

**RESOLUTION OF THE
BOARD OF REGENTS OF
NAVAJO TECHNICAL UNIVERSITY**

Approving the Navajo Technical University Mandatory Vaccination Policy, attached hereto as Exhibit A.

WHEREAS:


1. The Board of Regents of the Navajo Technical University is responsible for the administration, operations and the development of policy as stated in Navajo Nation Council Resolution, CO-58-16, enacted on November 10 2016, that amended the University's enabling legislation, codified at 15 N.N.C. §§1201-1210; and
2. Pursuant to the University's enabling legislation, Navajo Technical University (NTU) is organized as an institution of higher learning for the primary purpose of providing post-secondary and post-graduate education programs that serve both the academic and vocational/technical needs of the Navajo Nation and its citizens, 15 N.N.C. §1203(A); and
3. Pursuant to the University's enabling legislation, the Board of Regents of Navajo Technical University is authorized to review and approve all administrative and instructional policies, and procedures, and all publications setting forth such policies and procedures, 15 N.N.C. §1205 (I); and
4. The Mandatory Vaccination Policy has been reviewed by the NTU Cabinet and the Faculty Congress; and
5. Navajo Technical University has weathered the COVID19 pandemic and vaccinations are now available to all employees for the University. As a matter of health and safety of all those who work at NTU and in order to protect students the NTU Administration recommends the Board of Regents of Navajo Technical University approve the Navajo Technical University Mandatory Vaccination Policy attached hereto as Exhibit A.
6. The Board of Regents of Navajo Technical University has determined it appropriate to approve the Navajo Technical University Mandatory Vaccination Policy, attached hereto as Exhibit A.

NOW THEREFORE BE IT RESOLVED THAT:

1. The Board of Regents of the Navajo Technical University hereby approve the Navajo Technical University Mandatory Vaccination Policy, attached hereto as Exhibit A.
2. The President of the Navajo Technical University is hereby authorized and directed to do all things necessary to effectuate the purpose of this resolution.

CERTIFICATION

I hereby confirm that this resolution was discussed and considered by the Board of Regents of the Navajo Technical University at a duly called meeting held in Crownpoint, New Mexico at which a quorum was present and that this resolution was passed by a vote of **6** in favor, **0** opposed and **0** abstained on the 12th day of March, 2021.



Tom Platero, Chairperson
NTU Board of Regents

NAVAJO TECHNICAL UNIVERSITY
MANDATORY VACCINATION POLICY
(COVID19)

Purpose:

Consistent with the duty to provide and maintain a workplace free of recognized hazards, Navajo Technical University (NTU) adopts this policy to safeguard the health and well-being of students and employees from the risks associated with COVID-19. This policy is intended to comply with applicable federal, state, tribal and local guidance and authority, including guidance from the Centers for Disease Control and Prevention (CDC) and public health authorities.

Scope:

This policy applies to all employees (faculty, staff, temporary, volunteers, student interns). It does not apply to vendors or visitors. This policy applies to the COVID-19 vaccine available as of the date of this policy or that will become available within a reasonable period of time. Any material changes to this policy will be communicated to employees as soon as available.

Policy:

As the COVID-19 vaccine becomes available, Navajo Technical University will require employees to (a) confirm it was received; or (b) obtain an approved exemption as an accommodation. The process for seeking an accommodation is explained below. To confirm an employee has received a vaccination, employees must present written evidence of immunization from an authorized healthcare provider or pharmacy and provide a copy to NTU Human Resources. NTU regards all such information as confidential.

Requests for Exemptions as Accommodations:

To assist any employee who is disabled, pregnant, a nursing mother, has a qualifying medical condition that contraindicates the vaccination, or objects to being vaccinated on the basis of a sincerely held religious belief or practice, NTU Human Resources will engage in a process to determine if a reasonable accommodation can be provided that does not create an undue hardship on NTU and/or does not pose a direct threat to the health or safety of others in the workplace and/or to the employee. Once NTU Human Resources is aware of the need for an accommodation, NTU will engage in an interactive process to identify possible accommodations.