

## Personnel

### Employee Proof of Immunity to Selected Vaccine-Preventable Diseases

Employees of the Racine Unified School District are encouraged to provide written evidence from a health care provider showing proof of immunity to vaccine-preventable diseases which are selected by the District.

Employees of the Racine Unified School District may sign a statement formally declining to show proof of immunity to selected vaccine-preventable diseases with the knowledge that they may not be protected from the disease(s) and may be excluded from the school or work site in the event of an outbreak of that disease(s) at the school or work site where the employee works.

However, in the event of a pandemic, the District may require employees to be vaccinated, provided that the requirement does not violate federal discrimination laws and so long as reasonable accommodations are made for employees who are exempt from mandatory immunization based on the Americans with Disabilities Act, Title VII of the Civil Rights Act and other federal laws.

The District, in consultation with its Medical Advisor shall review this administrative regulation periodically to ensure that it meets the needs of the District, its employees and is based on current scientific knowledge.

#### Definitions

- **Vaccine Preventable Disease** is defined by the World Health Organization (WHO) as an infectious disease for which an effective preventive vaccine exists. The most common and serious vaccine-preventable diseases tracked by WHO area: diphtheria; *Haemophilus influenza* serotype b infections; hepatitis B; measles (rubeola); meningitis; mumps; pertussis; polio; rubella; tetanus; tuberculosis; COVID-19; and yellow fever.
- **Medical Advisor** is a physician licensed to practice medicine in the State of Wisconsin who is employed by the District.

#### Legal Reference:

Administrative Regulation adopted: December 21, 2015

Administrative Regulation reviewed and modified: October 18, 2021