NYC DOE Vaccination Mandate
Frequently Asked Questions

Contents

Overview.......................................................................................................................... 2
Reasonable Accommodations................................................................. 2
Proof of Vaccination ......................................................................................... 3
Am I Covered by this Order? ................................................................. 3
Overview

**What does this Order do?**
With very limited exceptions, it requires all individuals working in DOE schools and buildings to be vaccinated against COVID-19.

**Who is covered?**
- All DOE staff, including volunteers, interns, and student teachers
- City employees who work in-person in a DOE school or DOE building
- DOE/City contractors who work in-person in a DOE school or DOE building
- Staff and contractors of any charter school, UPK3, and UPK4 located in a DOE building who work in-person

**What do I have to show?**
By September 27, you must provide proof (see section on Proof of Vaccination) that:
- You are fully vaccinated; or
- You have received the first dose of a vaccine.
  - If it is a one-dose vaccine, nothing further is required.
  - If it is a two-dose vaccine, you must also provide proof that you have received your 2nd dose within 45 days of the first dose.

**What does “fully vaccinated” mean?**
Fully vaccinated means that two weeks have passed since the final dose in your vaccine series. If you received a one-dose vaccine (like Johnson&Johnson), this means two weeks after you received your vaccine. If you received a two-dose vaccine (like Pfizer or Moderna), this means two weeks after the second dose.

**Which vaccines are authorized?**
Any vaccine that has either been authorized by the Food and Drug Administration (FDA) under Emergency Use Authorization (EUA) or has received full approval from the FDA (currently, Johnson&Johnson, Pfizer, and Moderna vaccines) or any vaccine that has been authorized by the World Health Organization (WHO)*.

Reasonable Accommodations

**What if I cannot be vaccinated for medical/religious reasons?**
You may ask your employer for a reasonable accommodation process. The City Commission on Human Rights has posted guidance about this process.

---

Proof of Vaccination

I am a DOE employee. How do I prove I have been vaccinated?
You must upload your proof of vaccination through the DOE Vaccination Portal. Acceptable forms of proof include a photo of your vaccination card, NYS Excelsior Pass, or another official record of your vaccination.

I am not a DOE employee. How do I prove I have been vaccinated?
You should speak with your employer about what is acceptable proof.

I was vaccinated abroad. What do I do?
As long as you received a full course of a vaccine authorized by the FDA or WHO more than two weeks ago, you are fully vaccinated. You should provide your employer with the official records of your vaccination.

Am I Covered by this Order?

I am a DOE teacher. Must I be vaccinated?
Yes.

I am not a teacher but am a DOE employee. Must I be vaccinated?
Yes.

I am a City employee who works in a DOE school or DOE building. Must I be vaccinated?
Yes.

I am a school nurse in a DOE school. Must I be vaccinated?
Yes.

I am a teacher providing home instruction to DOE students. Must I be vaccinated?
Yes.

I am a school safety agent in a DOE school. Must I be vaccinated?
Yes.

I work at a DOE school not located in a DOE building. Must I be vaccinated?
Yes.

I work at a charter school located in a DOE building. Must I be vaccinated?
Yes. Staff of charter schools located in a DOE building (“co-located” schools) are covered by this Order.
I work at a charter school not located in a DOE building. Must I be vaccinated?
Not under this Order. Your employer may have additional policies related to vaccination.

I work in a UPK program located in a DOE building. Must I be vaccinated?
Yes. Staff of UPK programs located in a DOE building are covered by this Order.

I work in a UPK program NOT located in a DOE building. Must I be vaccinated?
Not under this Order. Your employer may have additional policies related to vaccination.

I work at a DYCD afterschool program in a DOE school. Must I be vaccinated?
Yes.

I am a DOE student. Must I be vaccinated?
No, this Order does not apply to students.

I am a school bus driver. Must I be vaccinated?
No, this Order does not apply to you.

I am making a delivery/picking something up at a school. Must I be vaccinated?
No, this Order does not apply to you.

I am making a repair at a DOE school. Must I be vaccinated?
Depends on when you are making the repair. If you work in a school during regular school hours, you must be vaccinated. If you are making the repair at a time when students are not present, such as nights, weekends, or school holidays, you do not need to be vaccinated.