



POLICY ON MANDATORY IMMUNIZATIONS/VACCINATIONS FOR ALLIED HEALTH LEARNERS

I. PURPOSE

The purpose of this policy is to state the expectation for compliance with mandatory immunization and vaccination requirements of training hospitals unless exempted for medical or religious reasons and to state the consequences for failure to comply.

II. POLICY

This policy applies to all Allied Health Learners in Johns Hopkins Medicine sponsored training programs who interact with patients, and they are referred to in this policy as “clinical trainees”. All clinical trainees are expected to comply with the mandatory immunization and vaccination requirements of the hospitals in which they train unless they are exempted from such requirements due to medical or religious reasons. Training program directors are expected to discuss requirements with clinical trainees and to make immunization requirements available to applicants during their interview for the program.

All Johns Hopkins Medicine clinical sites require physicians and clinical staff to be vaccinated each year against influenza unless exempted for medical or religious reasons. Accordingly, all clinical trainees are expected to be vaccinated against influenza between September 1 and December 1 each year. Clinical trainees who wish to be exempted from the requirement on medical or religious grounds must follow the procedures established for such exemptions and be approved for an exemption each year prior to December 1. Clinical trainees who are exempted from the vaccination requirement must wear face masks in all clinical areas during the influenza season as defined by the Office of Healthcare Epidemiology and Infection Control.

III. SANCTIONS FOR FAILING TO COMPLY WITH THE POLICY

Clinical trainees who fail to comply with mandatory immunization requirements that are a condition of beginning their programs may be withdrawn from the program for failing to meet conditions.

Clinical trainees who fail to comply with the mandatory influenza vaccination requirements, and such other periodic immunization or vaccination requirements as may be adopted by Johns Hopkins Medicine from time to time, will be administratively suspended from their programs for up to one week. This time will be charged to the trainee’s vacation time. If at the end of that week the trainee has not received the vaccination or been approved for an exemption on medical or religious grounds, s/he may be terminated from the training program. Clinical trainees approved for an exemption from the vaccination requirement who fail to wear face masks or otherwise meet the requirements of the applicable policy will be subject to

disciplinary action under the Probation, Suspension and Termination of Postdoctoral Trainees procedures.

IV. CLINICAL TRAINEES ROTATING AT JOHNS HOPKINS

Clinical trainees in non-Johns Hopkins-sponsored training programs who rotate to Johns Hopkins Medicine clinical sites under supervision of Johns Hopkins Medicine faculty for rotations that begin on or continue after December 1 of each year will be required to provide proof of influenza vaccination administered on or after the immediately prior September 1.

Approved by the Office of Graduate Clinical Education	July 2022
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