**Voluntary COVID-19 Vaccine Policy**

**Reviewed for NC and federal compliance. If using this policy in other states, review with legal counsel.**

COMPANY NAME is committed to high standards of safety and customer care and has implemented multiple measures to prevent COVID-19 from spreading within our company and from being transmitted to customers. COVID-19 is a serious illness which has killed over 350,000 people, and many, many more have lasting health affects or have had to be hospitalized for lengthy periods. Certain individuals, including those who are 65 and older or with certain chronic conditions, are at a higher risk for serious illness and death.

COMPANY NAME has adopted this policy to reduce the risk of harm to employee and customer health. This policy is intended to comply with all state and local laws and be in alignment with guidance from the CDC and EEOC. This policy may alter at any time, and the company may choose to mandate vaccines in the future.

COMPANY NAME is offering onsite vaccine clinics when we are able to do so, but certain people may be able to get a vaccine earlier then the general public based on their health conditions, living conditions or job. We recommend all employees review the <http://yourspotyourshot.nc.gov/> site to find out the earlier possible time and place where they can receive a vaccine. Contact the HR Department or your supervisor for more information; we will advertise onsite clinics when they are open. **We are strongly recommending all employees and their families get vaccinated for the following reasons:**

* **TESTED**: The vaccines have gone through thorough testing and were approved as a result of emergency authorization by the US Food and Drug Administration (FDA).
* **SAFE**: No serious side effects were reported in clinical trials. Temporary reactions after receiving the vaccine may include a sore arm, headache, or feeling tired and achy for a day or two. These temporary reactions were more common after the second vaccine dose. (Each employee should meet with their physician – certain individuals who have allergic reactions to components of a vaccine could be at risk; physicians have medication on hand if there is an unexpected allergic reaction.)
* **WILL NOT GIVE YOU COVID**: The vaccines mimic COVID-19 and help your body understand how to respond to COVID-19; they do have the potential to infect you with COVID-19.
* **PROTECTS YOU AND OTHERS**: When you take the vaccine, you will have some level of immunity to COVID-19. Scientists believe it will also be less likely for you to transmit COVID-19 (although recommend continuing with face coverings and six-foot distancing as testing continues). Since you can catch COVID multiple times, having COVID-19 in the past does not offer that protection.
* **MAY HELP RETURN US TO “NORMAL”**: Herd Immunity is a goal of the vaccines, which means that enough people have had the vaccine to cause the virus to stop spreading altogether. As with measles, which was a deadly disease in the past, COVID-19 might no longer be a threat and the country might get back to “normal”. However, a low vaccination rate would not result in the same protections.
* **NO COST TO YOU**.

The health department is rolling out vaccines in a phased approach. For more information as to when you and your family may be eligible to get the vaccine (health workers and long-term care residents, for example, have access earlier), go to: <http://yourspotyourshot.nc.gov/>). For more information on COVID-19, visit: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>