



COVID-19 VACCINATION POLICY For Clinics, Screenings or Vision Centers And Patient Facing Events

Purpose

At OneSight, we believe we have a responsibility to provide a safe and healthy experience for our patients, volunteers, and employees at all of our clinics, screenings or vision centers and other patient facing events. We are adopting this policy to safeguard the health of our patients, volunteers, and employees, as well as the community at large, and to reduce potential exposure to COVID-19 during participation at OneSight clinics, screenings, or vision centers, which may be reduced by the COVID-19 vaccinations. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

Scope

All employees and volunteers participating in a OneSight clinic, screening or vision center are required to be fully vaccinated against COVID-19 unless a reasonable accommodation is approved by Human Resources. Those who are not vaccinated and who do not have an approved religious or medical exemption will not be allowed to participate in clinics, screenings, or vision centers. For those employees falling into this category and for whom participation in clinics, screenings or vision centers is part of the job expectations, reasonable accommodation including required wearing of Personal Protective Equipment such as Face Shields, Masks or gloves, during all clinics, screenings, or vision centers will be considered. For volunteers, the requirement is to have proof of being fully vaccinated against COVID-19 before attending any OneSight clinic, screening, or vision center.

Procedures

This Policy serves as notification that all OneSight employees or volunteers will be required to be fully vaccinated against COVID-19 or have obtained from Human Resources an approved reasonable accommodation prior to attending a OneSight clinic, screening, or vision center, effective October 1, 2021.

All employees will be paid for time taken to receive vaccinations if done during normal business hours. Employees should contact their local health department for information on where to obtain the COVID-19 vaccination.

Before the stated deadline to be fully vaccinated has expired, employees will be required to provide either proof of vaccination or have a Human Resources approved reasonable accommodation to be exempted from the requirements.

For employees who are not patient-facing or who do not participate in a clinic, screening or vision center, there is no business requirement to obtain a vaccination.

Reasonable Accommodation

Employees in need of an exemption from this policy due to a personal reason, medical reason, or because of a sincerely held religious belief must request and submit a completed Request for Accommodation form to the human resources department to begin the interactive accommodation process as soon as possible and prior to October 1, 2021. Accommodations will be granted where they do not cause OneSight undue hardship or pose a direct threat to the health and safety of others at a OneSight clinic, screening, or vision center.

Return to Work and PTO policies are provided through separate communications.

Please direct any questions regarding this policy to the human resources department.