



DINÉ COLLEGE

THE HIGHER EDUCATION INSTITUTION OF THE NAVAJO NATION SINCE 1968
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DEPARTMENT OF HUMAN RESOURCES

MEMORANDUM

To: All Diné College Employees, Student Workers, and Interns

From: Merle Dayzie, Director of Human Resources

Date: October 15, 2021

Re: Notice of Mandatory Booster Shot for All On-Site Activities

Pursuant to the College's Personnel Policies and Procedures Manual, during a public health emergency involving a widespread of an infectious disease such as the current COVID-19 virus pandemic, the College requires certain disclosures to prevent the spread of such virus. In addition, the College may require employees to wear personal protective gear or may require employees to take a diagnostic test before entering the workplace or require vaccination.

Our employees and student workers/interns are in the education, residential and food service industry in which employees may be in close contact to each other, students and exposed to the general public. In addition, the COVID-19 virus has spread aggressively on the Navajo Nation. This has created a significant risk of exposure of the virus and infection among our employees. In view of this, College Leadership has determined the virus to be a significant threat to the health of our employees.

The College is in coordination with Tsaile Indian Health Services to make available on a priority basis the COVID-19 vaccine and booster to the College employees, student workers and interns.

Please be note that, in response to the COVID-19 pandemic, the College has adopted the booster vaccination as a condition of employment in order to conduct work activities on College premises. Accordingly, the College will require each employee, student/intern to provide proof of vaccination in order to be scheduled for any work involving on-site work activities.

Please note the following:

1. Currently, the vaccine booster is for those who received the Pfizer vaccination Moderna and the 2nd dosage haven being administered at least 6 months or longer;
2. Medical personnel will review each booster vaccination on a case by case basis;
3. You must have your vaccine card and College ID card available to the Tsaile IHS staff;
4. You do not have to take leave to receive the booster shot; and
5. Notify the Department of Human Resources when you receive your booster shot.
6. Employees must submit an updated Vaccination card to one of the Health Screeners for recording and to receive a 2nd C-19 sticker.

Employees will be provided reasonable time to receive the booster and under the current COVID-19 virus pandemic situation, we have determined that failure to be vaccinated constitutes a direct threat to other employees and the public. An objection to the virus vaccination based on medical reason(s) will be considered on a case-by-case basis, and reasonable accommodation may be provided.

Those who have been granted reasonable accommodation due to ineligibility to receive the COVID vaccination will be required to complete COVID testing once every two weeks. Test results must be submitted to DHR in coordination with Incident Command. The information will be maintained separately and all documents will be handled with confidentiality.

We care about your health and look forward to your cooperation and continued vigilance in keeping safe practices.