

U.A. Resolution # 1

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

August 30th, 2021

1 **Sponsored by:**

- 2 - **Nikola Danev, Ranking Member of the University Assembly and PhD Student in**
3 **Genetics, Genomics and Development**
4 - **Jacob Feit, Executive Vice Chair of the University Assembly**
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6 **Whereas**, the COVID-19 pandemic has resulted in over 4 million deaths and 205 million cases
7 globally, and over 600,000 deaths in the United States alone,
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9 **Whereas**, the Delta variant of the virus that causes COVID-19 is nearly twice as contagious as
10 previous variants, it might cause more severe illness than previous strains in unvaccinated
11 persons, unvaccinated people remain the greatest concern, and vaccinated people appear
12 to be infectious for shorter periods than unvaccinated people, according to the Centers for
13 Disease Control and Prevention¹,
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15 **Whereas**, the US Equal Employment Opportunity Commission has expressed that under the
16 ADA, Title VII, and other federal employment nondiscrimination laws, an employer may
17 require all employees physically entering the workplace to be vaccinated for COVID-19,
18 with certain accommodations², such as those afforded for students by Cornell at this time;
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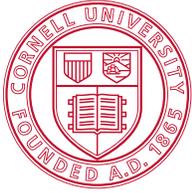
20 **Whereas**, the United States Food and Drug Administration (USFDA) has approved the Pfizer
21 COVID-19 vaccine (Comirnaty) for the prevention of COVID-19 disease in individuals
22 16 years of age and older³,
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24 **Be it therefore resolved**, the University Assembly calls upon the President, Provost, Vice
25 President of Human Resources, and their designees to institute a requirement for all
26 faculty, staff and students to receive a COVID-19 vaccine;

¹ Centers for Disease Control and Prevention. Delta Variant: What We Know About the Science.
<https://www.cdc.gov/coronavirus/2019-ncov/variants/delta-variant.html> Accessed: August 12th, 2021

² U.S. Equal Employment Opportunity Commission. What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws. <https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws> Accessed: August 12th, 2021

³ United States Food and Drug Administration. FDA News Release: FDA Approves First COVID-19 Vaccine.
<https://www.fda.gov/news-events/press-announcements/fda-approves-first-covid-19-vaccine> Accessed: August 30th, 2021



Cornell University University Assembly

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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.