



Office of the President

September 10, 2021

Daemen College
Faculty and Staff

Dear Colleagues:

As we begin another semester, together, we continue to navigate new issues related to the ongoing pandemic. Yesterday afternoon, President Biden issued a series of mandates. Among those actions was an executive order requiring that all businesses with more than 100 employees mandate vaccines. Daemen has been preparing for this possibility and has implemented an educational approach to encourage vaccines for our community. It is through these efforts that we can proudly say that nearly 90% of our regular full and part-time faculty and staff are vaccinated. Still, we are not at 100%, and we must do our part to comply with this executive order.

As a result of this executive order and upon the recommendation of the Emergency Response Team and senior leadership, the college is now requiring that all unvaccinated faculty and staff must receive their final dose of one of the approved COVID-19 vaccines by November 1, 2021. Results must be uploaded to the College's online COVID-19 upload center. Up until the point of full vaccination, all unvaccinated individuals must test weekly and upload their results for tracking.

We understand that there are some individuals who have diagnosed medical or deeply held religious reasons that have prevented them from receiving the vaccine. Daemen has established a process for individuals to request exemption on those grounds while providing appropriate documentation. These requests must be made no later than October 10, 2021, or upon hire for new employees, and will undergo a blind review by a committee. Individuals will be informed shortly thereafter.

Specific details, including about compliance for both testing and exemption requests, will be sent out from Employee Engagement early next week. Individuals who fail to meet these standards will not be eligible to work at Daemen.

I continue to be proud of how well the Daemen community has responded to this unprecedented crisis. This is the next step in the process of getting back to normal, and we will do so together.

Cordially,

Gary A. Olson
President

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