

**Western Theological Seminary**  
**COVID-19 Vaccination Policy**  
Effective January 29, 2022  
Revised August 15, 2022

**Purpose**

Western Theological Seminary (WTS) has adopted this policy to promote the health and safety of employees, students, their families, and others who come to its facilities or participate in its programs. The best available data indicates that an effective vaccination program significantly reduces the risk of serious harm from COVID-19. This policy is based upon guidance provided by the Centers for Disease Control and Prevention (CDC) and public health and licensing authorities. It is designed, and will be interpreted and applied, to comply with all applicable laws (including any changes in those laws).

**Policy**

WTS strongly encourages all employees and students to be up-to-date on COVID-19 vaccinations. "Up-to-date" is defined as receiving all doses in the primary series and all boosters as recommended based on age and eligibility.

1. Employees and students who have received a COVID-19 vaccine may be asked to provide a copy of their bona fide COVID Vaccination Record Card to the Director of Human Resources. The Director will keep the copy in the individual's confidential health file. The document will be used to conduct future contact tracing (if necessary) and for continuing evaluation of the need for protective measures.
  - a. WTS may take reasonable steps to confirm the validity of a vaccination card, and any employee who submits false information may be subject to termination of employment.
2. COVID-19 vaccines do not replace the use of personal protective equipment and other COVID-19 protocols.