



The COVID-19 Legal Landscape

September 22, 2022

Summary

The ongoing polarization in American politics has had a detrimental effect on the perception of COVID-19 vaccinations across state lines. As the COVID-19 pandemic continues to linger, many U.S. states have taken distinctly different approaches towards handling and requiring vaccinations for their respective populations. The varying requirements have put the higher education community in a unique position, since colleges and universities may be required to comply with laws or mandates that are directly opposed to their institutional philosophies or that contradict established scientific research validating that vaccinations work in keeping students safer.

Higher education institutions also face more complexities due to the wide variety of differences in colleges and universities. For example, some public universities may be required by state law to comply with the prohibition of vaccine mandates, while other privately funded institutions may have to comply only with certain aspects of a mandate.

Vaccine Mandates

After more than two years of the COVID-19 pandemic, state governments have approached COVID-19 vaccination requirements and masking requirements in different ways. While restrictions and showing proof of vaccinations have become lax, some states are still requiring proof of vaccination against COVID-19 through documentation commonly referred to as vaccine passports. “Vaccine passport” is a term applied to official documentation demonstrating vaccination status.

Although state governments have mostly issued requirements over only the areas in which they have the authority to set mandates, such as state employees and government-funded services, some states have issued unique mandates for the private sector. As previously stated, the higher education field finds itself in a unique position since the mandates may or may not apply to specific colleges and universities. Notably, Florida has distinctly called out colleges and universities in its COVID-19 vaccine mandate prohibition by barring institutions from requiring COVID-19 vaccination certifications as a condition for students to enroll in classes.¹

Another unique situation for higher education institutions regarding COVID-19 vaccination application is employer requirements. Colleges and universities may be required to comply with employer-related mandates for private or public employees. Some states allow employers to set COVID-19 vaccination as a requirement for employment, however, certain exemptions often apply on medical or religious grounds. For example, Iowa has expanded workers’ rights to allow employees the right to claim religious and medical exemptions to circumvent workplace requirements for getting a COVID-19 vaccination.²

¹ Prohibition on public employee COVID-19 vaccination mandates, Fla. Stat. § **112.0441** (2021 rev. 2022) http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0100-0199/0112/Sections/0112.0441.html

²H.F. 902—2021 Session Act relating to COVID-19 vaccination requirements: <https://www.legis.iowa.gov/legislation/BillBook?ga=89&ba=hf902>

Here is an overview of how vaccination mandates are being implemented nationally in the U.S.:

Employment-based COVID-19 vaccination requirements: Based on current trends, 14 states currently allow exemptions for vaccine mandates based on employment. Notably, states such as Florida and Texas require employers to allow exemptions for religious or medical reasons, COVID-19 immunity, regular testing, or PPE usage. Montana is currently the only state in the U.S. that has banned vaccination requirements for private and public employers.

Banning of proof of vaccination requirements: At this time, 24 states in the US have banned proof of vaccination requirements. Many southern states, including Georgia, also prohibit private businesses from enacting vaccine requirements.³

Digital proof of vaccination: Several states have launched digital applications that allow residents to log on their information and provide proof of COVID-19 vaccination. This trend tends to be implemented among Democrat-led states, such as California and Connecticut. So far, only 13 states have instituted policies related to digital proof of vaccination. However, none of these state governments have instituted vaccine mandates.

Requirements for Higher Education

At the moment, only two states have specifically mentioned colleges and universities in their COVID-19 vaccine mandates. These states are Florida and Iowa. However, vaccine mandates and exemption requirements may still be applicable to colleges and universities depending on employee status or private employer requirements. Below is a list of existing COVID-19 vaccine mandates and current practices on a state-by-state basis.

Current Mandates and Practices by State

State	Vaccine Mandate	Current Practices
Alabama	Vaccine mandates are prohibited	No vaccine mandate is in place for private employers. However, employers must provide vaccination exemptions as a condition of employment for any employee who has a religious or medical exemption per state law. ⁴ Furthermore, government agencies are prohibited from issuing vaccine passports or any other standardized documentation for the purpose of certifying the immunization status of an individual. Business entities are prohibited from refusing services to unvaccinated individuals based on Immunization status. ⁵
Alaska	Vaccine mandates are prohibited	State agencies are prohibited from requiring individuals to produce their vaccine history as a requirement for traveling within the state per an executive order issued by Governor Mike Dunleavy (R). This executive order does not prohibit private businesses from requiring their customers to be vaccinated. ⁶

³ EO issued 8/19/21

⁴ S.B. 9 – 2021 Session. *An Act relating to Vaccines*

<http://alisondb.legislature.state.al.us/ALISON/SearchableInstruments/2021SS/PrintFiles/SB9-enr.pdf>

⁵ S.B. No. 267 – 2021 Session. *An Act relating to health*

<https://www.alabamaag.gov/Documents/news/AL%20LEGIS%202021%20493.pdf>

⁶ Administrative Order 321 – 2021. <https://gov.alaska.gov/admin-orders/administrative-order-no-321/>

