



CITY OF PROVIDENCE

7.5 VACCINATION POLICY

Purpose

The City of Providence is committed to maintaining a safe and healthy work environment for all employees. This policy outlines our approach to vaccinations, emphasizing our encouragement of vaccination as a key component in safeguarding public health and ensuring workplace safety.

Scope

This policy applies to all employees, applicants, contractors, and volunteers associated with the City of Providence unless otherwise excluded by law, ordinance, or collective bargaining agreement (CBA).

Policy

1. Requirements and Recommendations

- A. While vaccinations are not mandatory, we strongly encourage all employees to get vaccinated against preventable diseases to contribute to a healthier workplace and community. Vaccinations can help reduce the risk of illness, enhance overall well-being, and support the collective health of our workforce.
- B. It is recommended that employees get vaccinated for diseases such as influenza, COVID-19, and other relevant infections. Vaccinations are a proactive measure to reduce the spread of illness and protect both individual and public health.
- C. The City strongly recommends that all employees follow vaccine recommendations adopted by the U.S. Centers for Disease Control and Prevention (CDC) and the Rhode Island Department of Public Health (RIDOH) applicable to their age, medical condition, and other relevant indications.

2. Access to Vaccination

- A. Employees are encouraged to consult with their healthcare providers about recommended vaccinations. The City provides resources on vaccination clinics or programs, but employees are responsible for arranging their own vaccinations.
- B. If you have any questions or need additional information on your health benefits provided by the City of Providence; please contact Department of People & Culture- Total Rewards at benefits@providenceri.gov.

3. Health and Safety Measures

Regardless of vaccination status, all employees are expected to follow City health and safety protocols, including hygiene practices, social distancing, and any other measures implemented to ensure a safe work environment.

4. Confidentiality

- A. Employees are not required to disclose their vaccination status to the City. Any information about vaccination status provided voluntarily will be treated with strict confidentiality.
- B. See the City's [HIPAA Policy](#) for additional information.

Related Policies:

[COVID-19 Positive Results Policy](#)

[HIPAA Policy](#)

Other Related Information:

Local 1033 [Collective Bargaining Agreement](#)

Replaced former COVID-19 Vaccination Policy