

## **MEDICAL STAFF VACCINATION POLICY**

**DEPARTMENT OVERSIGHT AND MAINTENANCE:** Infection Control, Employee Health Services, and Medical Staff Services.

**SUBJECT:** Vaccination Compliance

**RESPONSIBLE PERSONS:** Infection Control, Employee Health Services, and Medical Staff Services.

### **POLICY/PROCEDURE:**

In order to continue to deliver the safest patient care while ensuring colleague safety, all Mount Carmel Health System ("MCHS") Practitioners are required to comply with MCHS vaccination requirements including COVID-19 and annual influenza vaccination. Practitioners may request a vaccination exemption based on medical contraindications and/or religious beliefs. Non-vaccinated Practitioners must comply with applicable mandatory masking as required by Infection Control.

- COVID-19 vaccinations are available, at no cost to Practitioners, through your primary care physician, retail pharmacies or the Ohio Department of Health.
- Each year, influenza vaccinations will be available through Employee Health Services at no cost to Practitioners beginning on or around September 1<sup>st</sup>.
- All MCHS Practitioners are expected to receive required vaccinations and/or boosters in accordance with the deadline established by MCHS for its employees. Practitioners who are not vaccinated by the established deadline will be considered non-compliant.
- Documentation of vaccination from external sources will be accepted with the successful completion of the following requirements: vaccine name, lot number, date given, signature by whom administered.
- A Practitioner's failure to comply with vaccination requirements may result in automatic suspension and/or automatic termination of medical staff membership and clinical privileges as set forth in Sections 10.4.1 and 10.5.1 of the MCHS Medical Staff Bylaws or Sections 7.5-1 and 7.6-1 of the Medical Staff Allied Health Professional Policy, as applicable.

### **EXEMPTION REQUESTS:**

- Practitioners may be exempt from vaccination requirements in the following instances:
  - Practitioners may request a Medical Exemption with a medically justified reason.
  - Practitioners may request a Religious Exemption based on his/her religious practices.
- Exemption requests may be requested through the Medical Staff Services office.
- Exemption requests must be received by Medical Staff Services by the same date established for employees of MCHS to request exemptions.
- Separate exemption requests must be filed for the COVID-19 vaccination and the annual influenza vaccination.
- Exemption requests will be reviewed and evaluated through the MCHS Medical Exemption and Religious Exemption Committees.
- Practitioners with an approved exemption will not be required to receive a vaccination but will be subject to masking protocols as required in Infection Control Policy Contagious Diseases, Healthcare Workers with or Exposed to.
- Medical Staff Services will maintain a list of approved exempt colleagues.

DEFINITIONS: Practitioner: A physician, dentist, podiatrist, psychologist or AHP who is granted medical staff membership and/or clinical privileges pursuant to the Medical Staff credentialing process.

REFERENCE: Contagious Diseases, Healthcare Workers with or Exposed to; Vaccine and Immunization Program; System-wide COVID-19 Prevention Policy; and System-wide COVID-19 Prevention Procedure

---

DEVELOPED BY: Larry D. Swanner, M.D., VPMA MCW  
Mark Hackman, M.D., VPMA MCE  
October 20, 2015

**ADOPTED** by the Medical Executive Committee on August 17, 2021.

---

Alan Gora, M.D.  
Medical Staff President  
Mount Carmel Health (MCE/MCGC)

**ADOPTED** by the Medical Executive Committee on August 16, 2021.

---

Bryan Grischow, D.O.  
Medical Staff President  
Mount Carmel St. Ann's

**ADOPTED** by the Medical Executive Committee on August 16, 2021.

---

Adolph Lombardi, M.D.  
Medical Staff President  
Mount Carmel New Albany

**APPROVED** by the Credentialing Sub-committee of the Board on August 23, 2021.

---

Anantha Padmanabhan, M.D., Chair  
Credentialing Sub-Committee of the Board  
Mount Carmel Health System