



## Mandatory Vaccination Policy for All Volunteers

Victory Programs implemented a mandatory vaccination policy effective November 1, 2021 requiring COVID vaccination(s) for all employees. Effective December 15, 2021, this policy expands to include volunteers throughout the agency as well. In accordance with Victory Programs' duty to provide and maintain safe and accessible spaces, these policies were adopted to safeguard the health of our tenants, clients, members and visitors, employees, volunteers and the community at large from infectious diseases that may be reduced by vaccinations. In making this decision, the Executive Leadership Team reviewed recommendations from the Centers for Disease Control and Prevention, the Massachusetts' Department of Public Health and the Boston Public Health Commission.

All current volunteers must submit proof of their vaccination status to Nicholas Oviedo-Torres ([ntorres@vpi.org](mailto:ntorres@vpi.org)) no later than December 15, 2021. This proof can be emailed, sent by mail, faxed or dropped off. It will be held in a secure, confidential location. As a reminder, do not send the original. Send a copy. Additionally, if you are not comfortable sharing the actual card, you can arrange to show the card to Nick either in person or by Zoom who will note your compliance with the policy.

All potential volunteers will need to submit proof of their vaccinated status during their initial onboarding process.

Individuals interested in an exemption from this mandate may submit a letter detailing their request directly to Human Resources for consideration. That information can be emailed to [HRAdmin@vpi.org](mailto:HRAdmin@vpi.org).

Failure to submit proof of vaccination status or the necessary information for an exemption will limit if not end volunteer opportunities for impacted individuals.