COVID-19 Vaccination Requirement Update

A federal court has temporarily blocked the enforcement of the federal COVID-19 vaccine requirement for federal subcontractors. This means that as long as the court’s decision is in place, university employees are not required to become vaccinated by Jan. 4, 2022, and are also not required to seek exemptions to the rule, except as described below.

Vaccination requirements are limited to the following groups of OU community members:

- Students, faculty, and staff who have patient-facing responsibilities and volunteers who shadow or observe in patient care settings.
- All those who elect to participate in study abroad programs.
- OUHSC employees must continue to comply with the vaccination requirements found here, which were in place before the federal executive order. Many OUHSC employees may also need to comply with additional vaccination requirements at other health care facilities where they practice or rotate, including OU Health facilities and programs.

Employees are still encouraged to complete the online vaccine verification form as they become vaccinated: https://hr.ou.edu/News/Coronavirus-COVID-19-Information.

COVID Admin Leave was made available to facilitate compliance with the federal vaccine requirement. Now that the requirement is suspended, COVID Admin Leave is also suspended and no longer available, starting Dec. 9.
Exemptions and Accommodations: Employees are no longer required to request a new exemption or comply with the accommodations that exempted them from COVID-19 vaccination except in patient-facing environments, study abroad programs, and in compliance with the existing OUHSC vaccination requirement found here.

To Benefits Eligible Employees about Winter Break Administrative Leave: In recognition of the hard work and dedication of the university’s employees, President Harroz has authorized the use of Administrative Leave on Dec. 27 and 28, 2021.

NOTE: The Winter Break Administrative Leave may not be available for employees who work in areas where continuous operations must be sustained to support patient care, teaching schedules, and service-related functions, and it does not apply to College of Medicine physicians and credentialed providers providing clinical services to OU Health Partners. Employees with questions should consult their supervisors for specific direction.

Questions?
For questions, please contact Human Resources at vaccine@ou.edu.

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