

COVID-19 Policies for Diocesan Staff and Events, Rev. 9/10/22

Policies for Diocesan Employees

Employees who are members of the staff of the Episcopal Diocese of San Diego will be required to be fully vaccinated against the Covid-19 virus and to present proof of vaccination to our Chief Financial Officer, The Rev. Canon Jeff Martinhauk. New employees must provide evidence of vaccination prior to their first day of work. “Fully vaccinated” is defined for this policy by the Centers for Disease Control and Prevention.

If an employee is not able to be vaccinated for medical reasons, they may apply for accommodations under the Federal Americans with Disabilities act or California’s Fair Employment and Housing Act. Church work requires close, interpersonal contact and vaccination is required for many positions in the church. However, in the event of a medical disability the Diocese will begin the interactive accommodation process to determine whether accommodations can be safely granted without causing the Diocese undue hardship and without posing a direct threat to the health and safety of others. If an undue hardship would result from accommodating an unvaccinated employee to protect the safety of others, the terms of employment may be modified, up to and including termination.

No unvaccinated employee shall lead worship, music, or children’s ministries or lead gatherings of congregants, ministries, or diocesan events; including but not limited to Diocesan Convention, in-person formation events, or the Good News Festival.

As a church, we do not intend to offer a religious exemption from the vaccine requirement.

COVID-19 Protocols for Diocesan Events

For diocesan events such as clergy conference, Diocesan Convention, and the Good News Festival, COVID protocols shall be determined by the Bishop based on current public health assessments. The Bishop may, at her discretion, require masking, proof of vaccination, or other measures to prevent the spread of COVID.

Diocesan Outreach events at the Episcopal Church Center (ECC) in Ocean Beach serve vulnerable populations who may not all be vaccinated. For such events, volunteers are required to be vaccinated and ministries will take educational measures to inform participants about the benefits of vaccination as well as the location of vaccination clinics.

Outreach providers using the ECC (such as AA and other twelve step programs, feeding providers, veterinary providers, and others using the ECC campus) are required to have COVID precautions approved by the ECC Facilities Manager prior to on-campus activities and meet minimum CDC standards, understanding that these programs work with vulnerable populations who also may not be vaccinated.