

MEMORANDUM

November 8, 2021

TO: University of Guam Faculty, Staff, and Administrators

FROM: Thomas W. Krise, President 

SUBJECT: President's Directive 2022-01: COVID-19 Vaccination Requirements for the Remainder of Academic Year 2021–2022

Håfa Adai, University of Guam Employees:

As we continue to sustain in-person learning for the remainder of Academic Year 2021–2022, we are happy to report our safety protocols are working. All students and employees this semester are either fully vaccinated or have an approved accommodation, and as a result of this and our diligence with other safety guidance, on-campus transmissions have been very low throughout the pandemic.

On behalf of the Board of Regents and the administration of the University of Guam, we thank you for your dedication to the education of our students and for your commitment to the health and safety of all Tritons.

I am issuing **President's Directive 2022-01** to outline new and continued operational requirements moving forward into the Tinalo' intersession, Fañomnåkan semester, and Finakpo' summer sessions. This directive may be subject to change on short notice based on evolving guidance through the governor's executive orders and the Department of Public Health and Social Services.

- **UOG remains fully open.** All UOG employees are required to work on campus for regular working hours. Remote work is only permitted on a case-by-case basis and must be approved by the appropriate administrator.
- **All employees (faculty, staff, and administrators) are required to be fully vaccinated against COVID-19 or have an approved accommodation.** This went into effect on Sept. 24, 2021. Employees will **not need to resubmit** their documents this academic year.

Employees hired after Sept. 24, 2021, who do not have an approved accommodation and who are not fully vaccinated must submit weekly negative COVID-19 PCR or antigen test results **every Friday** until they are fully vaccinated. Proof of vaccination and negative test results should be submitted using the secure online HIPAA-compliant form at <https://url.uog.edu/submit-covid-info>.

NOTE: Employees who have not been fully vaccinated or do not have an approved accommodation may be subject to progressive disciplinary action, which may include suspension or termination.

- **Employees seeking accommodations.** Previously approved accommodations are valid until the pandemic emergency ends. Employees unable to be vaccinated for medical or religious reasons may seek an approved accommodation from the vaccination requirement for in-person classes. Those seeking a **medical or disability accommodation** must submit evidence of their medical reason or disability to the EEO/ADA/Title IX office. Employees seeking an accommodation for a **sincerely held religious belief, practice, or observance** must make an appointment with the EEO/ADA/Title IX office.

To make an appointment, please contact the EEO/ADA/Title IX Office, from 8 a.m. to 5 p.m., Monday to Friday, at (671) 735-2971 or eeo-ada@triton.uog.edu.

- **COVID-19 testing for employees with accommodations.** Employees who have an approved accommodation are required to **submit a weekly negative COVID-19 PCR or antigen test every Friday** using the secure online HIPAA-compliant form at <https://url.uog.edu/submit-covid-info>.

NOTE: This requirement will continue for the duration that the U.S. Centers for Disease Control rates Guam's COVID-19 Travel Health Notice at "Level 3 – High" or above. Guam is currently at "Level 4 – Very High," which indicates there have been more than 500 positive COVID cases per 100,000 people over the last 28 days." For more information about CDC's travel notices, visit <https://www.cdc.gov/coronavirus/2019-ncov/travelers/how-level-is-determined.html>. Testing may also be implemented should the UOG president require mandatory testing in response to an outbreak of COVID-19 on campus.

- **COVID-19 booster shots and additional doses** of Pfizer-BioNTech, Moderna, and Johnson & Johnson vaccines are not required for employees or students. However, those who are eligible to receive them are encouraged to do so. Submission of these immunizations are not required.
- **Official travel.** The suspension of official travel shall continue, regardless of funding source and subject to exceptions made on a case-by-case basis by the vice presidents. Only fully vaccinated employees or employees with an approved accommodation may participate in official travel. Official travel must consider the enroute requirements, requirements at the destination, and requirements upon return at the time of travel to ensure it is feasible and authorized for the roundtrip to occur safely and without undue delays.

General Safety Protocols for Official On-/Off-Campus Activities

- UOG-related updates and resources are available at <https://www.uog.edu/covid-19>.
- Executive orders from the governor and guidance memos from DPHSS are available at <http://dphss.guam.gov/covid-19-jic-releases-executive-orders>.
- Every activity sponsored by UOG must be managed in compliance with applicable executive orders, DPHSS guidance, and UOG protocols.

OFFICE OF THE PRESIDENT

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- Photos of official activities should reflect compliance with mask wearing, social distancing, and other applicable guidance.
- Follow all COVID-19-related signage and instructions.
- Stay home if you're sick or if you've been in contact with someone who is positive, or potentially positive, for COVID-19. Report absence and situation to appropriate leadership chain.
- Properly wear a mask always covering your nose and mouth both indoors and outdoors.
- Ideally maintain social distance of six feet from other people as appropriate.
- Wash or sanitize hands frequently. If sanitizers are empty, report it to respective building administrators to refill.
- Sanitize high-contact surfaces frequently.
- Sign in as required when entering buildings, offices, and rooms for contact-tracing purposes. Include attestation form, as appropriate.
- Do temperature checks as required.
- Do not gather, congregate, or loiter inside or outside of buildings.
- Food and beverages are not authorized for consumption in classrooms/labs or office breakrooms. Such items should be consumed with at least six feet of social distancing outside of the classroom, outdoors, or in designated eating areas.
- If there are meals and/or drinks at UOG activities on and off campus, they will be served as to-go meals and drinks and must be previously approved. Requests for approval should be submitted to covidsafety@triton.uog.edu.
- It is everyone's responsibility to check for compliance on all protocols and to report any shortages or shortfalls to the building administrator so they can be corrected as soon as possible.

Contact Information

For more information and to report non-compliance, email covidsafety@triton.uog.edu.

This directive will be added to the UOG COVID-19 Updates and Operations website at <https://www.uog.edu/covid-19>.