

Guidance for Clinical Caregivers and Other Hospital Staff Who Are Asked by Patients About Their Vaccination Status

Below are questions you might be asked by patients about your vaccination status and some suggested responses based on guidance from the Ohio Hospital Association and in accordance with all applicable laws. While we ask that our employees respond to these types of questions respectfully and honestly, in line with Kettering Health's mission, vision, and values, you are not required to disclose medical, religious or other private information during any exchange with a patient.

Have you been vaccinated for COVID-19?

Suggested responses include "Yes, I am vaccinated," or "No, I am not vaccinated."

Note: You are not required to respond to any questions asking *why* you are not vaccinated, including any questions that might require you to disclose information about your medical history, current medical condition(s) or religious beliefs.

Are you going to get vaccinated?

Suggested responses include "Yes, I plan to in the future," "No, I am not," or "I am still considering whether to get vaccinated."

Doesn't Kettering Health require you—as a healthcare worker—to get vaccinated?

Suggested response: "At this time, Kettering Health has not mandated me, as a Kettering Health employee, to get the COVID-19 vaccine."

Why hasn't Kettering Health required you to get the COVID-19 vaccine?

Suggested response: "I can't answer that question on behalf of Kettering Health."

Do you think the vaccine is safe/unsafe?

Suggested response: "I don't think it's appropriate for me to provide you with my personal opinions. You should talk with your personal healthcare provider about whether the vaccine is safe for you if you have not already been vaccinated."

Is it still safe for you to provide care to me if you have not been vaccinated for COVID-19?

Suggested response: "Yes. Both I and Kettering Health are taking the recommended COVID-19 precautions as we have been throughout the pandemic. These precautions include wearing a mask, screening ourselves for COVID-19 symptoms before coming to work each day, not coming to work if we feel sick, frequent hand-washing, and social distancing where appropriate."

What should I do if I want only employees vaccinated for COVID-19 caring for me at Kettering Health?

Suggested response: "I can ask my leader to speak with you if that's a request you would like Kettering Health to consider."

Suggested response for leader: "All employees, regardless of vaccination status, are taking the recommended COVID-19 precautions as we have been throughout the pandemic. These precautions include wearing a mask, screening ourselves for COVID-19 symptoms before coming to work each day, not coming to work if we feel sick, and frequent hand-washing to keep you safe."