



Cleveland Clinic COVID-19 Vaccination Compliance with CMS Mandate Frequently Asked Questions (FAQs)

Why is the COVID-19 vaccine being required?

On Jan. 13, 2022, the U.S. Supreme Court ruled that the COVID-19 vaccine mandate issued by the Centers for Medicaid and Medicare (CMS) can be enforced for healthcare workers in the U.S., including in states where injunctions applied in December 2021. This includes Ohio.

Our locations in Florida and Nevada were not part of the injunctions filed in December and are also included in the vaccine mandate.

What type of non-Cleveland Clinic employees are covered under this mandate?

This federal mandate is extended to all non-employees, vendors, agency personnel, contractors, affiliated students, volunteers and trainees in our facilities.

What constitutes being fully vaccinated?

Fully vaccinated means the individual has received both doses of the mRNA vaccine (Pfizer or Moderna) or the single dose Johnson & Johnson vaccine. Booster vaccines are not part of the CMS requirement at this time.

What is the deadline to receive the COVID-19 vaccine?

To be considered fully vaccinated, individuals must:

- Receive their first vaccine dose (Pfizer or Moderna) by Jan. 27, 2022.
- Receive their second vaccine dose (Pfizer or Moderna) by Feb. 28, 2022.
- Receive one dose of the Johnson & Johnson vaccine by Jan. 27, 2022.

Can I still work at a Cleveland Clinic site if I receive an exemption from my employer?

Yes. Individuals can receive an exemption from their employer. Documentation must be obtained from your employer using a specific template and submitted by Jan. 27, 2022.

Are there any restrictions I have to follow if I receive an exemption?

No. Individuals with approved exemptions will continue to wear appropriate Personal Protective Equipment (PPE) and practice good hand hygiene. No additional workplace accommodations will be required.

Do I have to do anything if I received the COVID-19 vaccine?

If you are fully vaccinated against COVID-19, please make sure you provide proof of vaccination to your manager per your organization's policy. This information will be provided to Cleveland Clinic as proof of compliance in order to work in Cleveland Clinic facilities.

What documentation is accepted as proof of vaccination?

Proof of vaccination status includes CDC COVID-19 vaccination record card (or a legible photo of the card), documentation of vaccination from a health care provider or electronic health record, or state immunization information system record, and booster status where applicable.

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Do I have to get the booster of the vaccine to be in compliance?

At this time, the requirement does not include booster or third doses of the vaccine. This is subject to change as CMS guidelines for compliance are updated. However, maintaining records of booster doses received is required.

Are any non-Cleveland Clinic employees excluded from this mandate?

Excluded from this mandate are individuals that are:

- 100% remote non-employee/vendor, whether U.S. or International
- Not providing services under a contract with CCF **AND** infrequently enter CCF facilities and/or for limited amounts of time (ex: USPS, FedEx, first responders, corrections representatives, etc.)
- Performing work exclusively outdoors with little to no caregiver or patient interaction (ex: construction site, landscaping)

If I have more questions about this vaccination mandate, or that of my organization, who should I contact?

Questions about your organization's COVID-19 vaccination policy should be directed to your manager or your organization's human resources department.