

Mandatory COVID-19 Vaccination Consequences for Non-Compliance

Mandate: All UMKC faculty, staff, volunteers and students *who have direct contact with patients* as part of their UMKC work or training will be required to be fully vaccinated against COVID-19 by Oct. 1, unless granted a medical or religious exemption.

Staff Employees

Staff who do not receive and provide documentation of their vaccination or an approved exemption by the deadline, will be suspended without pay for up to 7 days until the appropriate documentation is received. Failing to provide documentation within the suspension period will result in termination.

If after 7 days (on October 8), neither record of COVID-19 vaccination nor approved exemption has been received, there will be termination of employment for non-compliance.

Academic Employees

Tenured Faculty

I. Dismissal for Cause ([CRR 310.060](#))

- A. Staff responsible for monitoring compliance will report non-compliant faculty to Dean.
- B. Informal resolution email. Dean emails faculty member following informal resolution as outlined in CRR 330.110.H: Advise individual to provide proof of vaccination or obtain medical or religious exemption; if individual doesn't comply within 1 day, move to next step.
- C. Dean directly requests Chancellor to initiate dismissal for cause process under CRR 310.060. May also request suspension with pay; moving directly to request dismissal for cause without proceeding under CRR 330.110 will not result in suspension without pay.
- D. Dean may be requested to serve as Relator in presenting the case for dismissal to the campus Committee on Tenure.

NTTs and Other Non-Regular Academic Personnel

I. Pursue Termination

- A. Staff responsible for monitoring compliance will report non-compliant personnel to Dean.
- B. Informal resolution email. Dean emails individual following informal resolution as outlined in CRR 330.110.H: Advise individual to provide proof of vaccination or obtain medical or religious exemption; if individual doesn't comply within 1 day, move to next step.
- C. Dean directly takes steps to pursue termination. Choice of procedure for termination will involve judgment and interpretation of University rules. This would allow for termination after an expedited due process hearing.
 1. Expedited Due Process Hearing
 - a. Establish process to conduct hearing.
 - b. Dean issues notice to individual describing violation of policy; informing individual of dates for opportunity to meet to provide response and to submit written response.
 - c. Dean meets with individual; considers response; and issues decision.