



Montefiore



From the OFFICE OF THE DEAN

Dear Einstein Community:

As we approach the beginning of August, we look forward to welcoming our incoming students and more of our staff and faculty back to campus and to more fully returning to normal operations. While we make this transition, your health and safety continue to be our top priority. We take our responsibility for safeguarding each individual and our wider community very seriously and it has guided us as we developed our new policies over the past several weeks. As a medical school, we view ourselves as not only being stewards of our own health, but also of the health of Einstein and the community we serve.

The Importance of Vaccination

We have been closely monitoring the recent news about the Delta variant and the resulting uptick of cases in parts of the country with low vaccination rates. As research unequivocally shows, the best way to protect everyone is through widespread vaccination. We are happy to report that 92.5% of us have provided proof of vaccination or demonstrated the intention to do so before returning to campus in August. Approximately 80% of our research labs have returned to full occupancy and many more are fully productive.

The decision to get vaccinated is a personal one influenced by a number of factors. For those who meet the necessary requirements for an exemption, we will make every effort to accommodate them. However, the decision isn't only personal—it also impacts the health of others. Each of us has an obligation to everyone else in our community—including those who cannot be vaccinated. There are those at Einstein who may be predisposed to severe disease even if vaccinated or have family members who are at risk. They should have a reasonable expectation of minimal risk of exposure and infection while on campus. There is no better way at present than to have everyone vaccinated.

To date, we have put in place requirements to ensure that all of us—vaccinated and unvaccinated—are protected while on campus and that the important work we conduct here isn't jeopardized. Our goal is to protect as many people as possible from acquiring COVID-19, including from all the recent variants of the virus, and minimize the health risk to our community.

New Requirements

We have already established clear rules for all vaccinated individuals on campus. We will now allow a small number of our staff and faculty who are not vaccinated and have an approved exemption or extension to continue coming to Einstein. However, these individuals must comply with very rigorous requirements beginning August 2. They are:

- Complete PCR COVID-19 testing twice per week and present each result to Einstein's Occupational Health Services in order to be medically cleared to be on campus;
- Complete a daily electronic health assessment and display it upon entrance into campus buildings;
- Display at all times a badge indicating that they have a vaccination exemption;
- Continue to wear a mask and socially distance at all times on campus.

Furthermore, those who remain unvaccinated must:

- Acknowledge that Einstein reserves the right to reassign those whose current duties require them to interact directly with the public, or may work as a member of a lab, to a position where they will not have direct public contact or will not prevent a lab from maintaining 100% occupancy;
- Accept that they may be temporarily excluded from all campus activities during an outbreak, including reporting to work, until the outbreak is declared to be over;

- Indicate their acceptance of these conditions by executing a signed agreement;
- Pick up their exemption badge at the time they return their signed agreement to human resources this week.

Those who are unvaccinated and do not meet these requirements will not be permitted on campus and their employment status will be addressed by human resources. Unvaccinated members may request to be relieved from these obligations at any time by demonstrating proof of full vaccination.

Visitors will need to provide proof of full vaccination to access campus, except for urgent repairs or other emergencies.

You can review the revised [vaccination requirements](#) on our [internal COVID-19 website](#), which also contains updated human resources and laboratory research guidelines and protocols, as well as the updated [travel policy](#).

Ongoing Precautions

We want to strongly encourage all of you to continue to take precautions to protect your health and safety. As National Institute of Allergy and Infectious Diseases Director Dr. Anthony Fauci noted recently, even those who are vaccinated may want to consider wearing masks, particularly indoors and in crowded spaces—and we are happy to see that many still choose to do so. Because the situation is fluid, we will continue to be guided by the latest scientific research and our city, state, and federal recommendations and requirements about mask wearing and other safety measures to maintain a safe and healthy campus.

Moving Forward

We have been through a difficult and challenging time, and we applaud and respect everyone in our community for their contributions and sacrifice. And while we hope this pandemic is winding down, we are clearly not done. We want to thank all of you for your cooperation over the past year and a half and take the next step in this transition.

We look forward to enjoying our revitalized campus with you as the new academic year gets underway. As was announced earlier this month, we expect to announce a new "hybrid work from home" policy this fall, which will allow for flexibility where appropriate while maintaining the in-person, collaborative environment that helps make Einstein so extraordinary.

Sincerely,

Gordon F. Tomaselli, M.D.

The Marilyn and Stanley M. Katz Dean

Albert Einstein College of Medicine

Executive Vice President and Chief Academic Officer

Montefiore Medicine

Yvonne M. Ramirez

Vice President, Human Resources and Chief Title IX Officer

Albert Einstein College of Medicine