



COVID-19 Vaccination Policy

Purpose

In accordance with Lyric Opera of Kansas City's (LOKC) commitment to provide and maintain a safe workplace that is free of known hazards, LOKC is adopting this policy to safeguard the health of our employees and their families, contractors, and other personnel against COVID-19. LOKC has developed this policy based on guidance from the Centers for Disease Control and Prevention, OSHA, state, and local health authorities, and will implement and enforce the policy in compliance with all applicable laws.

Scope

LOKC will require that all employees, contractors, and volunteers working onsite for more than a *de minimis* amount of time be *fully vaccinated* against COVID-19. For purposes of this policy, an individual will be considered "fully vaccinated" 2 weeks after her second dose in a 2-dose series (such as the Pfizer or Moderna vaccines), or 2 weeks after a single-dose vaccine (such as the J&J Janssen vaccine). Please see link below for a listing of COVID-19 vaccines, which are authorized and recommended by the Centers for Disease Control (CDC).

<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/different-vaccines.html>

Employees who are not in compliance with this policy will be placed on a leave of absence, and their employment status will be reviewed by Human Resources.

Vendors, volunteers, and visitors who will be at LOKC worksites for brief periods are not subject to this mandate. These individuals will be required to adhere to LOKC's Mask Guidelines policy, and therefore, if not vaccinated, a mask must be worn while at the worksite.

Procedures

All individuals subject to this policy will be required to provide proof of vaccination before reporting to LOKC worksites. Vaccine cards should be scanned and emailed confidentially to hr@kcopera.org – and any questions regarding this policy may be directed to this email address.

Accommodation Requests

Employees wishing to request an exemption from this policy due to a bona fide religious or medical reason must submit a completed **Request for Accommodation** form to human resources at hr@kcopera.org to begin the interactive process. This should be done as soon as possible after vaccination deadlines have been announced.

If LOKC decides to grant an accommodation, such individual must adhere to LOKC's Mask Guidelines policy and will be subject to regular COVID-19 testing at his/her own expense.

This document is for informational purposes only and is not to be construed as an employment agreement or contract. Lyric Opera of Kansas City retains the right to amend, or change policies contained here-within at any time without prior notice.