

# Mandatory COVID-19 Vaccination or Testing Policy

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### 1.0 Purpose

The purpose of this Policy is to take all reasonable steps to provide a healthy and safe environment to all members of the University community by requiring staff and students who attend a Griffith University campus to be fully vaccinated against COVID-19 or to undertake a regime of regular COVID-19 testing.

### 2.0 Scope

To be read in conjunction with the Health, Safety and Wellbeing Policy, Code of Conduct and the relevant Enterprise Agreement, this Policy applies to Griffith University staff and students, both current and prospective, other than students studying fully online who agree not to attend campus or staff who have an approved arrangement to work entirely from home (such as under the Work Location Policy).

For the purposes of this Policy, “staff” means continuing, fixed-term and casual and sessional staff, including Council and Council Committee members, senior management, executive, academic, professional, visiting, honorary and adjunct, conjoint appointments and volunteers. For the purposes of this Policy, “students” means those 16 or over.

Vaccination status does not prevent staff or students entering a University premise solely to access childcare or medical services or to drop off children at school.

### 3.0 Policy statement

This Policy mandates the requirement for all staff and students of Griffith University to be fully vaccinated against COVID-19 (or be medically exempt) by 18 February 2022, two weeks prior to the start of Orientation Week for Trimester 1 2022. Staff and students are required to provide evidence of their vaccination status or exemption by 18 February 2022. In accordance with the Workplace Health and Safety Act 2011, the University has a duty, so far as reasonably practicable, to ensure the health and safety of members of the Griffith University community. Ensuring staff and students of the Griffith community are vaccinated against COVID-19 is an important step in protecting students and staff from acquiring or transmitting COVID-19.

Where a vaccination requirement is listed in a government public health or other workplace directive, staff and students will need to meet the conditions listed in that directive if these exceed the requirements of this Policy. Examples of staff and students currently impacted by such directives include those who work in high-risk settings.

Staff or students who have not provided evidence of their vaccination status by 18 February 2022 may agree to undertake a program of regular COVID-19 testing. Such testing will be at the individual’s cost unless a medical exemption has been approved by the University in which case the test will be funded by the University. Additional requirements may be placed on this group from time to time depending on the broader health context.

Temporary exemptions may be granted where an individual can demonstrate a recent COVID-19 infection through evidence of a positive Rapid Antigen Test (RAT) or PCR test.

Staff or students must meet one of the conditions of

- being fully vaccinated; or
- being medically exempt; or
- being temporarily exempt; or
- agreeing to participate in the program of COVID-19 testing.

Otherwise, they will be excluded from campus.

Staff may apply to the University to make a case that their circumstances are exceptional and other control measures are available to facilitate the protection of the health and safety of other staff and students. Students who believe they have exceptional circumstances can seek advice about their study options by contacting [Student Connect](#). The University will genuinely consider each case and advise the staff or student accordingly.

If alternative arrangements are not approved by the University this may result in the student being unable to continue with their program of study or the staff member being unable to fulfill the inherent requirements of their role. Staff members who are unable to fulfill the inherent requirements of their role will be managed in accordance with their contract of employment and or relevant Enterprise Agreement, which may result in termination of employment.

## 4.0 Record Keeping

Records including vaccination status will be kept within systems which are secure databases that are accessible to authorised persons only and maintained in accordance with the Information Privacy Act 2009 and Griffith University Privacy Plan.

## 5.0 Roles, responsibilities and delegations

ROLE	RESPONSIBILITY
Vice Chancellor	Implementation and review of the Mandatory COVID-19 Vaccination or Testing Policy, delegation of responsibilities to effect the policy and the allocation of appropriate resources.
Senior Leaders	Exercising due diligence in decision making to comply with the policy and procedures.
Supervisors	In consultation with the Head of the organisational unit, implement decisions on reasonable adjustments to the legal extent possible.
Staff and Students	Comply with the University policy and procedures, codes of practice, legislation and directives related to COVID-19 Vaccination requirements.

## 6.0 Definitions

**Campus** means any Griffith campus, site or facilities.

**COVID-19 vaccines** mean a vaccine approved or recognised by the Therapeutic Goods Administration (TGA) for use in Australia or for travel.

**COVID-19 testing** means a test accepted by the TGA and approved for use by the Vice Chancellor.

**Fully vaccinated:** the requirements for being fully vaccinated will be determined and publicised by the Vice Chancellor. As at 18 February 2022 it means two doses of a TGA approved or recognised COVID-19 vaccine.

**Evidence of vaccination** means a copy of the employee's immunisation history statement from the Australian Immunisation Register or the COVID-19 digital certificate or a certificate that meets the criteria as required by the Department of Foreign Affairs and Trade.

**INFORMATION**[Printable version \(PDF\)](#) [Downloadable version \(Word\)](#)

Title	Mandatory COVID-19 Vaccination or Testing Policy
Document number	2022/0001200
Purpose	The purpose of this Policy is to take all reasonable steps to provide a healthy and safe environment to all members of the University community by requiring all persons who attend a Griffith University campus to be fully vaccinated against COVID-19.
Audience	Staff; Students; Public
Category	Operational
Subcategory	Safety
Approval date	25 January 2022
Effective date	25 January 2022
Review date	2024
Policy advisor	Provost
Approving authority	Vice Chancellor

## RELATED POLICY DOCUMENTS AND SUPPORTING DOCUMENTS

### Legislation

[Work Health and Safety Act 2011 \(Qld\)](#)

[Work Health and Safety Regulation 2011 \(Qld\)](#)

[Codes of Practice](#)

[Fair Work Act 2009 \(Qld\)](#)

[Queensland Government Public Health Orders](#)

### Policy

[Health, Safety and Wellbeing Policy](#)

[Code of Conduct](#)

[Student Charter](#)

[Student Misconduct Policy](#)

[Enterprise Agreements](#)

[Work Location Policy](#)

### Procedures

[Staff Mandatory COVID-19 Vaccination or Testing Procedure](#)

[Student Mandatory COVID-19 Vaccination or Testing Procedure](#)

### Local protocols

N/A

### Forms

N/A