



EMORY
UNIVERSITY
SCHOOL OF
MEDICINE

Office of the Dean

October 26, 2009

Dear Staff;

As researchers, educators and clinicians, as well as staff who support them, the purpose and result of our work is aligned with our mission *To Serve Humanity by Improving Health*. An important priority for EMORY HEALTHCARE (EHC), and the University, is to care for the health and safety of our patients and their families. Annual influenza vaccination is one of the ways in which we demonstrate our commitment to keeping our patients, their families and our colleagues safe.

- We are facing extraordinary circumstances with a high likelihood that we will have two simultaneous flu seasons. Novel H1N1 (“swine flu”) is already here. Combined with the “seasonal flu,” these two flu types will have a negative effect, and in some cases, life threatening consequences, on many of our patients and continued operations.
- Vaccination of staff and physicians is the most effective way of protecting our patients and their families from the seasonal influenza virus.
- Therefore, this year, as a reflection of our commitment to safety, seasonal influenza vaccination is mandatory for all EHC staff and EHC credentialed providers, including physicians. Again, this is seasonal flu vaccination, not novel H1N1 (“swine flu”) vaccination.
- To preserve a safe environment and be able to continue optimal operations in what are likely to be very challenging times, all EHC staff and all providers credentialed through EHC, including physicians must be vaccinated – even EHC individuals who do not have direct patient contact must receive the vaccination.

Emory serves as a clinical leader in the development of the novel H1N1 vaccine; similarly, we are charged in leading the way in vaccination of our employees for the seasonal flu virus. The EHC Board had lengthy discussions on the need to now require employee seasonal flu vaccination for all of us – a transition we have been moving toward the last few years. We took this decision very seriously, as we respect and value all our team members and wanted to ensure we explored this option in full. In the end, the Board adopted management’s recommendation that all EHC staff and credentialed providers must receive the seasonal flu vaccination. Likewise, the University President’s Cabinet acknowledged the need to support the EHC vaccination requirement and agreed that all University staff working in patient care areas should follow the EHC policy. This decision is supported by the clinical leadership in the patient care areas, and indeed many staff have already been encouraged to be vaccinated.

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In light of everything I have outlined above, we have decided that it is our **obligation** to put patient safety first by being vaccinated. Exemptions to the vaccination will be granted for those presenting documentation of medical contraindications, documentation of receiving the vaccine elsewhere or attestation of religious exemption.

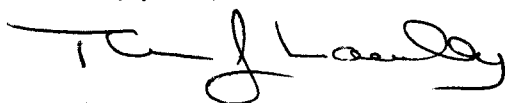
Please note that we are requiring that all EU staff working in EHC patient care locations comply with the EHC flu policy for seasonal influenza vaccine only. This requirement does not include the novel H1N1 ("swine flu") vaccine, but we must do all we can to reduce the seasonal flu risk for our patients as we prepare for the potential impact of novel H1N1.

The absolute deadline for fulfilling your requirement is Thursday, December 31, 2009. Details regarding this year's flu campaign will be communicated by your leaders and via a variety of electronic and print messages. We urge you to take the vaccine early.

In addition to obtaining the flu vaccine, our standard precautions for protecting our patients must be observed, including practicing hand hygiene at all appropriate times, covering your cough and sneeze, and staying home if you are sick.

Thank you in advance for your support of this important initiative and your commitment to creating a safe environment for our patients.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Thomas J. Lawley". The signature is fluid and cursive, with a long horizontal stroke at the beginning.

Thomas J. Lawley, M.D.
Dean

TJL/ljt