



Memorandum

TO: USG Staff
FROM: The Office of Human Resources
DATE: August 30, 2021
SUBJECT: COVID-19 Guidance - Vaccination and Health & Safety Compliance

Dear Colleagues,

Welcome back, USG! This communication is to reiterate what was shared at the recent Townhall as it pertains to the critical importance of maintaining our collective vigilance against the spread of COVID-19. Please know that we understand that changing guidance can be confusing. However, as we learn more from the county, state, and national health guidance, and as the virus continues to evolve, we will continue to update our protocols. Ultimately our goal remains to provide a healthy and safe environment to all the members of the USG community.

VACCINE MANDATE

As shared previously, the University System of Maryland (USM) has issued a [vaccine mandate](#) currently in effect for every individual who returns to campus, except for those individuals who have been granted a medical or religious exemption. If you are vaccinated but have not yet confirmed your status, please visit return.umd.edu and click "Confirm Vaccination Status" as soon as possible.

If You Are Fully Vaccinated, you:

- do not need to be tested regularly
- do not need to quarantine if you come in close contact with a positive individual unless you have symptoms of COVID-19.
- are required to [wear a mask](#) indoors at all times

If You Are Unvaccinated, regardless if you have received an exemption, you:

- are required to wear a mask indoors at all times and while outdoors in crowded spaces.
- are required to comply with regular, twice-a-week COVID-19 testing.

- are required to sign a memorandum acknowledging the health risks of being unvaccinated.

Staff who are not granted an exemption and who remain unvaccinated for more than two weeks after signing the memorandum will receive a written reprimand that will be placed in the personnel file but will not be used as a basis for subsequent discipline upon proof of vaccination.

If You Are Partially Vaccinated:

If you have received the first dose of a two-dose vaccine regimen (Pfizer or Moderna), please upload the date of your first dose as soon as possible so you may be moved to a "Pending" compliance status. Log in to myUHC.umd.edu and choose "Enter My COVID-19 Vaccination Information" from the home page. DO NOT upload an image of an incomplete vaccination card showing only one dose. Instead, complete only the Date 1 / Vaccine 1 fields and choose "Done".

When you receive the second dose, please visit myUHC.umd.edu and add your second vaccine dose documentation to reach full compliance. Your vaccine regimen will then be verified by the University Health Center (UHC) and, once approved, you will be compliant. If you have received the first and only dose of the single-dose Johnson & Johnson vaccine, please upload the information to reach full compliance.

Until you are fully vaccinated, you are required to follow the same masking and testing protocols as listed above in the unvaccinated section.

If you are fully vaccinated and have uploaded all the necessary documentation, and your status still shows "Pending Approval", please complete the [COVID-19 Compliance Support Request](#) and the Health Center can assist in the resolution of your issue.

Individuals With A Weakened Or Compromised Immune System

Individuals with a weakened or compromised immune system may need to continue to take extra precautions to maximally protect themselves, regardless of the vaccination status. These individuals are strongly encouraged to:

- wear a mask at all times when in public spaces, both indoors and outdoors.
- maintain 6 feet physical distancing at all times
- contact your healthcare provider for recommendations regarding specific precautions that may apply to your situation
- contact your healthcare provider immediately for advice and further treatment should you begin to feel unwell
- discuss with your healthcare provider whether you would benefit from [an additional vaccine dose](#).

VACCINE CLINICS

There are several ways to make an appointment to be vaccinated, and some locations may have walk-up availability.

- Vaccination is available at UMD Campus at the University Health Center. Please schedule an appointment [here](#).
- If you are in Maryland, you can get vaccinated at any clinic [near](#) you
- If you are outside of Maryland, the CDC has [tools](#) to find vaccine providers across the country

MASKING GUIDANCE

Masks must be worn indoors by all, regardless of vaccination status. Masks may be removed indoors under the following circumstances:

- If you are by yourself inside a room, office, laboratory, or study area
- Momentarily when eating or drinking
- Instructors and presenters who are fully vaccinated may choose to remove their mask while teaching or speaking to a group, provided they can maintain physical distancing of at least six feet from all other persons at all times and everyone in the audience is masked.

TESTING

If you are unvaccinated or partially vaccinated, regardless of exemption status, **you are required to comply with regular, twice-a-week PCR-based COVID-19 testing** and attest the results at return.umd.edu. There are significant consequences for staff who fail to comply with the health and safety protocols, including termination.

USG has partnered with the Montgomery County Department of Health and Human Services to conduct COVID-19 testing on the USG campus every Wednesday from 9:00 am and 6:00 pm on the ground floor of the Biomedical Sciences and Engineering Faculty, Building IV (open to both, staff and public). In addition, USG is partnering with the county to add a clinic for USG students, faculty, and staff only, on Mondays and Thursdays. Specific guidance on the start date and schedule of these clinics will be forthcoming in the next few days.

For more information on off-campus testing sites, please visit [here](#).

TRAVEL GUIDANCE

University-Related Domestic Travel (within the United States)

- Travel related to a regular commute is permitted

- There are no restrictions for travel in the State of Maryland or the Greater Washington Metropolitan Area
- For travel to all other areas of the United States
 - If you are fully vaccinated, you may conduct essential and non-essential domestic travel
 - If you are not fully vaccinated and you are compliant with the COVID requirements, you may conduct essential travel only
 - The Executive Director, Deans, and Vice Presidents have the authority to determine what travel is considered essential
 - The CDC recommends that you:
 - Get tested 1 to 3 days prior to travel
 - Get tested 3 - 5 days after travel
 - Quarantine for a full 7 days after travel
 - If you are not in compliance with the university's COVID requirements you will not be authorized for travel.

University-Related International Travel (outside of the United States)

The CDC states that "international travel poses additional risks and even fully vaccinated travelers are at increased risk for getting and possible spreading new COVID-19 variants."

- You must request an exception from the Executive Director and/or Dean/Vice President to be authorized for international travel or to be reimbursed for international travel using university-controlled funds.

All Travelers (including university and non-university related)

- Follow all CDC public health guidance
- Abide by any requirements established by the host institution and local health agencies (e.g. city, county, or country)
- If you have a weakened immune system we strongly encourage you to consult a physician for approval prior to travel

RESOURCES

- [Manager Guidance](#)
- [Consequences for health and safety non-compliance](#)
- [UMD HEAL Line](#)
- [U.S. Department of State COVID-19 Traveler Information](#)
- [CDC Guidance for Travel](#)
- [State of Maryland Guidance for Travelers](#)

Should you experience any symptoms, regardless of your vaccination status, please STAY HOME and contact your health care provider and/or the UMD HEAL LINE.

To address conduct that does not comply with health and safety requirements and/or for any other questions, please contact the USG Office of Human Resources.

Thank you!

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