



Immunity Status and Vaccination Policy

I. Policy Statement

- A. The purpose of the Immunity Status and Vaccination Policy is to reduce the risk of Parkview Health co-workers and patients getting or spreading vaccine-preventable infections and to create a safer work and care environment. Protection from infectious diseases includes measures like engineering controls (i.e., negative pressure rooms), hand hygiene, proper use of personal protective equipment, and vaccine practices.

II. Definition of Terms

- A. Immunity Status: Determination if co-worker has been vaccinated or has developed antibodies against vaccine-preventable infections.
- B. Temporary Deferral: Time-limited exemption from a vaccination requirement due to clinical precautions and considerations. Temporary deferral may be granted through the medical exemption application process.
- C. Vaccine Preventable Disease: Infectious diseases caused by bacteria or viruses that can be prevented by vaccines.
- D. Non-Immune: Co-worker who has not developed immunity to a particular disease, either

because they have not been vaccinated or have not been exposed to the disease previously. As a result, they are susceptible to contracting the disease if exposed.

E. High-Risk Areas: Departments within the hospital that care for patients with compromised immunity. These departments include the following:

1. Family Birthing Center
2. Any ICU
3. Pediatrics
4. Oncology and the Parkview Packnett Family Cancer Institute
5. Emergency
6. Primary Care (Family Medicine, Ambulatory Internal Medicine, General Pediatrics, IM-Peds, and WIC)

III. Procedure

A. Proof of Vaccination and Immunity Status Requirements:

Parkview Health must know the immunity status of all co-workers in the event of an outbreak or for reporting purposes. Therefore, all co-workers will be required to provide proof of immunity status for various vaccinations upon hire. If a co-worker cannot provide documentation of immunity status, a blood test (titer) will be conducted. Co-workers who are found to be non-immune will be offered vaccination at no cost.

The chart below outlines Parkview Health's vaccination requirements, the criteria for determining immunity status, and the reasons behind each requirement.

B.	Disease	Consider Immune If...	Required Action If Not Immune	Required Co-Workers	PPE Required for Exempted Co-workers	Rationale
	Measles	- Positive serology - 2 Measles-containing vaccine doses at least 28 days apart, given after 12 months of age	- 1 dose of MMR if history of 1 dose Measles-containing vaccine - 2 doses of MMR, 1 month apart if no	Co-workers assigned to high-risk areas	N95	- Highly communicable by airborne route - Single case may lead to an outbreak in susceptible individuals

Disease	Consider Immune If...	Required Action If Not Immune	Required Co-Workers	PPE Required for Exempted Co-workers	Rationale
		previous Measles-containing vaccine			
Mumps	- Positive serology - 2 Mumps-containing vaccine doses at least 28 days apart, given after 12 months of age	- 2 doses of MMR, 1 month apart if no previous Mumps-containing vaccine	Co-workers assigned to high-risk areas	N95	- Disease may go unrecognized - Transmission is possible in healthcare settings - Increasing cases in young adults with absent or waning immunity
Rubella	- Positive serology - 1 Rubella-containing vaccine after 12 months of age	- At least 1 dose of MMR	Co-workers assigned to high-risk areas	N95	- Disease may go unrecognized - Immunization prevents transmission to pregnant women, preventing congenital rubella syndrome
Varicella	- History of varicella or zoster confirmed by healthcare provider - Positive serology - 2 doses of Varicella vaccine (VAR), 4-6 weeks apart	- 2 doses of VAR, 4-6 weeks apart or history of varicella confirmed by healthcare provider	Co-workers assigned to high-risk areas	N95	- Highly communicable - Significant morbidity risk in adults - Immunization interrupts transmission or lessens severity of infection
Pertussis / Tdap	- Previous receipt of 1 dose of Tdap \geq 19 years of age	- 1 dose of Tdap, regardless of interval since most recent Tdap (can be given after 20th week of pregnancy)	Co-workers assigned to high-risk areas	Surgical Mask, Eye Protection	- Pertussis is highly contagious - Transmission occurs via respiratory droplets from infected individuals

Disease	Consider Immune If...	Required Action If Not Immune	Required Co-Workers	PPE Required for Exempted Co-workers	Rationale
Hepatitis B	- Documented proof of 3 Hepatitis B vaccines or positive serology	- 3 doses of Hepatitis B vaccine series	Recommended for co-workers who may be exposed to blood/body fluids but not required	N/A	- Transmission through infected blood or body fluids - Immunization interrupts transmission following accidental or inadvertent exposure
Influenza	- Annual vaccination received	- Annual vaccination required	All Co-workers	N/A	- High risk of exposure and secondary transmission in healthcare settings - Significant risk of adverse outcomes in immunocompromised and elderly individuals who are not vaccinated

