



Frequently Asked Questions for System Office Employees

1. Why did you decide to require that faculty and staff be fully vaccinated before returning to campus?

As one of the largest employers in the state, the University of Illinois System values its staff and faculty, who are a critical segment of our campus communities and our communities at large. Providing a safe work environment has been and continues to be an important objective. Our vaccine guidance is in accordance with earlier guidance for students. The latest scientific knowledge has guided us throughout the pandemic. Early on, when testing and other safety guidelines were our best option to help keep our communities safe, we successfully developed and deployed our own saliva test. Now, science shows that widespread vaccinations are our best option.

2. Why did you decide on a requirement rather than a mandate?

We wanted to set the expectation of vaccination and maximize the opportunity for near-normal operations on our campuses while still acknowledging that there will be those in our communities who are not able to meet the requirement. Optimizing their opportunity for safe engagement was important, too.

3. What happens if someone is not vaccinated?

Each university and the System Offices are working on specific protocols for the fall that are focused on following science, keeping our communities safe and continuing to support the incredible work going on individually and collectively across our system. Someone who is not vaccinated due to an approved disability, medical or religious exemption would need to follow the published protocols from your university. Guidance will be forthcoming from System Human Resources.

4. How can I request a disability, medical or religious exemption from this vaccination requirement?

Complete the Reasonable Accommodation Form at https://www.hr.uillinois.edu/system_office_employees/system_office_forms/reasonable_accommodation.

5. Who do I contact if I have questions about a disability, medical or religious exemption?

	ADA Division Contact	Human Resources Contact
System Offices	Justin Lacy lacyjk@uillinois.edu 217.244.5947	System HR erhr@uillinois.edu 217.333.2600

6. Does this requirement mean that everyone will be expected to return to work in person with the fall semester?

People in certain roles will be required to work on-site to support these operations, including support of our student services, research and teaching obligations. These roles and decisions about work arrangements will follow university- or System Offices-specific guidance and approvals.

7. Why do I have to be vaccinated if I have been granted the opportunity to work fully remote?

Even those who are designated as working from home could be required to come to campus for a variety of reasons, regardless of their vaccination status. When on campus, non-vaccinated individuals must follow safety protocols required by the campus they will be on.

8. If I am taking a vaccine that requires two doses, will I need to have had both to return to campus?

If you only have one dose, you are not considered fully vaccinated and would need to adhere to all of the safety protocols established for your university for those who are not fully vaccinated. Full vaccination is defined as having had both doses where applicable along with any required waiting period after the last dose is taken. The CDC currently defines “fully vaccinated” as 14 days after the final dose. This full length of time would need to be satisfied before you could report in person without adhering to additional protocols required by your university or the System Offices.