



September 1, 2021

Re: Notice of Exemption/Accommodation Process for the COVID-19 Vaccine Requirement

Serving the Communities of
Compton, Lynwood, Paramount and Willowbrook, as well as portions of Athens, Bellflower, Carson, Downey, Dominguez, Lakewood, Long Beach, and South Gate

Dear Employees:

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Compton, CA 90221-5393
Phone: (310) 900-1600
Fax: (310) 605-1458
www.compton.edu

Pursuant to the Board of Trustees’ Resolution No. 08-17-2021A (“Resolution”), the Compton Community College District ("District") requires that **all employees assigned to work on campus or traveling on behalf of the District be vaccinated against COVID-19**, subject to limited exemptions/accommodations. This document explains the exemption/accommodation process.

All employees assigned to work on campus or traveling on behalf of the District are required to be fully vaccinated by ***October 1, 2021***.

Employees seeking an exemption/accommodation on medical/disability or religious grounds are encouraged to submit a form requesting an exemption/accommodation immediately, to allow sufficient time for processing. **Please note there is no guarantee the District will approve your request for exemption/accommodation. Any exemption/accommodation requests which are approved will be subject to weekly COVID-19 testing.**

SONIA LOPEZ
President

DR. SHARONI LITTLE
Vice President

BARBARA CALHOUN
Clerk

DR. DEBORAH LEBLANC
Member

ANDRES RAMOS
Member

KEITH CURRY, Ed.D.
President/CEO

I. Exemption/Accommodation Forms

The Resolution allows for exceptions/accommodations to the COVID-19 vaccination requirement, based on medical, disability, or religious grounds. Employees seeking an exemption or accommodation are required to complete the appropriate request form:

- Medical/ Disability Exemption/Accommodation: Medical Exemption and/or Disability Exception Request Form and Certification from Health Care Provider
- Religious Exemption: Religious Exemption Request Form and Certification from Religious Leader

The forms are available on the District’s website at <http://www.compton.edu/district/administration/human-resources/covid-19-employee-resources.aspx> and the MyCompton portal.

Completed forms must be submitted via the MyCompton portal, using the tile labeled “COVID-19 Vaccination – Exemption - Test Submission.”

If you have already submitted proof of COVID-19 Vaccination status, you do not have to resubmit.

II. Exemption/Accommodation Requests Are Subject to District Approval

Once an employee submits an exemption/accommodation form, the District will initiate an interactive process to determine whether, and to what extent, the employee is eligible for exemption/accommodation. The District reserves the right to request additional information. If an employee refuses to provide such information, the employee's refusal may adversely impact the District's ability to process the request for exemption/accommodation. The District has the final discretion to determine whether, and to what extent, an exemption/accommodation will be provided.

After your request has been reviewed and processed, you will be notified, in writing, if an exemption has been granted or denied. The decision is final and not subject to appeal. Individuals are permitted to reapply if new documentation and information should become available.

If your request for exemption is approved, you will be required to undergo weekly COVID-19 testing¹, wear a face mask at all times while on campus (except when outside and not in the presence of others), and follow other COVID-19 safety precautions.

III. COVID-19 Testing for Approved Exemptions/Accommodations

Based on current conditions, including the highly contagious delta variant, the District will require weekly COVID-19 surveillance testing (consistent with Paragraph 6 of the Resolution), for **all** employees with approved exemptions/accommodations until further notice.

Employees subject to COVID-19 testing will be required to submit a negative test result each week to be admitted to campus. **The test must be taken on or after Thursday of the prior week.**

COVID-19 tests may be taken free of charge at St. John's Well Child & Family Center, located on campus or any off-site location. Employees may test during their work hours; employees electing to test during their work hours are required to make arrangements with their supervisor.

Test results must be submitted via the MyCompton portal by Monday at 8:00 a.m. using the tile labeled "COVID-19 Vaccination – Exemption - Test Submission." Employees are encouraged to submit test results **immediately** upon receiving them. If you fail to submit your test results by the deadline, your entry to campus may be delayed or prohibited.

Please be careful and exercise caution while waiting for your COVID-19 test results.

Sincerely,

Rachelle Sasser

Rachelle Sasser
Vice President, Human Resources

¹ Pursuant to Paragraph 6 of the Board of Trustees' Resolution No. 08-17-2021A, the President/Chief Executive Officer has determined the students/employees receiving an exemption are subject to weekly surveillance testing until further notice.