



UNIVERSITY OF ILLINOIS SYSTEM

System Offices Units COVID-19 Vaccination Guidelines

(Adopted from UIUC)

May 17, 2021

Am I required to get vaccinated for COVID-19?

Currently the system is not requiring employees to be vaccinated for COVID-19. We encourage employees to be vaccinated if and when they are able to do so. We also acknowledge that some individuals have health conditions or other reasons why they cannot be vaccinated.

Do I have to disclose my vaccination status?

Employees may be asked about their vaccination status as part of contact tracing efforts. All employees are directed to cooperate with these efforts in order to identify and reduce infection risks for members of our campus community or the surrounding area.

In addition, there may be aspects of campus operations that make it relevant for supervisors to ask employees to voluntarily disclose their vaccination status.

For example, state and federal health officials recently issued guidelines pertaining to fully vaccinated individuals that relax certain requirements for quarantine, interactions in groups, venue capacity and travel restrictions. “Fully vaccinated” means 14 days have passed since receiving your final dose of the vaccine.

In order to implement COVID-related guidelines and policies affecting university operations, supervisors may ask employees if they are fully vaccinated. Supervisors may not ask employees why they are not vaccinated or ask any other questions seeking the employee’s personal health information. For example:

- Supervisors should not ask questions such as:
 - When are you getting vaccinated?
 - Why haven’t you been vaccinated for COVID-19?
 - Do you have a health-related reason for not being vaccinated?
 - If you have been vaccinated, why aren’t you returning to in-person work?
- Supervisors may ask questions such as:
 - Are you willing to disclose whether you have been vaccinated for COVID-19?
 - Have you been vaccinated for COVID-19?

Supervisors should clarify how vaccination status is relevant to unit operations and ensure that employees who are not vaccinated (or who choose not to disclose their vaccination status) are not penalized or prevented from participating in the operations of the university.

I am fully vaccinated. Am I required to wear a mask if I am on campus?

Effective 5/14/2021, fully vaccinated staff on the **Urbana** campus are no longer required to wear face coverings or practice social distancing indoors or outdoors, except as noted below. Please note the definition of “fully vaccinated” is 14 days after final dose.

- People who are not fully vaccinated will be required to wear a face covering and practice social distancing indoors and outdoors.
- Out of an abundance of caution in this new stage of the pandemic response, students, staff and faculty attending in-person classes for the Summer 2021 semester will be required to continue to wear face coverings and practice social distancing in instructional spaces.
- At this time, compliance with this new CDC guidance will be enforced on the honor system, and we are asking you to be honest with one another. In order to implement COVID-related guidelines and policies affecting university operations, supervisors may ask employees if they are fully vaccinated. Supervisors may not ask employees why they are not vaccinated or ask any other questions seeking the employee’s personal health information.

Am I required to return to in-person work if I am fully vaccinated?

Supervisors cannot require employees to return to in-person work solely because they are vaccinated.

Moreover, if an employee has received an accommodation through System HR, and the supervisor is not sure whether the accommodation is still necessary, they should contact Justin Lacy at lacyjk@uillinois.edu in System HR rather than taking it up with the employee directly.

Find the most current COVID-19 information, including any changes to testing requirements, on the [System HR COVID-19 Resources](#) page. Additional questions regarding COVID-19 or returning to the workplace plans may be directed to System Human Resource Services at SystemHRServices@uillinois.edu or 217-333-2600.