

Hi Everyone,

You received my email last week regarding newly issued mandatory vaccination regulations that will impact UCP of Greater Cleveland in some way.

We are currently gathering more information about these CMS guidelines and what we must do to comply. We will keep you updated in all that we find out. We do not yet know what this means for UCP of Greater Cleveland. As I stated last week, we are developing our policies based upon what we learn. **Please do not make any drastic decisions about your employment or future with UCP until speaking with me, the Director of your program or the Human Resources Department. I can be reached at (216) 534-9960.**

We believe that getting vaccinated is one of the most important ways to protect yourself against severe illness from COVID-19, including hospitalization and death. We have had many positive cases of COVID-19 and at times had to close our doors to programming. Vaccination continues to be recommended by the CDC, Department of Health, other governing bodies and medical experts, as a critical step toward ending the pandemic.

Please note that you have the right to request a reasonable accommodation for medical reasons under the Americans with Disabilities Act (ADA) or for sincere religious beliefs under Title VII of the Civil Rights Act. Please contact our Director of Human Resources, Bob Taylor, at btaylor@ucpcleveland.org if you wish to learn about these processes. Any accommodation request will be closely reviewed on a case-by-case basis; information shared with us will be reviewed only by Human Resources and relevant members of that department or leadership team.

I thank you again for your support of your fellow team members and the individuals we serve. Again, I can be reached at (216) 534-9960.

As always, my door is open.

Beth