UF College of Medicine
Seasonal Influenza Vaccination Policy

The College of Medicine has enacted a seasonal influenza vaccination policy in order to create an environment that mitigates the chance of influenza transmission and to protect patients, employees, and the community from influenza infection. All College of Medicine medical staff and allied health staff are required to be vaccinated annually or to wear surgical masks in lieu of an annual influenza vaccination and complete and submit an exemption form prior to the annually communicated vaccination deadline. Medical staff and allied health staff also must comply with all other safety requirements for any given flu season, as defined by UF Health and based on guidance from the U.S. Centers for Disease Control and other applicable regulatory agencies that govern public health and/or patient safety.

College of Medicine medical staff and allied health staff who receive the annual influenza vaccine from UF Health Shands’ Occupational Health Services or from the UF Student Health Care Center will have a unique identifying sticker applied to the front of their UF Health or Gator 1 identification badge indicating they have received the influenza vaccine for that year. This sticker communicates that the employee does not need to wear an isolation mask while at work. Individuals who receive an influenza vaccination from a provider other than UF Health Shands Occupational Health Services or the UF Student Health Care Center are required to provide proof of that immunization.

Individuals who cannot be vaccinated or decline vaccination will be required to use other protective measures such as, but not limited to, surgical masks depending on their job function and/or primary work location.

The wearing of a surgical mask is required when providing care or working in an enclosed space, (e.g., in-patient hospital room, diagnostic, procedure, treatment, exam, and/or clinic room), and/or when care is provided in an open area requiring a mask be worn within six feet of any patient bed space or patient care space (e.g., holding area, PACU, day surgery, etc.).

Masks are not required at nursing stations, charting areas, conference rooms, break rooms, etc. unless these areas are situated within six feet of a patient’s bed space or patient care space. Although patients may transiently pass within six feet of personnel in these areas, (e.g., during ambulation or transport in hallways), the mask requirement applies only to personnel directly interacting with patients in these common and/or office areas. Surgical masks are considered single use and must be removed upon exiting enclosed space, inpatient or outpatient rooms, or an open area. Upon entering another patient room or open patient area, a new surgical mask must be donned. Masks also are not to be carried/worn around health care workers’ necks for re-use upon re-entry to patient care space/open area.
College of Medicine medical staff and allied health staff who choose to wear surgical masks in lieu of an annual influenza vaccination are required to complete and submit an *Influenza Vaccination Exemption* form verifying that they understand this policy and will wear protective measures in compliance with the policy.

Failure to comply with all provisions of the seasonal influenza vaccination policy will subject an employee to progressive discipline up to and including dismissal.

This policy was reviewed and approved by the College of Medicine’s Executive Committee on November 20, 2014.

Policy Approved:  
M. L. Good, M.D.  11-20-14

Michael L. Good, M.D.  Date
Dean, College of Medicine