

International Travel Vaccination Policy

Applies to: All employees, students, and guests participating in SNC-sponsored travel outside of the United States

Purpose:

St. Norbert College already has a policy entitled “Vaccination, Testing, and Face Covering Policy” that addresses efforts to reduce the presence and severity of COVID-19 cases in the workplace. Vaccination is a vital tool to reduce the presence and severity of COVID-19 cases. The presence of COVID-19 cases worldwide presents many additional risks associated with traveling to countries outside the United States. This policy is intended to reduce the risk of contracting COVID -19 and the associated issues presented while traveling outside the United States.

Scope:

Effective December 15, 2021 St. Norbert College requires that all participants (faculty, staff, students, and guests) in SNC-sponsored international travel must be fully vaccinated against COVID-19 prior to their departure from the United States. SNC-sponsored international travel includes any travel outside of the United States that is funded, organized by, or otherwise supported by SNC. This includes, but is not limited to, study abroad, grant supported travels, athletic team travel, professional development participation, faculty research, conference attendance, and student recruitment activities.

In addition to increasing protection for our students, faculty, staff, guests, and community members in the host country and around the world, SNC recognizes the potential impact on international travelers that are not fully vaccinated. Airlines and countries may require proof of COVID-19 vaccine to allow travel or entry. Some hotels and venues (such as restaurants, museums, theaters, etc.) may require proof of a COVID vaccine. Further, vaccination may enable travelers to avoid a period of quarantine and limit regular testing requirements. Policies and regulations can change without warning, and full vaccination reduces the risk of travel disruption or cancellation.

SNC follows Centers for Disease Control and Prevention (“CDC”) guidelines for determining full vaccination status. This means one is considered fully vaccinated 2 weeks after their second dose in a 2-dose series such as Pfizer or Moderna, or 2 weeks after a single-dose vaccine such as Johnson & Johnson.

SNC will continue to monitor advice from the CDC and other sources regarding boosters, requirements from host countries, and the definition of fully vaccinated status in countries of planned travel. Travelers are advised to look at the booster recommendations of the CDC prior to departure; and, if their full vaccination status is expected to end during their time abroad, to discuss with their doctor whether they should or can obtain a booster shot prior to their departure. It is each traveler's responsibility to consult with their doctor in a timely manner and to make sure they have the required vaccines and boosters for the entire duration of their

international travel. To minimize the risk of disruption to travel or participation in events, travelers must plan to carry proof of vaccination at all times during international travel.

Exception Procedure:

Many countries require vaccinations prior to entry without any exceptions, however not all countries have such a requirement. For the reasons stated above, SNC requires vaccination for all international travel even if the country does not require it prior to entry. Employees (Faculty and Staff) may be legally entitled to reasonable accommodation if they cannot be vaccinated (as otherwise required by this policy) because of a disability, or if the provisions in this policy conflict with a sincerely held religious belief, practice, or observance. Requests for exceptions to the vaccination requirement when traveling outside the U.S. must be initiated by the employee traveler through the Human Resources Office with country specific assistance provided by the Center for Global Engagement. Student and other guest travelers (non-employees) must be vaccinated with no exceptions.