



Vaccination Policy

Team Member Information

Policy Name: Vaccinations

Policy Number: HR-710

I. Scope

This policy applies to the Performing Arts Center Authority d/b/a Broward Center for the Performing Arts (PACA) and affiliated venues.

II. Policy Statement

In accordance with PACA's objective to maintain a safe and healthy workplace, PACA adopts this policy to safeguard the health of our employees, patrons and visitors from infectious diseases such as COVID-19, that may be reduced by vaccinations.

This policy is adopted effective November 18, 2021 in accordance with guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable, and in compliance with Florida law as of this date.

In order to be employed by or report to any workplace operated by PACA, employees or volunteers must provide documentation of a negative COVID-19 test (PCR or antigen) result conducted within the 72 hours prior to the scheduled start of the employee's work schedule. At the employee's option, the employee may alternatively provide documentation of full vaccination against COVID-19.

Exemptions from the documentation requirement for a negative COVID-19 test may be requested by:

- (a) an employee or volunteer with a physical or medical condition which prevents the employee or volunteer from receiving testing, provided the employee or volunteer can perform the functions of his or her position without significant difficulty or expense to PACA; or
- (b) an employee with a sincerely-held religious belief, practice or observance which prevents the employee from receiving testing, provided the employee can continue to perform the functions of his or her position without meaningful cost or burden to PACA.

Such individuals may be required to furnish documentation acceptable to PACA establishing the requested exemption and may be required to comply with heightened safety requirements, including continued mask wearing, frequent testing, social distancing, and/or reduced work hours or locations. For guidance as these exemptions, including applicable documentation requirements, please contact Human Resources.