State	Vaccine Mandate	Current Practices
Arizona	Vaccine mandates are prohibited	State and any city, town, or county are prohibited from establishing a vaccine passport. Private businesses are prohibited from obtaining proof of vaccination from patrons. Further, employers must provide vaccination exemptions for employees. ⁷
Arkansas	Vaccine mandates are prohibited	State entities are prohibited from requiring use of a vaccine passport. The use of a vaccine passport is prohibited for any purpose including as a condition for entry, travel, education, or services per law. ⁸
California	Vaccine mandate set in place for public employees	There is no vaccine mandate or ban for private employers. According to an announcement by Governor Gavin Newsom (D), state employees are required to show proof of COVID-19 vaccination or undergo weekly testing. ⁹ Although, the state does not have a statewide vaccination requirement, the California Department of Public Health and Technology launched the Digital COVID-19 Vaccine Record portal, a website that allows residents to voluntarily upload a digital copy of their vaccination records.
Colorado	Vaccine mandate set in place for public employees	There is no vaccine mandate or ban for private employers. State employees are only required to obtain testing under certain circumstances, for example if they work within congregate facilities ¹⁰ .
Connecticut	Vaccine mandate set in place for public employees	There is no vaccine mandate or ban for private employers. All state employees must be vaccinated per law. Executive orders issued by Governor Ned Lamont (D) originally relating to COVID-19 vaccination protocols and requirements were codified into law establishing that state employees must be vaccinated. ¹¹
Delaware	Vaccine mandate set in place for state employees	There is no vaccine mandate or ban for private employers. There is no statewide proof of vaccine requirement. However, per Governor John Carney (D), state employees are required to provide proof of vaccination or undergo regular testing. ¹²

⁷ S.B. 1824— 2021. *An Act Amending Title 8.* <https://www.azleg.gov/legtext/55leg/1R/bills/SB1824S.pdf>

⁸ S.B. 615—2021. *To Prohibit The Requirement for Vaccine Passports in Arkansas.*

<https://www.arkleg.state.ar.us/Bills/Detail?id=SB615&ddBienniumSession=2021%2F2021R>

⁹ Governor Newsom Announces New Actions to Protect Californians from COVID-19 | California Governor, 2021

<https://www.gov.ca.gov/2021/12/22/governor-newsom-announces-new-actions-to-protect-californians-from-covid-19/>

¹⁰ Governor Polis to Require Regular Testing for all Unvaccinated State Employees | Colorado Governor Jared Polis, 2021

<https://www.colorado.gov/governor/news/5891-governor-polis-require-regular-testing-all-unvaccinated-state-employees>

¹¹ Special Act No 22-1—2021. *An Act Concerning The Extension Of Certain Executive Orders And Department Of Public Health Authority.* <https://www.cga.ct.gov/2022/ACT/SA/PDF/2022SA-00001-R00HB-05047-SA.PDF>

<https://www.cga.ct.gov/2022/ACT/SA/PDF/2022SA-00001-R00HB-05047-SA.PDF>

¹² Governor Carney Announces Vaccine or Testing Requirement for Educators - State of Delaware News, 2022

<https://news.delaware.gov/2021/09/28/governor-carney-announces-vaccine-or-testing-requirement-for-educators/>

State	Vaccine Mandate	Current Practices
Florida	Vaccine mandates are prohibited	Educational institutions may not require students or residents to provide documentation certifying COVID-19 vaccination as a condition for attendance or enrollment. There is no vaccine mandate or ban for private employers, but private employers are required to allow employees to opt out of a vaccine mandate based on a religious reason, medical exemption, COVID-19 immunity, regular testing, or PPE usage per law. ¹³ Government entities may not impose COVID-19 vaccination requirements for their employees or service recipients. Vaccine passports are prohibited and businesses in Florida are prohibited from requiring patrons or customers to provide any documentation certifying COVID-19 vaccination to gain access to, entry upon, or service from the business. ¹⁴
Georgia	Vaccine mandates are prohibited	There is no vaccine mandate or ban for private employers. State entities may not require proof of COVID-19 vaccination as a condition to be employed by the state or to receive services from the state. ¹⁵
Hawaii	Vaccine mandate set in place	There is no vaccine mandate or ban for private employers. All state and county employees will be required to provide proof of vaccination or undergo regular testing per an executive order issued by Governor David Ige (D). Furthermore, Hawaii launched its inter-island vaccine passport program that exempts vaccinated travelers from needing to get tested or quarantine prior to traveling between islands. Travelers to or within Hawaii are required to upload proof of vaccination in the state's Safe Travels program or other vaccine record platforms, such as AZOVA, CLEAR, and CommonPass. ¹⁶
Idaho	Vaccine mandates are prohibited	There are no vaccine mandates for private business employers and there are not vaccine mandates for public employees. Gov. Brad Little (R) issued an executive order prohibiting state entities from requiring proof of COVID-19 vaccination from individuals as a condition of accessing state services or facilities, producing or issuing a passport to certify an individual has been vaccinated, or providing information of an individual's vaccine status to any entity as part of a passport program. This order does not prohibit private businesses from requiring customers to be vaccinated. ¹⁷
Illinois	Vaccine mandate set in place for public employees	There is no vaccine mandate for private businesses. Public employees are required to show proof of vaccination or wear a mask and submit to testing to enter the workplace. Higher education personnel and students are required to receive the COVID-19 vaccination. ¹⁸

