

# Influenza Vaccination Policy



## **PURPOSE**

The purpose of this policy is to ensure that all medical staff are vaccinated against both seasonal and novel influenza strains like H1N1 once vaccines become available to protect their own health (healthcare workers are more vulnerable to flu than other workers), the health of their co-workers and, above all, the health of their patients.

ABC Company chose to implement this policy after considering the costs, risks and benefits of vaccination.

We recognize that some individuals may wish not to receive the vaccination. However, we also recognize that all responsible and knowledgeable experts in public health agree that the scientifically demonstrated benefits of the flu vaccination greatly exceed the risks of receiving it.

## **POLICY**

Medical staff members of ABC Company are required to obtain influenza vaccinations annually according to schedules established for each particular year. Vaccinations will be made available to staff members free of charge.

## **EXCEPTIONS**

Staff members who have been recently vaccinated elsewhere may satisfy this requirement by providing written documentation of the vaccination they received. Staff members will also be

excused from this requirement if they have legitimate religious objections to being vaccinated.

### **CONSEQUENCES OF NON-COMPLIANCE**

ABC Company reserves the right, at its sole discretion, to impose disciplinary actions on employees who refuse to receive a flu vaccination as required by this Policy up to and including termination.