U.A. Resolution # 1

Calling Upon Cornell University to Require COVID-19 Vaccination for All Faculty, Staff, and Students

August 30th, 2021

Sponsored by:
- Nikola Danev, Ranking Member of the University Assembly and PhD Student in Genetics, Genomics and Development
- Jacob Feit, Executive Vice Chair of the University Assembly

Whereas, the COVID-19 pandemic has resulted in over 4 million deaths and 205 million cases globally, and over 600,000 deaths in the United States alone,

Whereas, the Delta variant of the virus that causes COVID-19 is nearly twice as contagious as previous variants, it might cause more severe illness than previous strains in unvaccinated persons, unvaccinated people remain the greatest concern, and vaccinated people appear to be infectious for shorter periods than unvaccinated people, according to the Centers for Disease Control and Prevention1,

Whereas, the US Equal Employment Opportunity Commission has expressed that under the ADA, Title VII, and other federal employment nondiscrimination laws, an employer may require all employees physically entering the workplace to be vaccinated for COVID-19, with certain accommodations2, such as those afforded for students by Cornell at this time;

Whereas, the United States Food and Drug Administration (USFDA) has approved the Pfizer COVID-19 vaccine (Comirnaty) for the prevention of COVID-19 disease in individuals 16 years of age and older3,

Be it therefore resolved, the University Assembly calls upon the President, Provost, Vice President of Human Resources, and their designees to institute a requirement for all faculty, staff and students to receive a COVID-19 vaccine;

---

Resolved, this requirement is to be set up in the same way as the requirement for students to be vaccinated, i.e. the wording may be as follows:

“Cornell is requiring COVID-19 vaccination for all students, faculty and staff attending the Ithaca, Geneva, and Cornell Tech campuses for the fall 2021 semester. Medical and religious exemptions will be accommodated, but the expectation will be that our campuses and classrooms will overwhelmingly consist of vaccinated individuals, greatly reducing the risk of infection for all. Affiliates who do not comply will be subject to progressive enforcement measures.”

Resolved, the University shall consider offering paid time off for employees experiencing side effects after receiving the vaccine, in addition to the already offered paid time off to receive the vaccine;

Be it finally resolved, the University shall update the University Assembly with reasoning as to why this policy was not implemented sooner, when it will be implemented, or otherwise a reason for the rejection of this resolution.