STATEMENT OF PURPOSE:
To protect the health and safety of patients, employees, family members, visitors, and the community as a whole from vaccine preventable diseases and to comply with state law.

I. Definitions: Covered Individuals, Regulatory Authority, and Vaccine Preventable Diseases

A. A “covered individual” is any employee of the health care facility, any individual credentialed through Covenant Health Medical Staff Services or providing direct patient care. This includes any individual under a contract with the health care facility, or an individual to whom a health care facility has granted privileges to provide direct patient care (Licensed Independent Practitioners, LIPs). For the purpose of this policy, a health care facility is defined as a “hospital licensed under the Health and Safety Code, Chapter 241, including a hospital maintained or operated by this state”.

B. Regulatory authority is the Department of State Health Services.

C. Vaccine preventable diseases are diseases included in the most current recommendations of the Advisory Committee on Immunization Practices of the federal Centers for Disease Control and Prevention.

II. Vaccination Requirements or Proof of Vaccination

A. Any “covered individual” as defined will be required to receive or show proof of immunization for the following vaccine preventable diseases at the time of hire or credentialing:

   - Two Measles, Mumps, and Rubella (MMR) or laboratory proof of immunity. If born before 1957 one MMR or positive titer is sufficient.
   - Varicella (chickenpox) – Vaccination, laboratory proof of positive titer, or verified history of illness by a physician.
   - Hepatitis B – this is not required but strongly recommended for those working in clinical areas where there is the possibility of exposure to blood or body fluids—any “covered
individual” will have the opportunity to receive the vaccine series when initially hired or credentialed, or anytime during their employment at Covenant Health.

- Tetanus, diphtheria and pertussis (Tdap) – is required. The vaccine may be declined, but action is required.
- Influenza Vaccination – action is required. The vaccine may be declined. If the individual declines the vaccine they must wear a mask during flu season if they are within 6 feet of a patient.

B. It is the responsibility of both the vendor and the student to obtain the required vaccinations. Any school having an Education Affiliation Agreement with Covenant Health is responsible for ensuring the students are up to date on all vaccines.

C. All individuals will receive a Vaccine Information Sheet (VIS) before signing the consent as required by State Law.

D. Individuals receiving vaccines through the Employee Health Department will be required to sign a consent form.

III. Declination of Vaccinations

A. Medical Reasons for declination include:
   - MMR – Allergy to gelatin, red dye, neomycin or severe anaphylactic reaction to eggs
   - Varicella – Allergy to gelatin or neomycin, or severe anaphylactic reaction to the vaccine
   - Tdap – History of severe reaction to DTP, DTaP, DT, TD vaccine
   - Influenza - History of severe systemic reaction after a previous dose of influenza vaccine, history of severe anaphylactic reaction to eggs, history of Guillain-Barre Syndrome within 6 weeks after a previous influenza vaccination.
   - Hepatitis B – Severe anaphylactic reaction to the vaccine or allergy to Baker’s yeast

B. If the individual has a medical reason for declination as stated above, the declination statement form must be completed by the individual.

C. The individual may decline due to a religious belief. The individual must sign the declination statement delineating this as the reason.

D. All new employees have 30 days to become vaccinated, show proof of vaccination, or present to Employee Health a signed declination form.

E. Vendors and students are required to show proof of the required immunizations or a completed declination form that is signed as required.

F. At the time of declination, education will be presented to the individual on the use of personal protective equipment (PPE) such as masks, gloves, and gowns. The individual must stay alert to any symptoms related to a vaccine preventable disease. Individuals will monitor their health status and comply with appropriate infection prevention and control standards. In the case of influenza declination, the covered individual will be required to wear a mask, during the months of October through April or any time there is significant influenza circulating in the community. The decision to implement the wearing of such masks will be made by the Medical Director of
IV. Tracking Compliance Rates and Reasons for Declination

Employee Health will be responsible for tracking compliance rates and reasons for declination. LIP compliance rates will be tracked through the Medical Staff Office. Volunteer compliance rates will be tracked though the Volunteer office. Rates will be reported to the Infection Prevention and Control Committee, the Medical Executive Committee and the Board of Directors.

V. Failure to Comply with Vaccine Preventable Disease Vaccines

A. Any “covered individual” that does not receive the required vaccinations and refuses to sign a declination form has 30 days to comply or face suspension or termination.

B. Any “covered individual” that signs a declination form and refuses to follow appropriate infection prevention and control standards will be suspended until the individual agrees to follow the appropriate standards. Any student, vendor, or volunteer that signs a declination form and refuses to follow appropriate infection prevention and control standards will not be allowed to enter the hospital.

C. Any LIP that does not receive the required vaccinations or does not sign the appropriate declination form and refuses to follow infection prevention standards will be reported to the Medical Director of Infection Control and Chief Medical Officer.

D. If a “covered individual” is exempt from the required vaccination (s), due to medical conditions identified by the Centers for Disease Control and Prevention, there shall be no discrimination or retaliatory action against a “covered individual”. The required use of infection prevention and control standards and the use of personal protective equipment (PPE) such as gloves and masks are not considered retaliatory action for this purpose.

VI. VACCINE SHORTAGE

A. In the event there is a vaccine shortage Covenant Health will rely on recommendations from the Centers for Disease Control and Prevention as well as the City of Lubbock Health Department or the Texas Department of State Health Services.