
 Florida Institute of Technology Personnel Policies & Procedures	Measles Policy		
	Applicability Employee Classes: All Employees & Students	Effective: 09/20/90	Approved:  Lynn E. Weaver, President

PURPOSE

Students at the Florida Institute of Technology are required to provide appropriate documentation of measles (rubeola) immunity. In order to protect the entire university, it is necessary to implement a similar policy for all employees.

APPLICABILITY

This policy applies to all employees (hourly, salaried, faculty, research professional, etc.) and all employee statuses (regular full-time, regular part-time, part-time, and temporary).

EFFECTIVE DATE

This policy is effective September 20, 1990. All existing employees must be in compliance with this policy within 30 days of the effective date. All new employees must be in compliance before their first day of work.

REQUIREMENTS

All employees born after December 31, 1956 must present documented proof of immunity to measles (rubeola). Acceptable proof of immunity will include:

1. Documentation of two immunizations with live measles (rubeola) virus vaccine on or after the first birthday. The two immunizations must be given at least 30 days apart. Persons born before January 1, 1957 may be considered to have had natural infection and therefore are not required to prove immunity, however, they must provide proof of their date of birth; or
2. Laboratory (serologic) evidence of measles (rubeola) immunity; or
3. Documentation of having been infected with the measles (rubeola) disease.

DOCUMENTATION

Written proof of immunizations must be provided. The documented date of immunization should include the day, month, and year. Only month and year will be required if the month and year document that the first immunization was given was at least 13 months after the month of birth.

Physician certificates of immunization or of prior infection with the disease must be on the physician's letterhead or official document and must be signed by a doctor of medicine or a doctor of osteopathy or a licensed nurse or licensed physician's assistant employed by the certifying physician.

Laboratory (serologic) evidence of measles (rubeola) immunity must be provided on the laboratory's letterhead or official document and must be signed by a doctor of medicine or a doctor of osteopathy or a licensed nurse, or a licensed physician's assistant employed by the certifying laboratory.

EXEMPTIONS

The provisions of this policy shall not apply:

1. If an employee provided, in writing, a statement that the administration of immunizing agents conflicts with their religious tenets or practices; or
2. If a physician licensed to practice medicine in the State of Florida certifies, in writing, that the employee should be exempt from the required immunization for medical reasons. The medical reasons must be stated in writing and based upon valid clinical reasoning or evidence demonstrating the need for an exemption at that time.
3. If, due to the nature of the medical exemption, the reason for the exemption no longer exists, the employee must comply with the policy within thirty days. The physician's statement should indicate when the employee would no longer be exempted from immunization due to the medical reason.

Any medical exemption will be reviewed by the University physician.

MEDICAL EMERGENCY

Those who have received an exemption as detailed above will be excluded from employment and from the entire campus during a measles emergency as declared by the Health Office of the Florida Department of Health and Rehabilitative Services.

Employees so exempted from employment may use their available vacation leave or leave without pay. Sick leave or leave from the sick leave pool may be authorized for such absences only if the absence is due to a medical exemption.

RESPONSIBILITY

Any and all costs associated with obtaining immunization(s) or appropriate documentation are the responsibility of the employee or applicant and are not the responsibility of the Florida Institute of Technology.