

Practitioner and Advanced Practice Provider Vaccination Policy

Definitions

- The definitions set forth in the applicable Medical Staff Bylaws or Advanced Practice Provider (APP) Policy shall apply to this policy unless otherwise provided herein.

For purposes of this policy, the term:

- **Hospital** means:
 - Bethesda Hospital, Inc. (d/b/a Bethesda Hospital)
 - The Good Samaritan Hospital of Cincinnati, Ohio (d/b/a Good Samaritan Hospital)
 - McCullough-Hyde Memorial Hospital
 - A reference to "Hospital" includes the Hospital's provider-based locations.
- **Influenza vaccination** means: The annual vaccine to protect against the highly variable influenza virus which vaccine may be administered by injection or nasal spray.

POLICY/PROCEDURE

Practitioners with Medical Staff appointment and/or Privileges and APPs with Privileges at the Hospital(s) are required to:

- **Flu Vaccine:** Obtain an influenza vaccination annually prior to the beginning of the defined influenza season as determined by the Hospitals (Flu Deadline) unless an influenza vaccination exemption is otherwise requested and granted. Such Practitioners and APPs must provide proof of receipt of an influenza vaccination or an approved vaccination exemption to Medical Staff Services (to the attention of the Credentials Committee) by the Flu Deadline.

Request for Vaccination Exemption

Practitioners and APPs requesting exemption from vaccination due to medical contraindications must provide documentation from their healthcare provider. Practitioners and APPs requesting exemption from vaccination due to sincerely held religious beliefs must provide documentation regarding the religious belief and basis for the request.

Requests for vaccination exemption from Practitioners and APPs will be reviewed, considered, and acted upon in accordance with the waiver process set forth in the applicable section of the Medical Staff governing documents; provided, however, that the Medical Staff may request assistance from applicable Hospital resources (e.g., the Medical Exemption Review Committee and the Religious Exemption Review Committee) when determining whether an exemption should be granted.

Exemption Conditions

Providers with an approved influenza vaccination exemption are required to comply with any exemption conditions established by the Hospital/Medical Staff when exercising Privileges on-site at the Hospital.

Failure/Refusal to Comply with Vaccination Policy

Practitioners and APPs who decline the influenza vaccination without an approved vaccination exemption, or who have received an exemption but refuse to follow the exemption conditions, may take a leave of absence pursuant to the applicable procedure set forth in the Medical Staff Bylaws or APP Policy for the duration of the defined influenza season.

Failure to provide documentation of required immunizations (or an approved exemption therefrom); failure to comply with vaccination exemption conditions; or failure to otherwise take a leave of absence (when applicable) in accordance with the requirements set forth in this policy will result in automatic suspension of Medical Staff appointment (for Practitioners) and Privileges (for Practitioners and APPs).

In the event that documentation of required immunizations (or an approved exemption therefrom) is not provided, or such other identified deficiency is not corrected within thirty (30) days following the date of such automatic suspension, Medical Staff appointment (for Practitioners) and Privileges (for Practitioners and APPs) shall automatically terminate as of the thirty-first (31st) day.