



In compliance with Centers for Medicare and Medicaid (CMS) regulations, AdventHealth requires all workforce members who are employed, performing tasks or providing services at an AdventHealth covered location, be fully vaccinated against COVID-19, or to have received an approved exemption.

Exemptions may be requested for a medical condition or sincerely held religious belief.

Please Note:

Medical exemption requests may be granted for people who have had a COVID-19 infection in the last 90 days, who are pregnant, breastfeeding or intending to become pregnant and those who have had a severe allergic reaction to the vaccine in the past. Other medical conditions documented by a licensed provider may also be submitted using the Medical Exemption Form.

Religious exemption requests should include references to religious beliefs that are deeply meaningful and indications of moral and ethical beliefs that indicate the function of a religion in a person's life. Political justifications, such as citation of a person's rights, do not count as religious beliefs. These answers may be audited and must fulfill the CMS requirements of a religious belief (established under Title VII of the Civil Rights Act of 1964). CMS rules state, *no exemption should be provided to any staff for whom it is not legally required or who requests an exemption solely to evade vaccination.*

Once an offer has been extended and accepted, candidates will be contacted by their assigned preboarding Specialist to schedule their HR and Employee Health Appointment. At this time the Preboarding Specialist will establish the candidate's vaccination status.

In order to schedule a candidate for their HR and Employee Health appointment, the candidate must have accepted their offer, initiated their background and either:

- a) verbally confirm that they are fully vaccinated with card on hand to produce at their appointment, or
- b) verbally confirm that they have had their first dose in which case the appointment will be scheduled for a date after the recommended interval between doses, or
(the onus will be on the candidate to ensure that they have had their second dose prior to the appointment or dependent on facility and availability receive the second dose at the appointment. Arrangements to have the 2nd dose at the appointment must be confirmed with EH in advance. Failure to having the second dose prior to or at the appointment will result in the appointment being rescheduled and the start date pushed out)
- c) have received exemption approval for medical or religious reasons. The Preboarding Specialist will provide the candidate with a link to the AdventHealth **COVID-19 Vaccine Volunteer and Candidate Tracking** site. The screenshots below highlight the exemption process which is **mobile friendly**.

Initial screen shots below represent the user completing the form on a mobile device. This task can be carried out on any device including mobile phone, tablet or computer. The screen shots that follow the initial landing page are from a computer, however the pages and requirements are identical.

Landing Page

1:52 Outlook
adventhealth.formstack.com

COVID-19 Vaccine Volunteer and Candidate Tracking

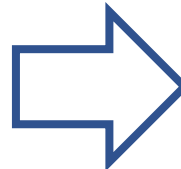
This form is to provide confirmation that you received the COVID-19 Vaccine externally or upload a Medical Exemption Form for **Volunteers and Candidates Only**.

If you are not a volunteer or a candidate, please do not fill out this form and reach out to your leader. Submissions for this form go to the volunteer coordinators and Talent Acquisition mailboxes directly.

You should be able to upload your file from the COVID-19 Vaccine application directly. Only use this form if you are unable to login to the COVID-19 Vaccine Application.

****** Please make sure you enter your name as it appears on your employee record to ensure your proof is addressed appropriately. ******

Navigation icons: back, forward, home (+), page number (69), and menu (three dots).



Please select "Candidate"

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I am a:*

Candidate

Volunteer

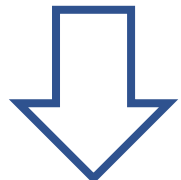
Name*

First Name




Last Name


Email*

Navigation icons: back, forward, home (+), page number (69), and menu (three dots).




Please make the appropriate selection which will determine the questions and pages that follow. Medical Exemption or

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What type of exemption would you like to request?*

Medical Exemption 






Medical Exemption Request Type Selection

AdventHealth has licensed providers who can review your attestation for the following conditions for exemption:

- Severe allergic reaction (anaphylaxis) after a previous dose of or to a component of the COVID-19 Vaccine, including Polyethylene Glycol (PEG)
- Current pregnancy, currently breastfeeding, or intent to conceive (exemption is for one year)
- COVID Infection, positive test (exemption is for 90 days following date provided)

Alternatively, you may have your provider fill out a form [downloadable here](#), then submit it here.

