

TO: CAMC RESIDENCY/FELLOWSHIP AND TRAINING PROGRAM APPLICANTS
FROM: CHARLESTON AREA MEDICAL CENTER
DATE: OCTOBER 8, 2021
SUBJECT: CAMC MANDATORY COVID VACCINATION PROGRAM

Thank you for interest in Charleston Area Medical Center and for considering our Institution for your continued education and training. As you prepare for interview season and your decision regarding your future training program, CAMC wants to be transparent in sharing our updated vaccination policy with every applicant to our Institution.

In an effort to reduce the spread of COVID-19 and to protect the safety of our patients, employees and visitors, CAMC administration announced on August 25, 2021 that all employees and clinical team members, including all residents and fellows, would have to be vaccinated against COVID-19 on or before October 16, 2021. All new employees and team members must be fully vaccinated to begin work at CAMC.

For many years, CAMC's Department of Infection Prevention and Employee Health has required the members of our workforce to participate in a mandatory vaccination program against illnesses such as measles, mumps, rubella, and influenza, among others. As of August 25, 2021, COVID-19 is now included in that program and, as with all mandatory vaccines, every employee must either demonstrate proof of vaccination or receive an approved exemption based on medical or religious grounds.

CAMC takes all exemption requests seriously and evaluates each request on an individual basis, utilizing the standards set forth in the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964 and the West Virginia Human Rights Act. Medical requests for exemption are reviewed by experienced physicians and nurse practitioners in CAMC's Department of Employee Health and Infection Prevention. Religious requests for exemption are reviewed by a multidisciplinary team that considers whether the employee has demonstrated a sincerely held religious belief, practice or observance that conflicts with the vaccination requirement. CAMC understands that these are highly personal and often sensitive matters for our employees and we have the utmost respect for the beliefs and observances of our culturally diverse workforce. Therefore, we strive to communicate with employees in a prompt and respectful manner when addressing these requests. However, all requests, regardless of their nature, will be given individualized review in a manner consistent with applicable state and federal laws.

Any resident or fellow matching into a CAMC program would be subject to CAMC's updated vaccination policy including the COVID-19 vaccination. Individuals matching to CAMC can either 1) receive their vaccination in advance of their start date or provide verification of vaccination to CAMC; or 2) schedule vaccination with CAMC in the pre-employment process shared with all matched individuals. While requests for an exemption can be submitted to CAMC for consideration, any matched applicant that does not receive an exemption prior to the start of the academic year and refuses vaccination would not be permitted to commence their training with CAMC.

If you have any questions about the CAMC vaccination policy or request for exemption process, please do not hesitate to contact our Graduate Medical Education office at 304-388-9948 for additional information. Thank you!