



**Southeastern Pennsylvania Synod**  
Evangelical Lutheran Church in America

FROM THE OFFICE OF THE BISHOP

## **COVID Policy for Synod Staff**

The SEPA Synod has implemented a mandatory vaccination policy effective October 1, 2021, requiring Covid-19 vaccination(s) for all employees. In accordance with the goal to provide and maintain a safe workplace, we are adopting this policy to safeguard the health of our employees and their families, visitors, and the community at large.

All employees must prove that they are fully vaccinated. Individuals seeking an exemption from this requirement for medical or religious reasons should complete a Covid-19 Accommodation Request Form immediately.

For those employees who are only partially vaccinated, along with those with recognized medical or religious exemptions, additional protocols will require weekly Covid-19 testing, mandatory masking indoors (over your mouth and your nose) and physical distancing indoors.

Quarantine requirements (for when you might have been exposed to the virus) and Isolation requirements (for when you have been infected with the virus) will follow the most current CDC guidelines.

An additional protocol applies for anyone entering a United Lutheran Seminary building. All persons, regardless of their vaccination status, entering a United Lutheran Seminary building must wear a mask (over your mouth and nose) except if someone is in their office with the doors closed or if someone is in a small group meeting with doors closed and everyone in that meeting can prove that they are vaccinated.

Should additional applicable requirements be implemented by state or local government, those additional requirements must also be followed. Should the United Lutheran Seminary change their masking policy, that information will be provided, but the protocols for SEPA Synod, set forth in paragraph three, will remain in force until further notice for all SEPA Synod employees.

God's work. Our hands.

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