



## Vaccination

### Questions:

Contact [vaccine@cornell.edu](mailto:vaccine@cornell.edu)

## Disability/Medical & Religious Exemptions

The university has [Procedures](#) for Faculty and Staff to Request a Disability/Medical and/or Religious Exemption from the COVID-19 Vaccination Requirement. Under these [Procedures](#), employees must complete the following steps:

1. Click this link: [https://dailycheck.cornell.edu/vax\\_self\\_reporting](https://dailycheck.cornell.edu/vax_self_reporting)
2. Select Form 5: "Faculty and Staff: I need to apply for a medical/disability or religious exemption."

Disability/Medical exemption requests must include the [Medical Certification For Exemption From the COVID-19 Vaccination Requirement](#).

### Deadlines:

Employees should submit their requests in a timely fashion and allow at least five (5) working days for a response, taking into account the vaccine schedule and the relevant deadlines. Employees who have received an offer letter and who would like to request an exemption request prior to their start date may submit the request as part of their post-offer process.

### Questions:

Contact [equity@cornell.edu](mailto:equity@cornell.edu)



## Cornell COVID-19 Vaccine Compliance Program - Overview

The university requires all employees, regardless of role and work location, **to have an FDA- or WHO- authorized or approved COVID-19 vaccine as part of comprehensive vaccination against this virus.** To meet the requirements,

faculty and staff must upload proof of vaccination to the Daily Check **or** have obtained a university-approved disability/medical or religious exemption from the mandate, by the dates outlined below.

## Booster requirement

- As of April 11, 2022, the booster is strongly recommended and no longer required.(*see booster eligibility below*).

## New hires

- Effective January 1, 2022, all new Cornell hires must meet the vaccine requirement before they start work. Failure to demonstrate compliance with this requirement prior to the first day of work may result in the delay of employment with Cornell and may result in the offer of employment being rescinded.

The vaccine requirements apply to all Cornell faculty and staff members as well as temporary and casual employees, including those who work fully or partially from a remote location.

## Booster Eligibility

Currently, individuals are eligible for a booster shot **five** months after they have received their second vaccine dose (Moderna and Pfizer) and two months after they have received the Johnson & Johnson vaccine.

Please visit <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/booster-shot.html> to learn more about your eligibility to receive a booster.

## Vaccination/Booster Clinics

Vaccination is free to all. The CDC offers a tool to [search for vaccination sites near you](#). Local health departments and local pharmacies also provide information on vaccination sites, including the [Tompkins County Health Department](#) website. Employees in New York state [may take up to four hours off from work](#) with pay, to get vaccinated against COVID-19.

## Proof of Vaccination

After each vaccine dose, employees must enter that information in [Cornell's vaccine registry](#) via the [Daily Check](#) portal. Entering information on the booster is recommended.

## Cornell Vaccine and Booster Compliance Program FAQs

### Vaccination Requirement

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#### Q.1. What are the timelines to meet the vaccination requirement deadline?

##### Employees hired prior to Dec. 31, 2021

- Vaccine requirement deadline: Fully vaccinated (two weeks after your final dose) or university-approved exemption on or before January 18, 2022
- As of April 11, 2022 the booster is strongly recommended and not required.(*see booster eligibility below*)

##### New hires

- Effective January 1, 2022, all new Cornell hires must meet the vaccine requirement before they start work. Failure to demonstrate compliance with this requirement prior to the first day of work will result in the delay of employment with Cornell and may result in the offer of employment being rescinded.

Individuals are considered fully vaccinated two weeks after receiving their final dose schedule of an FDA- or WHO-authorized or approved COVID-19 vaccine.

## Q.2. I am working remotely; does the vaccine requirement apply to me?

Yes. The vaccine requirement applies to all Cornell employees who are working partially- or fully- remote, in any location, and regardless of whether they are in a casual, temporary, regular full-time, or part-time status, unless they receive a medical/disability or religious exemption. This requirement covers employees who work for Cornell in states other than New York.

## Q.3. How do I request a disability/medical and/or a religious exemption to the vaccine requirement?

Follow the [Procedures for Faculty and Staff to Request a Disability/Medical and/or Religious Exemption from the COVID-19 Vaccination Requirement](#) to complete and submit the required form(s) which are linked in the Procedures by the deadline stated in the Procedures.

## Q.4. Can I use a recent antibody test to prove my vaccination status?

No. An antibody test cannot be used to meet the requirement.

## Q.5. I had a prior COVID-19 infection, is this allowable for compliance or exemption with the vaccination requirement?

No. Prior COVID-19 infection is not sufficient to meet the requirement.

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## Booster Requirement

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## Q.6. I had a prior COVID-19 infection, when should I get a booster?

Individuals who are fully vaccinated and have had COVID-19 are still recommended to get a booster. Generally, all individuals are eligible for a booster shot **five** months after they have received their second vaccine dose of a Moderna and Pfizer series and two months after they have received the Janssen/Johnson & Johnson vaccine.

The only exceptions are:

- If you currently or just recently have COVID-19, wait 2 weeks after your diagnosis and until you are asymptomatic before obtaining a booster.
- If you received monoclonal antibody or convalescent serum therapy to prevent COVID-19, wait for 30 days before getting a booster.
- If you received monoclonal antibody or convalescent serum therapy to treat COVID-19 (in other words, if the therapy was given after a diagnosis of COVID-19 was made), wait 90 days before getting a booster.
- Contact your primary care physician with any additional questions.

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## General Questions

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## Q.7. If I want more information about COVID-19 vaccines, where can I find it?

The CDC provides an excellent resource at [Myths and Facts about COVID-19 Vaccines | CDC](#); the [New York State Department of Health](#) also has an extensive website.

## Q.8. I submitted proof of vaccination and got a message saying it was denied. What do I do?

The message you receive notifying you of the denial should include the next steps you must take to address the issue identified during the verification process. If you can't locate the email or have questions, contact the [COVID-19 Support Center](#).

### **Q.9. Will I receive any communication from Daily Check regarding my compliance status?**

Information about the vaccine compliance program and the exemption process will be directly communicated to employees who have not provided documentation in Cornell's vaccine registry in Daily Check.

### **Q.10. What happens if I get sick after receiving the required vaccine? Will I be eligible for Worker's Compensation?**

If you get the vaccine and experience side effects, you may be eligible for paid leave you are otherwise entitled to if you are ill and unable to work. If you choose to file a work-related injury claim, the NYS Workers' Compensation Board will determine whether the claim qualifies for coverage under state law.

### **Q.11. Am I eligible for unemployment insurance if my employment is terminated for refusing to get vaccinated and I am not approved for an exemption?**

New York state is responsible for determining eligibility for [unemployment insurance](#) and does so on a case-by-case basis.

### **Q.12. What happens to my retirement account if my employment ends because I do not comply with the vaccine requirement?**

Please contact the [HR Services and Transitions Center](#) to discuss the impact of leaving Cornell on your benefits. Your access to your retirement accounts depends on your age and length of service.

### **Q.13. If I am on approved leave when any relevant deadline occurs, does the requirement apply to me?**

No. If you are on an approved leave, you must come into compliance with the university's vaccination requirements or obtain a university-approved exemption before you may return to work.

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## **More Information**

FAQs about vaccination at Cornell are available on the [covid.cornell.edu](https://www.covid.cornell.edu) website.

For more information, please access information on the New York State [COVID-19 Vaccine What You Need to Know](#) website and/or the [Tompkins County Health Department](#) website.

You may submit questions to the Cornell COVID-19 Support Team by clicking [here](#). Direct personal health-related questions to your primary care doctor or medical provider.