



COVID POLICY NOTICE

To ensure compliance with an applicable preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the federal government will take no action to implement or enforce the COVID-19 vaccination requirement pursuant to Executive Order 14043 on requiring coronavirus disease 2019 vaccination for federal employees.

Therefore, to the extent a federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to E.O. 14043, that requirement does not currently apply. Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.

Updated January 25, 2022

COVID-19 VACCINATION REQUIREMENT

On September 9, 2021, Executive Orders were signed by the President requiring Coronavirus Disease 2019 Vaccination for Federal Employees. All individuals who enter government service after November 22, 2021, need to be fully vaccinated prior to their start date, except in limited circumstances where an employee is entitled to a reasonable accommodation, pursuant to a sincerely held religious belief or medical disability. An individual is considered fully vaccinated two weeks after the second injection in a two-dose series (Pfizer-BioNTech or Moderna), or two weeks after the single injection option (Johnson & Johnson/Janssen). All employees are required to attest to their vaccination status and upload documentation of proof using the FBI's official and secure medical system of record. For more information regarding where to obtain a vaccine at no cost to you, please visit www.vaccines.gov.

Prior to submitting a reasonable accommodation request relating to the COVID-19 vaccine mandate, all applicants pursuing a position with a medical requirement must meet the following: (1) be in possession of a Conditional Appointment Offer (CAO) or Conditional Job Offer (CJO); and (2) be adjudicated favorably on their background investigation; and (3) have been contacted regarding a start date to enter on duty with the FBI. If these criteria are met, an applicant may proceed with submitting a reasonable accommodation request to the OEEOA Reasonable Accommodation Program. Please note that your start date may be delayed pending review of your request for a reasonable accommodation.

For all applicants to positions with a medical requirement, prior to submitting a reasonable accommodation request relating to the COVID-19 vaccine mandate, an



applicant should ensure they meet the following: (1) in possession of a Conditional Appointment Offer (CAO) or Conditional Job Offer (CJO); (2) passed the FBI polygraph; and (3) scheduled for an applicant Fitness for Duty medical clearance exam. If these criteria are met, an applicant may proceed with submitting a reasonable accommodation request to the OEEOA Reasonable Accommodation Program.

If submitting a request for reasonable accommodation relating to the COVID-19 vaccine mandate pursuant to a sincerely held religious belief, requestors should notify the OEEOA RA Program via email and provide responses to the below questions. You do not need to answer every question to be considered for a religious exception; however, you should provide as much information as possible to enable the agency to evaluate your request.

1. Please describe the nature of your objection to the COVID-19 vaccination requirement.
2. Would complying with the COVID-19 vaccination requirement substantially burden your religious exercise? If so, please explain how.
3. How long have you held the religious belief underlying your objection?
4. Please describe whether, as an adult, you have received any vaccines against any other diseases (such as a flu vaccine or a tetanus vaccine) and, if so, what vaccine you most recently received and when, to the best of your recollection.
5. If you do not have a religious objection to the use of all vaccines, please explain why your objection is limited to particular vaccines.
6. If there are any other medicines or products that you do not use because of the religious belief underlying your objection, please identify them.
7. Please provide any additional information that you think may be helpful in reviewing your request.

For all other reasonable accommodation requests based on a sincerely held religious belief, you must provide answers to the following questions:

8. What is your sincerely held religious belief?
9. What are you requesting?
10. How does what you're requesting impact your sincerely held religious belief?

Where there is an objective basis to do so, the agency may ask you for additional information as needed to determine if you are legally entitled to an exception.

If submitting a request for reasonable accommodation relating to the COVID-19 vaccine mandate pursuant to a medical disability, requestors should notify the OEEOA RA Program via email and provide a completed [Request For A Medical Exception To The Covid-19 Vaccination Requirement](#).



- Part 1 - To Be Completed by the Employee
- Employee Signature
- Part 2 - To Be Completed by the Employee's Medical Provider
- Medical Provider Signature

For all other reasonable accommodation requests based on a medical disability, you'll be asked to provide the [medical documentation inquiry form](#) that your medical provider is required to complete:

- Diagnosis
- Prognosis
- Functional limitation(s)
- Recommended accommodation(s)

For more information on the RA process, [visit this PDF](#).

Federal agencies are required to provide personal assistant services (PAS) during working hours to qualified persons with disabilities, who need assistance with performing activities of daily living that an individual would typically perform if he or she did not have a disability, and that is not otherwise required as an accommodation. You may use the FBI's reasonable accommodation process to request PAS.

For more information on PAS, [visit this PDF](#).