

COVID-19 Vaccination Policy

Purpose

In accordance with our Company's duty to provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our employees and their families; our patients and visitors; and the community at large from infectious diseases, such as COVID-19, that may be reduced by vaccinations. This policy will comply with all applicable laws and is based on guidance provided by the Commonwealth of Massachusetts, the Centers for Disease Control and Prevention (CDC) and local health authorities, as applicable.

This policy is subject to change at the discretion of the Company and/or in accordance with local, state, and federal mandates, regulations, and laws with or without notice.

Scope

All employees are strongly encouraged to remain up to date on COVID-19 vaccinations, per the most current applicable CDC recommendation, as vaccination remains the safest strategy for avoiding hospitalizations, long-term health outcomes, and death.

Procedure

1. Employees who are vaccinated will be asked to provide proof of COVID-19 vaccination upon hire and a copy will be maintained in their personnel file.
2. Employees will receive education regarding the importance of vaccination upon hire and annually thereafter.
3. The Company will provide resources and assistance to support employees in becoming vaccinated.
4. The Company may provide vaccine information to the Massachusetts Department of Public Health and state agencies or intermediaries with which the Company contracts with upon request to demonstrate the Company's compliance with the personnel vaccination guidelines.
5. The Company may provide vaccination information or COVID-19 test results to partners in the healthcare community as requested and required.