Please note that AdventHealth will not



Medical Exemption

If the request for medical exemption is based on the first the bulleted items below then the requestor should select “AdventHealth has licensed providers to review attestation”. Additional radio buttons will then appear. If the medical exemption request is for a different reason, then the requestor must download the additional forms for their provider to complete after which the requestor will select “Download Form and submit signed by provider”.

Toggle here to select Medical Exemption or Religious Exemption.

What type of exemption would you like to request? *

Medical Exemption

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- COVID Infection, positive test (exemption is for 90 days following date provided)

Alternatively, you may have your provider fill out a form [downloadable here](#), then submit it here.

Please note that AdventHealth will not approve medical exemption for the following conditions, which, according to current literature are generally **NOT** considered contraindications to COVID-19 vaccination:

- Local injection site reactions after (days to weeks) previous COVID-19 vaccines (erythema, induration, pruritus, pain, etc.)
- Expected systemic vaccine side effects in previous COVID-19 vaccines (fever, chills, fatigue, headache, vomiting, lymphadenopathy, diarrhea, myalgia, arthralgia)
- Vasovagal reaction after receiving a dose of any vaccination
- Being an immunocompromised individual or receiving immunosuppressive medications
- Autoimmune conditions, including Guillain-Barre Syndrome
- Allergic reactions to anything not contained in the COVID-19 vaccines, including injectable therapies, food, pets, venom, environmental allergens, oral medication, latex, etc.
- Immunosuppressed person in the employee's household
- The COVID vaccines do not contain egg or gelatin; allergies to these substances are not contraindication
- Patient's strongly held personal belief

Please select a Medical exemption request type *

Download Form and submit signed by provider

Download Form and submit signed by provider

Download Form and submit signed by provider
AdventHealth has licensed providers to review attestation

File *

Choose File Remove File No File Chosen

Only jpg,jpeg,png,bmp,tif,pdf,doc,docx

By checking this box I confirm that I am (a) submitting proof of a complete COVID-19 Vaccine series that will be reviewed by HR or (b) submitting a medical exemption form that will be reviewed by a licensed AdventHealth provider.

Religious Exemption

Request for Religious Accommodation

Sincerely-Held Religious Exemption from the Federal Government's COVID-19 Vaccination Requirement

AdventHealth is committed to providing and maintaining a workplace that is safe and complies with Federal law. Given the new regulations published by the Centers for Medicare and Medicaid Services (CMS), AdventHealth must require workforce members to be vaccinated against COVID 19.

AdventHealth will follow applicable law in evaluating requests from employees for exemption from the Federal Requirement based upon a sincerely held religious belief. If you are requesting such an exemption, please fully complete this form. Exemption requests accompanied by incomplete forms will not be granted.

Please describe your sincerely-held religious belief, practice, and/or observance that is preventing you from receiving the COVID-19 vaccine*

Please state how the COVID-19 vaccine requirement violates your sincerely-held religious belief, practice, and/or observance*

If there are any other medicines or products that you do not use because of your religious belief, practice and/or observance, please identify them.*

If your sincerely-held religious belief, practice, and/or observance prevents you from receiving a COVID-19 vaccine but not other vaccines, please explain why*

Attestation*

By selecting this option, I verify that the statements and information provided above are truthful, complete and accurate. I understand that any intentional misrepresentation contained in this request may result in disciplinary action, up to and including termination of employment.

COVID-19 Frequently Asked Vaccine Questions

Why is AdventHealth implementing a COVID-19 Workforce Vaccination Policy?

AdventHealth is committed to providing a safe environment that protects the health of patients, workforce members and their respective families and the community from COVID-19 infection. The CDC recommends a COVID-19 vaccine as the first and best way to protect against COVID-19. AdventHealth workforce members should protect themselves, their patients and community against the spread of COVID-19 by being fully vaccinated. **In addition, the Centers for Medicare and Medicaid Services (CMS) vaccine mandate requires workforce members of covered health care facilities be vaccinated.**

Who does the policy apply to?

