

80.40.002 GRADUATE STUDENT HEALTH SCREENING POLICY

Graduate Student Health Screening Policy**PURPOSE**

All students in the St. Jude Children's Research Hospital Graduate School of Biomedical Sciences ("Graduate School") whose program requires on-campus presence or are considered full-time must fulfill health screening requirements to maintain the overall wellbeing of the St Jude community. This policy outlines the scope of those health screening requirements. This policy is in addition to the St Jude Children's Research Hospital Policy Employment Health Screening and Mandatory COVID vaccination requirement for Employees and for Students Enrolled in the St. Jude Graduate School of Biomedical Sciences which for campus health and safety purposes applies to students in the St. Jude Children's Research Hospital Graduate School of Biomedical Sciences.

SCOPE

The policy applies to all students whose program requires an on-campus presence or are considered full-time.

Students who will be physically present on the St. Jude campus or are considered full-time must have documentation of vaccination to measles, mumps, rubella, and varicella. If proof of prior vaccination cannot be established at time of orientation, blood titers will be performed to test immunity. Those physically present on the St. Jude campus must participate in St. Jude's Mandatory COVID-19 Vaccination Program (full vaccination against SARS-CoV-2 is a condition of enrollment/program continuation, unless a medical or religious accommodation request is approved). Students who will work with highly pathogenic influenza viruses must receive the annual influenza vaccine unless a medical or religious accommodation is approved. All other students physically present on the St. Jude campus must receive the annual influenza vaccine or sign a declination form.

Students may also be required to comply with St. Jude health and safety protocols designed in accordance with local and federal requirements or guidelines. These protocols may include daily SARS-CoV-2 or other pathogen symptom screening, masking and/or physical distancing as applicable.

The St. Jude Children's Research Hospital Graduate School, through its own staff or through designees, may engage in an interactive process with students who have a qualifying medical condition or who object to a health requirement based on sincerely held religious beliefs, to determine if a reasonable accommodation can be provided. This process will require a determination of whether an accommodation would create an undue hardship for the St. Jude Children's Research Hospital Graduate School and/or would pose a direct threat to the health or safety of others on campus.

STAKEHOLDERS AFFECTED BY THIS POLICY

Stakeholders affected by this policy include all Graduate School students whose program requires on-campus presence or are considered full-time.

POLICY

1.1 All newly admitted students, as part of the onboarding process, are required to complete an online health screening. In addition, newly admitted students whose program requires an on-campus presence or are

80.40.002 GRADUATE STUDENT HEALTH SCREENING POLICY

considered full-time are required to meet with an occupational health nurse no later than the first day of employment.

1.2 Due to the immunocompromised state of St. Jude patients, immunization compliance is of utmost importance. All students whose program requires an on-campus presence or are considered full-time must complete all components of the health screening process, to include vaccination(s); blood analysis Mycobacterium Tuberculosis (BAMT) and laboratory test(s) within ten (10) working days of orientation and/or notification from Occupational Health, or complete St. Jude's declination form.

1.3 Participation in St. Jude's Mandatory COVID-19 Vaccination Program is a condition of admittance/program continuation for students whose program requires an on-campus presence or are considered full-time, in accordance with St. Jude Policy Mandatory COVID Vaccine for Employees and for Students Enrolled in the St. Jude Graduate School for Biomedical Sciences. Noncompliance with this policy may result in rescission of an offer.

1.4 All student medical records are confidential and only shared on a business need-to-know basis. Student medical records are maintained separately from other student files in accordance with state and federal law.

PROCEDURE

2.1 All newly admitted students are required to complete the pre-employment online onboarding process, which includes completion of a form regarding a personal medical history prior to the first day of orientation.

2.2 All newly admitted students whose program requires an on-campus presence or are considered full-time are required to meet with an occupational health nurse during orientation or their first day on campus to ensure completion of the health screening process.

2.3 All newly admitted students should upload any medical records showing proof of required vaccination or immunization into the online onboarding portal or bring the documentation with them to their appointment with an occupational health nurse.

