

To: Montgomery College Employees
From: Dr. Charlene M. Dukes, Interim President
Subject: Vaccination and Return to Campus
Date: September 16, 2021

There are many things that I have learned since coming to Montgomery College in August—the first is the tremendous pride in the service and support of students and each other. The second is the commitment to health and safety, given the tumultuous 18 months that we have all experienced. It is because of both that I am writing to share important information about health and safety at Montgomery College for our faculty, staff, and administrators, our students, and our community.

Given the prolonged health crisis that our nation is experiencing, Montgomery College will implement COVID-19 vaccination requirements for faculty, staff, administrators, and students. **All employees must verify that they are fully vaccinated against the coronavirus by November 8, 2021.** Students must verify that they are fully vaccinated by January 7, 2022, in time for the spring semester.

In addition, the 100 percent return-to-campus date will now also be November 8, 2021, instead of October 4, 2021, as previously planned. Because of the impacts of the delta variant, it is prudent to match the return date with the vaccination verification date. Until November 8, 2021, we will continue the current plan requiring a minimum of two days per week onsite work.

Employees who do not submit verification of their vaccination will be required to submit an application for a medical or religious exception to Human Resources and Strategic Talent Management (HRSTM). If approved, the employee will be required to test weekly for coronavirus and submit the results to HRSTM.

We will all respect confidentiality regarding this information. Please do not ask another employee, a student, or a visitor to campus about their vaccination or testing status, and do not request such information about others from HRSTM.

The medical and science data clearly show that vaccination is the best defense against COVID-19 and helps prevent the spread of the virus. We each have a responsibility, not only to ourselves but also to each other, to make Montgomery College the safest environment possible for teaching, learning, and working. Having all our employees vaccinated furthers these goals and demonstrates our commitment to our mission. The College prides itself on being a model for the community and a safe space for community members. Outside groups who use spaces at the College will also be required to prove that their participants are vaccinated or are testing.

Details on how to submit your vaccination verification and exception requests will be forthcoming. In the meantime, if you are already vaccinated, thank you. If you have not yet had the opportunity

to be vaccinated, please do so soon, keeping in mind that some vaccines may require two doses. If you have questions about vaccination, please take the time to learn. See the Centers for Disease Control and Prevention [COVID vaccine information](#), and check the [College's COVID-19 webpages](#) for updates. You may also send questions to PublicHealth@montgomerycollege.edu.

Thank you for your dedication to the mission of empowering our students to change their lives, and thank you for your commitment to the health and safety of the Montgomery College community.