

As 2020 draws to a close, we have much to be thankful for, including the hope that soon we will have a vaccine to protect against COVID-19.

Ogletree Deakins is committed to helping employers prepare for this development. Employers should consider the various options available for their vaccination policy, decide which are best for their particular environment, and implement a written policy soon to address employee questions and concerns in advance of vaccine approval and distribution. To help employers with this process, Ogletree Deakins has developed a COVID-19 Vaccination Policy Template. It includes model language and a variety of options, which we explain in [COVID-19 Vaccinations Arriving for the Holidays: What Employers Need to Know and Can Do](#).

**The COVID-19 Vaccination Policy Template includes:**

- ✓ Factors employers can use to decide whether to encourage, incentivize, or mandate vaccination for different parts of their workforces
- ✓ Policy language tailored for each option
- ✓ Information on vaccination cost coverage
- ✓ Vaccine shortage contingency language
- ✓ Healthcare industry-specific policy language
- ✓ Process for medical and religious exemption requests
- ✓ Non-discrimination and non-retaliation provisions
- ✓ Optional language regarding side effects

**For additional information, please reach out to the Ogletree attorney with whom you work.**