2.4 The student health screening will include a personal medical history and may require screening tests (laboratory tests, BAMT test, immunizations) as applicable to the job responsibilities.

2.5 Students whose work and projects will place them at risk of occupational exposure to hepatitis B virus will be required to receive hepatitis B vaccine or show proof of previous vaccination as a condition of admittance unless medical or religious accommodation is requested, in which case the student shall be referred to the ADA/Section 504 Coordinator. The ADA/Section 504 Coordinator may request or offer for the student to begin the interactive accommodation process by completion of the Accommodation Request form, the Medical Accommodation Request form, and other forms as appropriate. All newly admitted students shall be required to complete the state-mandated hepatitis B waiver form, which shall indicate that the student has been provided detailed information concerning the risk factors for hepatitis B infection, the availability and effectiveness of vaccine for persons who are at-risk of the disease; that the student has received and reviewed the information, and has chosen to be vaccinated or not to be vaccinated.

80.40.002 GRADUATE STUDENT HEALTH SCREENING POLICY

2.6 All newly admitted students whose program requires an on-campus presence or are considered full-time must have immunity to measles, mumps, rubella, varicella and must participate in St. Jude's Mandatory COVID-19 Vaccination Program. Students receiving offers on or after June 1, 2021, and existing students after September 9, 2021 must also be fully vaccinated against SARS-CoV-2. Students without positive immunity to measles, mumps, rubella, varicella or without proof of vaccination against SARS-CoV-2 will be required to receive vaccination(s) as a condition of acceptance/continuation in the program unless medical or religious accommodations are requested, in which case the student shall be referred to the ADA/Section 504 Coordinator. The ADA/Section 504 Coordinator may request or offer for the student to begin the interactive accommodation process by completion of the Accommodation Request form, the Medical Accommodation Request form, and other forms as appropriate.

2.7 Participation in the annual influenza program is required for all students as outlined below.

- All students who work with highly pathogenic influenza viruses (HPI) and any student with direct patient contact must receive the annual influenza vaccine unless a medical or religious accommodation is provided, in which case the student shall be referred to the ADA/Section 504 Coordinator.
- All other students (non-HPI and non-direct patient contact) must receive the annual influenza vaccine or sign a declination form.
- Students who report certain infectious illnesses and/or health needs may require additional screening if determined to constitute a "direct threat" to the St. Jude campus or anyone on the St. Jude campus and will be referred to the ADA/Section 504 Coordinator. The screening process will be considered on a case-by-case basis under the Graduate School's Accommodation Policy.

2.8 If a potentially infected student may pose a direct threat to the health of others, screening or testing requirements including, but not limited to, temperature screens or nasal swab testing for an infectious disease may be required as students enter the St. Jude campus. Under such circumstances, St. Jude may also inquire as to whether students are experiencing symptoms of the infectious illness before permitting them to enter the St. Jude campus. Such "direct threat" circumstances typically arise during a pandemic or other situation in which public health authorities have acknowledged significant community spread.

2.9 Students may be required to have a fitness for duty assessment completed by medical personnel of St. Jude's choosing if deemed appropriate. See the Graduate School's Accommodation Policy.

DEFINITIONS

N/A

REFERENCE DOCUMENTS

- Accommodation Policy

FORMS AND OTHER DOCUMENTS

- St. Jude Declination Form

80.40.002 GRADUATE STUDENT HEALTH SCREENING POLICY

- Accommodation Request Form
- Medical Accommodation Request Form

POLICY DETAILS

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| Policy Number | 80.40.002 |
| Policy Category | Student Policy |
| Policy Sponsor | Stacey Schultz-Cherry |
| Approval Authority | Dean of the Graduate School |
| Policy Effective Date: | July 1, 2023 |
| Policy Owner (Contact Info) | Stacey Schultz-Cherry (stacey.schultz-cherry@stjude.org) |
| Policy Alternate | Stacey Schultz-Cherry |
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REVISION HISTORY

V1.0 – May 23, 2023

V2.0 – August 19, 2024

APPROVALS

Dean of the Graduate School – Approved on May 23, 2023

Dean of the Graduate School – Approved on August 19, 2024