This policy applies to all AdventHealth team members who work onsite at an AdventHealth facility that is considered covered under the CMS guidelines. Your recruiter will advise you if you will be working at a covered location.

Am I required to get the COVID-19 vaccine?

For the safety of our workforce members, patients and community, and in compliance with the Centers for Medicare and Medicaid Service (CMS) rule, **all workforce members who are employed, performing tasks or providing services for AdventHealth are required to be fully vaccinated against COVID-19, or to have received an approved exemption.**

What happens if my request for an exemption is denied?

If your request for an exemption is denied, you must have already received your first dose of the primary vaccine series and are within the window to receive your second dose at your Employee Health appointment or have received the single dose of Johnson & Johnson prior to your Employee Health appointment.

You do have the option of resubmitting your declination request again with a maximum of 3 submissions.

What happens if my request for an exemption is approved?

If your request for an exemption is approved, you must:

1. Wear personal protective equipment (PPE) provided by AdventHealth at all times while in any AdventHealth building.
2. Practice social distancing and other recommended safety precautions at all times when in an AdventHealth building.

I already had COVID-19. Do I still need to get vaccinated?

Yes, even if you've previously had COVID-19, the federal mandate requires you to be vaccinated. That's because it's possible that you could be infected with the virus that causes COVID-19 again. Additionally, emerging evidence shows people get better protection by being fully vaccinated compared with having had COVID-19. [Learn more about why getting vaccinated is a safer way to build protection than getting infected.](#)

How do we know the COVID-19 vaccine is safe?

Recent FDA approval of the Pfizer vaccine, and the anticipated full approval of the Moderna and Johnson & Johnson vaccines, reinforces the data that the vaccines are safe and effective. As the science, and our own lived experience, has shown, vaccination reduces the risk of serious illness, hospitalization and death. AdventHealth's position is that the COVID-19 vaccine is the most effective tool for keeping our team members, patients and communities safe.

How does the COVID-19 vaccine work?

The vaccine helps you develop antibodies that make you less susceptible to the disease. It does not use the live virus that causes COVID-19. Like with other vaccines, it is normal to possibly experience some fatigue, aches or fever following vaccination. This does not mean the vaccine has given you COVID-19.

Some of the COVID-19 vaccines need two doses to be effective. Second dose scheduling information will be provided following your first dose, and the second dose should take place no sooner than 21 days (or 28 days, depending on manufacturer) following the first dose.

If you do not receive your second dose, the first dose would essentially be wasted. We want to be good stewards of this precious resource and get the second dose if we've received the first dose.

Is the vaccine recommended for women who are pregnant and/or breastfeeding?

The CDC recommends COVID-19 vaccination for all people 12 years and older, including people who are pregnant, breastfeeding, trying to get pregnant now or might become pregnant in the future. If you have questions about getting vaccinated, talking with your health care professional might help.

How long do I have to wait after I've had COVID-19 to get a vaccine?

The time frame recommended for getting vaccinated after having a COVID-19 infection is as soon as you're out of quarantine, unless you've received monoclonal antibodies or convalescent plasma.

If you were treated for COVID-19 with monoclonal antibodies or convalescent plasma, you should wait 90 days before getting a COVID-19 vaccine.

Can the vaccine prevent transmission of COVID-19?

While data show high efficacy in protection against infection, we continue to study the vaccine's effectiveness in preventing transmission from individuals who are infected and asymptomatic despite being vaccinated. Additional evaluation will be needed to assess this efficacy against transmission, particularly in individuals who are asymptomatic.

This unknown impact is one of the reasons we will all continue to wear masks, social distance and take other precautions, including fully vaccinated team members.

Do I have to pay for my vaccine?

No, vaccinations for new hires attending their Employee Health appointment are provided at no cost to you.