

## Suggested responses for questions about team members' COVID-19 vaccination status

Scenario	Suggested response
<i>If you choose not to disclose your personal vaccination status</i>	<ul style="list-style-type: none"> <li>• I prefer to keep my personal health private at work, but your safety is important to me and everyone at Duke Health.</li> <li>• Duke Health requires vaccination against COVID-19, or an approved medical or religious exemption or deferral due to pregnancy, as a condition of employment.</li> </ul>
<i>If you choose to disclose your personal vaccination status</i>	<p><i>If you are vaccinated</i></p> <ul style="list-style-type: none"> <li>• I have been vaccinated against COVID-19.</li> </ul> <p><i>If you are not vaccinated and plan to get vaccinated in the near future (e.g., a new employee who is within the grace period or an employee who is pregnant and deferring vaccination until after delivery)</i></p> <ul style="list-style-type: none"> <li>• I have not been vaccinated against COVID-19, but I plan to do so soon. In the meantime, I am following guidelines from the Centers for Disease Control and Prevention and our infectious disease experts to help keep people safe.</li> </ul> <p><i>If you are not vaccinated and have been granted a medical/religious exemption</i></p> <ul style="list-style-type: none"> <li>• I have not been vaccinated against COVID-19; however, I am following other guidelines from the Centers for Disease Control and Prevention and our infectious disease experts to keep people safe.</li> </ul>
<i>If you are asked about another person's vaccination status</i>	<ul style="list-style-type: none"> <li>• Getting vaccinated is a personal decision about one's health, and I am not able to disclose another person's vaccination status.</li> <li>• We are required by law to protect health information and keep it private. That requirement covers our patients and our team members.</li> <li>• Duke Health requires vaccination against COVID-19, or an approved medical or religious exemption or deferral due to pregnancy, as a condition of employment.</li> <li>• Regardless of vaccination, everyone at Duke Health follows guidelines from the Centers for Disease Control and Prevention and our infectious disease experts to help keep people safe.</li> </ul>
<i>If you are asked about how Duke Health keeps our patients and team members safe</i>	<ul style="list-style-type: none"> <li>• Your safety is our top priority. Duke Health follows guidelines from the Centers for Disease Control and Prevention and recommendations from our infectious disease experts to help keep our patients, visitors, and team members safe.</li> <li>• Being safe means wearing a mask and, when necessary, other personal protective equipment; maintaining physical distance as much as possible; washing our hands often; and getting vaccinated against COVID-19.</li> <li>• These public health precautions have been in place for many months and have been proven to help prevent the spread of illness.</li> <li>• Duke Health requires vaccination against COVID-19, or an approved medical or religious exemption or deferral due to pregnancy, as a condition of employment.</li> </ul>