

September 21, 2021

22-040

PCC COVID VACCINE MANDATE

PREPARED BY: Cabinet Leadership
Mark Mitsui, President

SUBMITTED BY: Mark Mitsui, President

MANDATE: This resolution is in response to the PCC Board of Directors vote to develop a vaccine mandate proposal for consideration.

This proposed mandate approaches a COVID vaccine mandate as part of a holistic response to COVID prevention. Governor Brown and the Oregon Health Authority have adopted rule 333-019-1025 mandating universal mask use in public indoor settings throughout the State of Oregon with an indeterminate timeline. In addition, Oregon OSHA has adopted rules that include other protective provisions such as infection control, cleaning, notification of exposure, and ventilation. PCC has adopted these rules institutionally and are actively enforcing them.

Key findings from student survey and other data sources:

- The data provided by the survey has produced additional information on the impact of a mandate for the PCC student population
- 76.1% of survey respondents indicated that they are already vaccinated (3620/4756).
- Per the most recent student survey, a vaccine mandate is likely to increase the PCC student vaccination rate by 1.7%.
- 13.2% of survey respondents indicated that a vaccine mandate would make them less likely to become vaccinated.
- 6.2% of respondents indicated they would pursue exceptions.
- In terms of a high-level equity analysis, racial disparities in vaccination rates may be higher than previously thought. The relatively high overall vaccination rate of 76.1% appears to be largely driven by the high vaccination rate of White

students (2226/2626 or 84.8-%). By comparison, Black/African American respondents indicated a vaccination rate of 40.5-% (119/294) and Latino/a/x respondents indicated a vaccination rate of 63.5% (582/916).

- There were also variations by race regarding the potential impact of a vaccine mandate on a student's likelihood of becoming vaccinated. For example, 40% of Native Hawaiian/Pacific Islander respondents indicated that a mandate would make them less likely to become vaccinated. In contrast, 5.8% of white respondents indicated that a mandate would make them less likely to become vaccinated. All categories of students of color reported a higher than 5.8% response rate regarding increased reluctance to vaccination due to a mandate.
- Another difference by race was the lower likelihood of unvaccinated students of color to enroll in in-person courses, if a mandate is implemented. For example, 35.3% of Native American/American Indian/Alaska Native respondents would be less likely to enroll in in-person classes compared to 5.4% of white students.
- The PCC Board authorizes the vaccine mandate and in keeping with BP 213 and BP 2410, delegates the authority to implement the mandate to the PCC President and staff.
- Health and safety protocols that promote prevention and mitigation of disease will meet or exceed Oregon Health Authority and Oregon OSHA rules, including, but not be limited to, face covering, physical distancing, frequent hand washing, cleaning, sanitizing, air handling, and ventilation along with daily symptom self-checks for students coming to campus.

Vaccine Mandate Proposal

1. The PCC Board of Directors delegates to the president and college administration the authority to define the populations this mandate applies to students, employees, visitors, etc.
2. Unless superseded by external mandates, included but not limited to federal rules or a Governor's Executive Order, the mandate will apply to students attending courses that meet in person for any portion of the class on college property and any students coming to campus for in-person support services or to participate in activities. This will allow

continued vaccination education and outreach to unvaccinated students taking remote and online courses, who do not intend to come to campus.

3. The mandate will apply to employees who teach or provide services at any college property, subject to bargaining with the Federations. Unless superseded by external mandates, including but not limited to federal rules or a Governor's Executive Order, an employee vaccine mandate should allow for a deferral of a vaccine requirement for employees that are not working on campus.
4. PCC Administration, unless superseded by external mandates, will be delegated the authority to develop an appropriate definition of "College property".
5. In order to have timely communication with students, and to avoid potential "breach of contract" claims associated with a vaccine mandate enacted after registration begins, PCC should notify students of the vaccination requirement at the beginning of, or prior to, any registration period.
6. Culturally specific outreach and education efforts and vaccine clinics conducted at PCC sites will continue.
7. Upon implementation, in order to perform an equity analysis of this policy decision, disaggregated data on vaccination rates and disenrollment of students due to lack of vaccination will be assessed and reported to the board. A similar equity analysis will be conducted for employees.
8. PCC will individually review medical and religious exceptions requests to confirm they are fully completed and all supporting documentation is included, unless external mandates dictate otherwise.