

Mandatory Vaccination Policy

Overview

To execute the SLSO's mission of making music accessible to all, we rely on individuals coming together in groups to perform live music. Our goal is to make this environment as safe as possible for all who contribute to our mission. During the COVID-19 pandemic the SLSO has made reducing the spread of COVID-19 a priority in the workplace and has enacted policies in furtherance of that goal. In cooperation with the SLSO COVID-19 task force, advice from our trusted medical advisors, and our organization's leadership, we ask SLSO employees, choruses, volunteers, and youth orchestra to comply with the following policy:

Policy

For the 2021-2022 SLSO season and until further notice, we require a COVID-19 vaccination to work for and support the SLSO. We require a COVID-19 vaccination card to be provided as evidence of vaccination. Rest assured that all medical information will be handled in compliance with applicable law. Vaccination cards must be submitted by September 15th, 2021. Vaccination cards may be submitted on the survey sent by your group administrator or directly to the Human Resources/Personnel Department (contacts listed below):

Cathie Degler cathied@slo.org

Carrie Hendricks carrieh@slo.org

Cacia Meeks caciam@slo.org

Any new employee or volunteer who is unvaccinated has 30 days from the date that employee receives this notice to be vaccinated and to submit a vaccination card. If the employee begins to work during that 30-day period, the employee will have to take any and all virus prevention steps (masking and/or testing) until fully vaccinated.

This policy also extends to any COVID-19 vaccination booster recommended by the CDC.

Reasonable Accommodations

Any employee or volunteer who has not received a COVID-19 vaccination because of a health condition or sincerely held religious belief should contact Cathie Degler or Carrie Hendricks in Human Resources, to request a reasonable accommodation by September 1, 2021. The SLSO will provide the employee with a form which must be completed by the employee and the employee's healthcare professional/religious leader. SLSO and the employee will then engage in the interactive process to determine whether it is possible to identify a reasonable accommodation in accordance with the organization's policy as well as federal, state, and local law. The SLSO will keep any medical information obtained in connection with a request for a reasonable accommodation confidential in accordance with, and to the extent required by, applicable law, regulations, and guidance. An individual who is granted a reasonable accommodation may be asked to participate in additional virus prevention steps such as masking, testing, or virtual participation.

Compliance

Employees who are not in compliance with this policy may be subject to disciplinary action, up to and including termination of employment, in accordance with the SLSO's policy. Employees on a Leave of Absence are not subject to the September 15th, 2021 deadline and should contact Human Resources. An employee who has timely requested an accommodation pursuant to Reasonable Accommodations section shall not be considered in violation of this policy.