C. Exemption Requests

1. Medical and Religious Exemptions: Co-workers may be eligible for an exemption or temporary deferral from a vaccination requirement if they cannot be vaccinated due to a disability protected under the Americans with Disabilities Act, a medical condition, or a sincerely held religious or spiritual belief, practice, or observance.
2. 100% Remote Exemption: Co-workers who work 100% remotely may request to be exempt from the influenza vaccination requirement.
3. Exemption requests for the influenza requirement must be completed annually and will be made available during the launch of the Annual Influenza Vaccination Program.
4. Accommodations
 - a. Human Resources will work with coworkers who receive exemptions to identify and implement appropriate accommodations. Parkview Health does not retaliate or discriminate against employees who are exempt from vaccination requirements for medical or religious reasons. Requiring the use of protective equipment, such as masks, or reassigning an employee

to a different role is not considered retaliatory action.

- b. Co-workers who are considered non-immune to any of the above vaccine-preventable diseases, excluding influenza, and are assigned to the above defined high-risk areas will be required to wear the appropriate PPE as defined by this policy for all work shifts, regardless of the reason for their non-immunity. This applies to all co-workers, including those not directly assigned to high-risk areas but who work within them. For example, an Environmental Services (EVS), Respiratory, Phlebotomy co-worker performing duties in these areas would also be included.

D. **Annual Follow Up:** To maintain accurate immunity status records, co-worker vaccination and immunity status will be reviewed on an annual basis by EHS, and vaccinations will be made available to co-workers, as needed. This opportunity will be used to identify missed transfers, changes in location, or individuals whose immunization requirements may have changed or been previously deferred.

E. **Accountability for Non-Compliance:** Newly hired or transferring co-workers must be compliant with this policy within 10 days of hire or transfer. Co-workers who are not compliant within this time-frame may be removed from the schedule or asked to mask until compliant. For vaccines requiring multiple doses, the first dose must be received within 10 days of hire or transfer to initiate compliance. While co-workers may begin their assignments during this window, full compliance must be achieved according to the recommended vaccination schedule. Due to potential delays in receiving documentation, assignment start dates will not be withheld solely based on pending compliance, provided the initial dose is administered within the designated timeframe.

F. **Exposure Considerations:** Any non-immune co-worker who has a determined exposure to measles, mumps, varicella, or pertussis may be excluded from work during the incubation period for that infection.

G. **Business Associates, Contracted Staff, Vendors, Volunteers, & Other Non-Employees:** Copies of vaccination/immunity status records and religious/medical exemptions for those who are not employed by Parkview Health will be maintained by the employer/agency and provided upon request to Parkview Health. Those who are not compliant with the above requirements will not be assigned or continue assignment with Parkview Health.

IV. Reference(s)

- A. <https://www.cdc.gov/flu/about/index.html>
- B. <https://www.aha.org/ahia/promoting-healthy-communities/united-against-flu>

V. Addendum

N/A

Parkview Behavioral

N/A

Parkview Bryan

N/A

Park Center

N/A

Parkview Dekalb

N/A

Parkview Huntington

N/A

Parkview Kosciusko

N/A

Parkview LaGrange

N/A

Parkview Montpelier

N/A

Parkview Noble

N/A

Parkview Hospital Randallia

N/A

Parkview Reg. Med. Center

N/A

Parkview Ortho

N/A

Parkview Wabash

N/A

Parkview Whitley

N/A

Parkview Southwest

N/A

Parkview Home Health and Hospice

N/A

Parkview Occupational Health

N/A

Parkview Physicians Group

N/A

SCORe

N/A

The Mirro Center

N/A

Applicability

PBH and Park Center, PRMC, Parkview Bryan/Montpelier, Parkview Corporate, Parkview DeKalb, Parkview Huntington, Parkview Lagrange, Parkview Noble, Parkview Randallia, Parkview Wabash, Parkview Whitley / Kosciusko

References

Archbold, Behavioral Health, Bryan, DeKalb, Home Health and Hospice, Huntington, Kosciusko, LaGrange, Montpelier, Noble, Occupational Health, Orthopaedic, Park Center, Physicians Group, Randallia, Regional Medical Center, SCORe, Southwest, The Mirro Center, Wabash, Whitley