

NPS Human Resources Office
October 5, 2021

On 9 Sept. 2021, the President of the United States issued Executive Order 14043, "Requiring Coronavirus Disease 2019 Vaccination for Federal Employees." Subsequently, the Secretary of Defense signed the "Mandatory Coronavirus Disease 2019 Vaccination of DoD Civilian Employees" of 1 Oct. 2021.

Together, these documents strive to ensure the health of our workforce and the readiness of the Department of Defense by mandating that all DoD civilian employees be fully vaccinated by 22 Nov. 2021, subject to exemptions as required by law.

Employees are considered fully vaccinated 2 weeks after receiving a single dose of a one-dose COVID-19 vaccine or two weeks after receiving the second of a two-dose vaccine regimen.

New DoD civilian employees must be fully vaccinated by their entry on duty (start) date or 22 Nov. 2021, whichever is later.

To meet the above requirements, individuals must be vaccinated with vaccines that are either fully licensed or authorized for emergency use by the Food and Drug Administration (FDA) (e.g., Comirnaty, Pfizer-BioNTech, Moderna, Johnson & Johnson/Janssen); listed for emergency use on the World Health Organization Emergency Use Listing (e.g., AstraZeneca/Oxford); or approved for use in a clinical trial vaccine for which vaccine efficacy has been independently confirmed (e.g., Novavax). Those with previous COVID-19 infection(s) or previous serology are not considered fully vaccinated on that basis for the purposes of this mandate.

Those who are not currently fully vaccinated must meet the following deadlines, if using vaccines that are fully licensed or authorized for emergency use by the FDA, in order to be fully vaccinated by November 22, 2021:

- October 11: first dose deadline (if receiving the Moderna vaccine)
- October 18: first dose deadline (if receiving the Comirnaty, Pfizer-BioNTech vaccine)
- November 8: second dose deadline (if receiving the Moderna and Comirnaty, PfizerBioNTech vaccines)
- November 8: first (only) dose deadline (if receiving the Johnson & Johnson/Janssen vaccine).

Employees, including those who have already received COVID-19 vaccines, must be prepared to provide a copy of their COVID-19 vaccine record in order to meet forthcoming procedures for DoD COVID-19 vaccination verification.

Employees that believe that they may be eligible for a medical or religious accommodation or exemption to the COVID-19 vaccine mandate should contact Tammy Lowery via Teams.

Employees who refuse to be vaccinated or refuse to provide proof of vaccination are subject to disciplinary measures, up to and including removal or termination from Federal service. The only exception is for individuals who receive a legally required exemption as provided by law.

<http://my.nps.edu/web/hro/>