



Employee Request for Accommodation: Medical Exemption from COVID-19 Vaccine

Employees have agreed to receive a COVID-19 vaccine, pursuant to signing the Middlebury COVID19 Health Pledge¹: *“Consult with my doctor about the COVID-19 vaccine and, unless I have a documented medical or religious exemption, receive the COVID-19 vaccination once it becomes widely available and when feasible.”*

The Advisory Committee on Immunization Practices (ACIP) issued interim recommendations² for use of COVID-19 vaccines for the prevention of COVID-19. “Persons may receive any ACIP-recommended COVID-19 vaccine and are encouraged to receive the earliest vaccine available to them. Use of all Emergency Use Authorized (EAU) COVID-19 vaccines is critical in controlling the pandemic.”²

Who should NOT get a COVID-19 vaccine³:

If you have had a severe allergic reaction⁴ (anaphylaxis) or an immediate allergic reaction to any ingredient in the vaccine you are scheduled to receive⁵, you should not get that vaccine. If you have been instructed not to get one type of COVID-19 vaccine, you may still be able to get another type. Learn more information for people with allergies.⁶ Employees should consult with their healthcare provider about vaccine options and any specific individual recommendations.

1. <https://www.middlebury.edu/office/spring2021/health-pledges-conduct-code/employee-health-pledge>
2. <https://www.cdc.gov/mmwr/volumes/70/wr/mm7009e4.htm>
3. <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/different-vaccines.html>
4. <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/recommendations/specific-groups/allergies.html>
5. <https://www.cdc.gov/vaccines/covid-19/info-by-product/clinical-considerations.html#Appendix-C%20>
6. <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/recommendations/specific-groups/allergies.html>

To request a medical exemption from the COVID-19 vaccine, please complete the applicable section below and return to the Human Resources Office for review and consideration.

Medical Exemption

Name of Employee: _____

Date of birth: ____/____/____

Reason for medical exemption: _____

Telephone: (____) _____

Date: ____/____/____

HR USE ONLY

Date of initial request: __/__/__

Date certification received: __/__/__

Accommodation request:

Approved __/__/__

Describe specific accommodation details:

Denied __/__/__

Describe why accommodation is denied:

Appendix C: Ingredients included in COVID-19 vaccines

The following is a list of ingredients for the [Pfizer-BioNTech](#), [Moderna](#), and [Janssen](#) COVID-19 vaccines reported in the prescribing information for each vaccine.

Description	Pfizer-BioNTech (mRNA)	Moderna (mRNA)	Janssen (viral vector)
Active ingredient	Nucleoside-modified mRNA encoding the viral spike (S) glycoprotein of SARS-CoV-2	Nucleoside-modified mRNA encoding the viral spike (S) glycoprotein of SARS-CoV-2	Recombinant, replication-incompetent Ad26 vector, encoding a stabilized variant of the SARS-CoV-2 Spike (S) protein
Inactive ingredients	2[(polyethylene glycol (PEG))-2000]-N,N-ditetradecylacetamide	PEG2000-DMG: 1,2-dimyristoyl-rac-glycerol, methoxypolyethylene glycol	Polysorbate-80
	1,2-distearoyl-sn-glycero-3-phosphocholine	1,2-distearoyl-sn-glycero-3-phosphocholine	2-hydroxypropyl-β-cyclodextrin
	Cholesterol	Cholesterol	Citric acid monohydrate
	(4-hydroxybutyl)azanediylbis(hexane-6,1-diyl)bis(2-hexyldecanoate)	SM-102: heptadecan-9-yl 8-((2-hydroxyethyl) (6-oxo-6-(undecyloxy) hexyl) amino) octanoate	Trisodium citrate dihydrate
	Sodium chloride	Tromethamine	Sodium chloride
	Monobasic potassium phosphate	Tromethamine hydrochloride	Ethanol
	Potassium chloride	Acetic acid	
	Dibasic sodium phosphate dihydrate	Sodium acetate	
	Sucrose	Sucrose	

* None of the vaccines contain eggs, gelatin, latex, or preservatives.

Note: Both the Pfizer-BioNTech and Moderna COVID-19 vaccines contain polyethylene glycol (PEG). PEG is a primary ingredient in osmotic laxatives and oral bowel preparations for colonoscopy procedures, an inactive ingredient or excipient in many medications, and is used in a process called “pegylation” to improve the therapeutic activity of some medications (including certain chemotherapeutics). Additionally, cross-reactive hypersensitivity between PEG and polysorbates (included as an excipient in some vaccines and other therapeutic agents) can occur. Information on active or inactive ingredients for vaccines and medications can be found in the package insert. [CDC’s vaccine excipient summary](#) and the National Institutes of Health [DailyMed database](#) can also be used as a resource.

<https://www.cdc.gov/vaccines/covid-19/info-by-product/clinical-considerations.html#Appendix-C> 4/14/21