



COVID-19 Mandatory Testing Policy for Unvaccinated Employees

PURPOSE:

The purpose of this policy is to protect the health and safety of the Mary Baldwin community by monitoring the potential instances of COVID-19 infection and to utilize that information to reduce transmission of disease.

POLICY APPLIES TO:

This policy applies to all in-person faculty, staff, and student employees who have not received the COVID-19 vaccination/immunization. This includes all individuals who are currently exempted from the university vaccine requirement by having an approved medical or religious waiver on file through the Office of the Chief Health Officer in SentryMD.

POLICY:

All unvaccinated faculty, staff, and student employees who are working on site, and/or doing any other business on the university campus are required to undergo COVID-19 testing at times and dates established by Mary Baldwin University (MBU).

Testing is only one method of addressing the risk of COVID-19. All unvaccinated individuals are also expected to continually adhere to all other published policies regarding the reduction of COVID-19 transmission to include face coverings, social distancing, and hand hygiene. Negative COVID-19 test results do not eliminate the need for continued diligence in adherence to all safety policies and procedures.

Any individual with a positive test result must follow all applicable Mary Baldwin protocols and the Virginia Department of Health requirements for isolation procedures. The MBU Contact Trace Team will direct these procedures.

PROCEDURE:

- Testing will be administered through the Student Health Center, or a local health care affiliate selected by Mary Baldwin University. Testing will occur prior to an employee's return to work on site, as a condition of the employee's continued work on campus, and/or at any other time at the sole discretion of

MBU. In addition, the university may administer routine testing through random sampling of faculty, staff, and student employees.

- Testing costs and any expenses related to testing of MBU employees through this program are covered by the university.
- Test results will be shared with MBU's Chief Health Officer and the individual tested. Test results will otherwise be held confidential by MBU's testing partner (Student Health Center) except as required to be disclosed by law (e.g. with the applicable public health authority). Information about anyone who tests positive for COVID-19 may otherwise only be disclosed to others where necessary in accordance with applicable law.
- Employee testing requirements will be applied in a consistent, non-discriminatory manner in accordance with all applicable laws and regulations and state and federal guidelines.
- Employee test results will not be included in an employee's personnel file.
- Non-Exempt employees will be compensated for time spent traveling and waiting for the administration of a test as well as any scheduled hours between taking the test and receiving the test results. Testing times will be coordinated, when possible, with work shifts.
- Failure to comply with testing requirements will disqualify an employee from working on site, will constitute an unexcused absence, and may subject employee to discipline, up to and including termination of employment.
- This policy applies only to requests by MBU for an employee to undergo COVID-19 testing as part of an overall employee testing program. All individuals who have concerns about their own health or the health of a member of their household should contact their primary care provider.

DURATION

This policy is in effect until further notice.