

IMMUNIZATION/VACCINATION POLICY

All employees that work with either animal or human studies at the North Carolina Research Campus (NCRC) are required to obtain state-required immunization(s) dependent upon job responsibilities/laboratory exposure. To reduce potential risk, employers are required to establish a medical surveillance program which documents immunity for some diseases and providing safety training on methods to prevent exposure and disease. These programs are to be provided at no cost to the employee in accordance with OSHA.

Each employee will communicate with the respective university main campus Occupational Health Clinic to obtain the medical services component/determination of required immunizations (medical surveillance program). Each university main campus EHS Department is responsible for general safety training (online and/or in-person) for vaccines/immunizations.

The following vaccine/immunization guidelines will be used to promote NCRC employee health and minimize the potential for transmission of communicable diseases within the community:

VACCINE	REQUIREMENTS
Hepatitis B	3-dose series (time 0-, 1-, 6- months) OR Anti-HBS titer ≥ 10 mIU/ml OR Declination of vaccine
Tetanus, Diphtheria, pertussis (Tdap)	One dose of Tdap within the past 10 years. Booster Td/Tdap every 10 years.
Tuberculosis (Tb)	Quantiferon Gold test every 2 years OR Tb attestation (if you have received the Quantiferon Gold test within 2 years)

NCRC REQUIREMENTS

Animal Studies

Participation in pre-placement medical surveillance is required for NCRC personnel who have direct contact with research animals or may have indirect contact through job classification.

The surveillance program is established through DHMRI and/or respective university main campus' Occupational Health Clinics.

Medical surveillance enrollment and monitoring are required for employees who fall into the following categories:

- Have direct contact with research animal or some animal tissue.
- Enter Vivarium or animal housing rooms.
- Work with or enter areas with non-human primates, pregnant non-rodent mammals, wild birds, or wild mammals.

Responsibilities

PIs/supervisors are responsible for ensuring that faculty, employees, and students working in research space(s) with animal contact participate in the DHMRI and/or respective university main campus medical surveillance program. Immunizations and medical exams are specific to work/research activities and species contact.

Human Studies

If working on a human study, you may choose to get the Hepatitis B vaccine or fill out a declination form. You also are required to have an up-to-date tetanus vaccine and Quantiferon Gold (Tb) test every two years. If the employee has received the Quantiferon Gold test within two years of employment, the employee must fill out a Tb attestation form and provide to NCRC EHS.

In accordance with OSHA "Occupational Exposure to Bloodborne Pathogens" (29 CFR Part 1910.1030), all employees with potential exposures to blood or human body fluids are to be offered the Hepatitis B vaccine. The Hepatitis B vaccine is a series of three shots (initial; 2nd - one month later; 3rd - 6 months later). If an employee declines the vaccination, the employee must fill out a declination form and submit to NCRC EHS. If an employee has already received the Hepatitis B vaccination, the employee must provide the vaccine record to NCRC EHS.

For UNC employees only:

Annual Tb symptom review is recommended but not required for university employees who are classified as working in a clinical environment:

<https://policies.unc.edu/TDClient/2833/Portal/KB/ArticleDet?ID=132568>

For more detailed information, please review the Immunization and Tb Surveillance Requirements for Health Care Personnel: <https://ehs.unc.edu/ueohc/requirements/>.

NCRC Vaccination/Immunization Form/Process

Once all vaccination and/or immunization requirements are determined, complete the following steps through TIGRIS to obtain EHS approval and Cabarrus Health Alliance (CHA) voucher. The employee will schedule required vaccination/immunization appointment through CHA; take voucher to the CHA appointment; and CHA will submit to the final invoice to NRI UNC billing:

- Employee completes respective main campus Health Questionnaire to determine required immunizations and/or vaccines.
- UNC employee accesses the NCRC Immunization/Vaccination online form (Tigris.uncnri.org, Vaccination Request Form) and completes the required information. All other employees will contact NCRC EHS who will access TIGRIS and enter request information.
- Form is sent electronically to NCRC EHS for approval/signature.
- Employee contacts CHA to obtain vaccine and/or immunization appointment and **immediately relays the information to NCRC EHS.**
- Upon appointment completion, employee provides a copy of the vaccination/immunization record to the NCRC EHS Director **ONLY**. **Note: PI and/or supervisor is not allowed to view the record due to confidentiality laws and Health Insurance Portability Act (HIPPA) requirements.**
- **Please do not send the immunization or vaccine record via email due to HIPPA requirements.**