religious exemption and will make a determination expeditiously and in a fair and nondiscriminatory manner on a case-by-case basis. Individuals will be informed of the exemption determination, and may be contacted if questions arise during the review process. Exemptions are not guaranteed.

Compliance

Individuals not in compliance with this policy will not be allowed on site after January 1, 2022. Failure to comply with the provisions of this policy, including violations of requirements for those who have not been vaccinated (i.e. those who receive a medical or religious exemption) may lead to a transition of care to an appropriate setting (i.e. virtual) or provider.

Policy Modification

Governmental and public health guidelines and restrictions and industry best practices regarding vaccines are changing rapidly as new information becomes available, further research is conducted, and additional vaccines are approved and distributed. Arbor Autism Centers reserves the right to modify this policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy environment providing routine medical care.