

LUMS Covid-19 Vaccination Program

May, 2021

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1 Rationale

LUMS COVID-19 Vaccination Program is a necessary step toward safely opening the campus. Many universities overseas are taking measures to provide vaccination programs to ensure the safety of their faculty, staff, and students. LUMS would like to continue taking a leadership role in setting high health and safety standards that are likely to be emulated across the country. The Vaccination Program is a critical component of these standards.

2 Key Goals

The Vaccination Program has two important goals:

- 1) To ensure all staff and faculty are vaccinated by August 31st, 2021 (see 3.1 below) and
- 2) To encourage and facilitate vaccinations for as many students as possible and support students on financial aid by partially or fully reimbursing the cost of the vaccine (see 3.3 below).

3 Vaccination Policy

3.1 For Employees:

- 3.1.1 It is compulsory for all employees (including all faculty, adjunct faculty, third party staff and daily wage staff) to get vaccinated by August 31st, 2021.
- 3.1.2 All employees who fall within the age brackets currently served by the government vaccination program should register to be fully vaccinated through this program.
- 3.1.3 Employees must submit an immunization certificate issued by NADRA after getting fully vaccinated. Depending on the vaccine, fully vaccinated refers to one shot and in other cases two shots.
- 3.1.4 Any employee who is not currently covered under the government vaccination program is required to get vaccinated through a private clinic or lab. In this case, the employee will be eligible for a reimbursement. The maximum amount will be based on the actual amount spent up to Rs. 12,500.
- 3.1.5 Exceptions will only be made for employees who have underlying medical conditions and have been advised by a doctor to avoid getting a COVID-19 vaccination. These employees must have their doctor sign and stamp the *COVID-19 Vaccination Exemption Form* and then submit it directly to HR (hrdmessage@lums.edu.pk).

3.2 For Family members of Employees

Employees are encouraged to get their family members (spouse and children above 18 years) vaccinated under the government immunization program. If any family member does not qualify for the government vaccination program, the employees are encouraged to use their OPD limits to cover the cost of a privately sourced vaccination.

3.3 For Students

All students are strongly encouraged to get vaccinated in order to access the LUMS campus in the Fall semester. Students 19 years and older must get vaccinated now that Government has opened vaccination registration for them. These students must get vaccinated and submit their NADRA Immunization Certificate to HR by 31st August 2021. Students 18 years and younger may opt to seek vaccination through private sources in which case, LUMS will offer the following support:

- 1) All students receiving financial aid of 70% and above will get 100% reimbursement for the cost of the vaccine
- 2) All students receiving financial aid up to 70% will get 50% reimbursement for the cost of the vaccine
- 3) The maximum amount will be based on the actual amount spent up to **Rs. 12,500**.

4 Vaccine Administration

Due to the ongoing uncertainty in vaccine supply levels through private sources, it is highly recommended that employees and eligible students obtain vaccinations through the existing government vaccination program.

- 4.1 All employees (including faculty, adjunct faculty, third party and daily wage staff) and campus residents will be required to start getting their vaccination as soon as possible. They will be required to submit the NADRA Immunization Certificate by 31st August 2021.
- 4.2 All contractual staff including adjunct faculty will be required to present the NADRA Immunization Certificate before their next contract renewal.

5 Campus Access

- 5.1 Once employees and student submit their NADRA Immunization Certificate to HR by August 31st, HR will activate smart cards to gain access to the campus by 6th September, 2021 when the fall semester begins.
- 5.2 In the event that vaccinations do not become available from government or private sources the University will announce protocols for partial re-opening.