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**Averett University Vaccine Requirement**

**Employees’ Frequently Asked Questions – Updated**

*Last updated Oct. 25, 2021*

**What are the consequences for unvaccinated employees?**

The vaccine requirement deadline has passed, and those not yet vaccinated or exempt are out of compliance. The University continues to reach out to individuals for whom the decision to vaccinate has been difficult.

For employees not fully vaccinated by November 12, their positions will be posted online as a job opening in anticipation that they have chosen no longer to be employed by Averett after December 17. Meanwhile, they may also lose access to some on-campus privileges, like attendance at some events and student productions or access to the Dining Hall for dining in.

Faculty and staff not yet vaccinated will need to adhere to the established testing regimen. Non-compliance will result in progressive consequences and loss of additional privileges.

Employees planning to return for spring 2022 will need to be fully vaccinated.

**If I get my first shot of Pfizer or Moderna, do I still need to undergo weekly testing until my second shot?**

No. Only employees who have received no vaccine must continue weekly testing.

If you get the Moderna or Pfizer vaccine and do not get your second shot in the subsequent required time, you will have to return to weekly testing until receiving the second shot.

**I’m unvaccinated and have had a hard time finding testing options locally. What can I do?**

A new COVID-19 PCR testing kiosk is now available on campus for all students and employees in the Lower Commons parking lot on Main Campus. This service will be available Monday-Friday from 8 a.m. to 3 p.m.

Be sure to bring your insurance cards with you in order to use it. This is available to anyone, regarding of vaccination status, needing a COVID-19 test.

For questions, contact health@averett.edu.

**I’m an off-campus Averett Online instructor and am not vaccinated. Can I still participate in Commencement?**

All faculty members will be allowed to participate in our Winter Commencement ceremonies on December 11, including those from Averett Online (for whom the vaccine requirement did not apply because they are not on our campuses).

Anyone unvaccinated will be required to provide a negative test result prior to participating in the ceremonies. More details are forthcoming.

**Can an unvaccinated senior, who is scheduled to graduate after the spring semester, finish in online courses?**

No. There are limited number of online courses offered in the spring through the Traditional program and the Averett Online program, and it is highly unlikely that the courses they would need to graduate will be offered online.

**If I’ve recently had COVID-19, how soon after can I be vaccinated? How long will the antibodies be in my body?**

The CDC states that you may have antibodies up to 90 days after an active infection. However unless you received Monoclonal Antibodies or Convalescent Plasma, you may get vaccinated 30 days after your symptoms subside; you do not have to wait 90 days to get vaccinated.

**Do I still need to get vaccinated if my antibody testing show that I have antibodies?**

Testing positive on a commercial antibody test does not tell us anything about your ability to fight off a future SARS-CoV-2 infection. These tests have no capability of showing what your levels of neutralizing antibodies are from that commercial antibody blood test. Therefore the CDC continues to recommend that even those who test and show that they have antibodies be vaccinated.

**Does being vaccinated affect quarantine or isolation?**

Per CDC recommendations, vaccinated employees who are asymptomatic do not have to quarantine after an exposure.

If you are unvaccinated and exposed to COVID-19 – regardless if you are experiencing symptoms or not – you will have to stay out of the office for quarantine or isolation.

**Can I work at Averett in the spring if I’m not vaccinated?**

Only faculty and staff who have been vaccinated or granted a medical or religious exemption will be permitted to continue their work with the University after December 17.

**During the fall semester, are faculty and staff expected to meet with students that are unvaccinated?**

The comfort level of individual faculty and staff vary. Employees should follow health and safety protocol and use their best judgement.

**Will unvaccinated students, faculty and staff be permitted to pivot to online classes or remote teaching and work?**

We already have some online classes for legitimate reasons. Shifting to online learning or remote work will not be granted to those not in compliance with the vaccine requirement.

**If I do not have a medical or religious exemption and do not plan to comply with the vaccination requirement, will I be able to collect unemployment when I am separated from the University?**

The Virginia Employment Commission or applicable state body makes this decision on a case-by-case basis.