

## **Public Works Vaccination Registration Frequently Asked Questions (FAQs)**

Updated: September 23, 2021

### **1. *Can Public Works require its employees to be vaccinated against COVID-19?***

Yes. The California Department of Fair Employment and Housing and Federal Equal Employment Opportunity Commission have stated an employer may require employees to receive an FDA-approved vaccination against COVID-19 so long as the employer provides reasonable accommodations for employees' medical conditions or sincerely held religious beliefs or practices. The County has issued instructions for requesting an exemption from the vaccination requirement for medical or religious reasons - <https://employee.hr.lacounty.gov/wp-content/uploads/2021/09/EXEMPTION-REASONABLE-ACCOMMODATION-PROCEDURES-Edited-09-22-2021.pdf>

If you decide to submit a request for an exemption from the vaccination mandate, please send it to the following email address:

[vaxexemptionrequest@dpw.lacounty.gov](mailto:vaxexemptionrequest@dpw.lacounty.gov)

### **2. *Does Public Works' request for proof of my COVID-19 vaccination status violate my rights under HIPAA (Health Insurance Portability and Accountability Act of 1996)?***

No. In general, the HIPAA Rules do not apply to employers or employment records. HIPAA only applies to [HIPAA covered entities](#) – health care providers, health plans, and health care clearinghouses – and, to some extent, to their [business associates](#). If an employer asks an employee to provide proof that they have been vaccinated, that is not a HIPAA violation.

### **3. *Is my vaccination status confidential information?***

Yes, and Public Works will restrict the information to persons that have a business reason to know.

### **4. *Should I ask employees on approved leave to register?***

Yes. Unless you have reason to believe that an employee is unable to access the Internet and complete the registration process (for example, an employee with an injury or illness), please ask them to register by the deadline. If they do not register by the deadline, please ensure they do so immediately upon their return.