

Chancery Vaccination Policy: Voluntary

Purpose

In accordance with the Archdiocese's ongoing efforts to provide and maintain a safe and healthy workplace, we are adopting this policy to safeguard the health of our employees and their families; our parishioners, students and visitors; and the community at large from infectious diseases, such as flu or COVID-19 that may be reduced by vaccinations. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention (CDC) and local health authorities, as applicable.

Scope

All employees are called to be stewards of their own bodies and to protect the health and well-being of others. Employees are encouraged to receive vaccinations as recommended by your doctor, the CDC and local health authorities in accordance with your personal health history and current conditions. Those who choose to receive a COVID-19 vaccine are responsible for communicating to vaccine companies that the companies must develop vaccines that do not use cell lines tied to abortions (see archkck.org/advocate-for-ethical-vaccines). Employees who choose not to be vaccinated will be asked to continue to take reasonable precautions to prevent the spread of the virus.

Moreover, even though some vaccines might have a closer connection to morally compromised cell lines than others, both Pope Francis and the U.S. bishops have confirmed that all are morally permissible when there is no alternative available to the individual at that time. (For the most current information on vaccines and the coronavirus, see the archdiocesan website at archkck.org.) Important motivations for those choosing to receive the vaccines include protecting one's own physical health as well as concerns for protecting the health of others and promoting the common good. Motivations for not being vaccinated may include health concerns as well as giving prophetic witness against the moral evil of abortion.

Procedures

Employees will be notified by the human resources department or entity administrators as to the type of vaccination(s) covered by this policy and the timeframe(s) for having it/them administered. The Archdiocese will provide either onsite access to the vaccines or a list of locations to assist employees in receiving vaccines on their own (when such locations are opened).

The Archdiocese will pay for all vaccinations covered by this policy for employees if your health insurance or any available government sponsored program does not. If such options are not available, vaccinations expenses should be submitted for reimbursement.

All employees will be paid for time taken to receive vaccinations if it is during the normal work day. For offsite vaccinations, employees are to work with their managers to schedule appropriate time to comply with this policy.

For the COVID-19 pandemic, all employees will be required to wear an appropriate face covering when not in their individual office space until the Archdiocese in consultation with healthcare professionals deem it no longer necessary.

Please direct any questions regarding this policy to the Human Resources Department or your entity administrator.