



Averett University Vaccine Requirement Employees' Frequently Asked Questions

Last updated Sept. 15, 2021

What are the consequences for noncompliance to the vaccine requirement and/or test protocols?

Faculty and staff not vaccinated by Thursday, Sept. 30, will need to adhere to the established testing regimen. Non-compliance will result in progressive consequences and loss of additional privileges. As we monitor vaccination rates and active infection rates, etc. privileges may need to be restricted for unvaccinated individuals, including but not limited to the following: attendance at student productions, athletic events and eating in the dining hall. Non-compliance with testing and required vaccination will be documented and will ultimately result in separation from the University.

If I get my first shot of Pfizer or Moderna by Thursday, Sept. 30, 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.

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 once the spring semester begins.

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.