

APPENDIX A

MEDICAL AND RELIGIOUS EXEMPTIONS

I. Medical Exemption

- A. Full medical exemptions to the vaccine mandate shall be considered where an employee has:
1. Documented anaphylactic allergic reaction or other severe adverse reaction to any COVID-19 vaccine— e.g., cardiovascular changes, respiratory distress, or history of treatment with epinephrine or other emergency medical attention to control symptoms. Generally, does not include gastro-intestinal symptoms as the sole presentation of allergy; or
 2. Documented allergy to a component of the vaccine—does not include sore arm, local reaction, or subsequent respiratory tract infection; or
 3. Other documented contraindication as delineated in CDC clinical considerations, with the understanding CDC guidance can be updated to include new considerations over time.
- B. Temporary medical exemptions or deferrals to the vaccine mandate shall be based on the following valid reasons to defer or delay COVID-19 vaccination for some period:
1. Within the isolation period after a COVID-19 infection; or
 2. Within ninety (90) days of monoclonal antibody treatment of COVID-19; or
 3. Treatments for conditions as delineated in CDC clinical considerations, with the understanding CDC guidance can be updated to include new considerations over time, and/or determined by a treating physician with a valid medical license responsible for the immunosuppressive therapy, including full and appropriate documentation that may warrant temporary medical exemption for some period of time because of active therapy or treatment (e.g., stem cell transplant, CAR T-cell therapy) that would temporarily interfere with the patient's ability to respond adequately to vaccination; or
 4. Pericarditis or myocarditis not associated with COVID-19 vaccination or pericarditis or myocarditis associated with COVID-19 vaccination; or
 5. Other contraindication as documented by a licensed physician.

Length of delay for these conditions may vary, and employees must get vaccinated after the designated period unless they satisfy any of the criteria for a full medical exemption, described above.

- C. There are cases in which, despite an employee having sought and received the full course of the vaccination, he or she is unable to mount an immune response to COVID-19 due to preexisting immune conditions. In these circumstances, employees may request a medical accommodation in accordance with existing procedures.

II. Religious Exemption

A religious exemption may be granted if an employee holds sincere religious beliefs that are contrary to the practice of vaccination, and provides a signed statement explaining why an exception is being requested. Employees may be required to provide documentation to support the exemption request. Requests shall be denied where the objection is personal, political or philosophical in nature. Requests for exemptions will be reviewed in accordance with the standards established by Title VII of the Civil Rights Act of 1964, the New York State Human Rights Law, and the New York City Human Rights Law, and any other applicable federal, state, and local laws.