

Mandatory Vaccination Policy



Vaccination is the most effective defense against flu viruses. So it behooves you to ensure that workers in your organization get flu shots every year at the start of flu season. But workers might neglect or even refuse vaccination. One way to overcome this problem is to implement a policy *requiring* workers to be vaccinated. Caveat: Mandatory vaccination policies may result in worker protests and expose your organization to legal risks. Such policies are justifiable only if you're a healthcare facility or other workplace in which flu and infection control is of paramount importance.

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.