¹³ H.B. 1-B— 2021. *COVID-19 Mandates* <https://www.flsenate.gov/Session/Bill/2021B/1B>

¹⁴ S.B. 2006— 2021. *Emergency Management*. <https://www.flsenate.gov/Session/Bill/2021/2006>

¹⁵ E.O. Issued 05/25/2021—2021 <https://gov.georgia.gov › 05252101 › download>

¹⁶ E.O. 21-07—2020. https://governor.hawaii.gov/wp-content/uploads/2021/09/2109041-ATG_Executive-Order-No.-21-07-distribution-signed.pdf

¹⁷ E.O. 2021-05—2021. *Banning Vaccine Passports*. <https://gov.idaho.gov/wp-content/uploads/2021/04/eo-2021-04.pdf>

¹⁸ Vaccination Requirements, 2022: <https://dph.illinois.gov/covid19/community-guidance/vaccination-requirements.html>

State	Vaccine Mandate	Current Practices
Indiana	Vaccine mandates are prohibited	There is no vaccine mandate or ban for private employers, however, employers must allow employees to opt out of a vaccine requirement based on medical or religious reasons or immunity based on a prior COVID-19 infection. ¹⁹ Government entities are prohibited from requiring proof of vaccination as a condition for the provision of services, however, the law is not applicable to private businesses that require patrons to be vaccinated. ²⁰
Iowa	Vaccine mandates not in place	There is no vaccine mandate or ban for private employers and there is no vaccine mandate for public employees. Businesses are prohibited from requiring proof of vaccination as a condition for entrance into services or premises per law. ²¹
Kansas	No mandate set in place	There is no vaccine mandate or ban for private employers, however, employers must allow employees to opt out of a vaccine requirement based on medical or religious reasons. State agencies are prohibited from issuing or requiring vaccine passports as within the state, however, this is not applicable to private businesses. ²²
Kentucky	No mandate set in place	There is no vaccine mandate or ban for private employers. Furthermore, there is no vaccine mandate set in place for public employees and no vaccination proof is required within the state.
Louisiana	No mandate set in place	There is no vaccine mandate or ban for private employers. Furthermore, there is no vaccine mandate set in place for public employees and no vaccination proof is required within the state. The state does allow individuals to access a digital copy of their vaccination record on LA Wallet, the state's digital driver's license app. ²³
Maine	No mandate set in place	There is no vaccine mandate or ban for private employers. Furthermore, there is no vaccine mandate set in place for public employees and no vaccination proof is required within the state.
Maryland	Vaccine mandate set in place for public employees	There is no vaccine mandate or ban for private employers. Public employees are required to be vaccinated against COVID-19 or undergo

¹⁹ HB 1001–2022. *Administrative Authority: COVID-19 Immunizations*. <http://iga.in.gov/legislative/2022/bills/house/1001>

²⁰ HB 1405–2022. *Insurance Matters* <http://iga.in.gov/legislative/2021/bills/house/1405/>

²¹ H.F. 902–2021. *Act relating to COVID-19 vaccination requirements*: <https://www.legis.iowa.gov/legislation/BillBook?ga=89&ba=hf902>

²² S.B. 159– *Appropriations for FY 2021, FY 2022, and FY 2023*. http://www.kslegislature.org/li/b2021_22/measures/sb159/

²³ <https://lawallet.com/covid-19/>

State	Vaccine Mandate	Current Practices
		regular testing, especially if they work in congregate settings. ²⁴
Massachusetts	Vaccine mandate set in place for public employees	There is no vaccine mandate or ban for private employers. Public employees are required to be vaccinated against COVID-19 or risk being dismissed as stated by executive order. ²⁵ Although no statewide proof of vaccine is set in place, the state allows individuals to upload and access their vaccine records through SMART Health Card technology.
Michigan	Vaccine mandates are prohibited	There is no vaccine mandate or ban for private employers and public employees are not required to be vaccinated against COVID-19. By law, state entities are prohibited from requiring proof of vaccination as a condition for the provision of services. However, this law does not ban private businesses from requiring their patrons to be vaccinated. ²⁶
Minnesota	No vaccine mandate set in place	There is no vaccine mandate or ban for private employers. The requirement for public employees to be vaccinated or be subject to regular testing has been removed. ²⁷
Mississippi	Vaccine mandates are prohibited	There is no vaccine mandate or ban for private employers, however, these must allow for religious exemptions if they so choose to put an internal mandate in place. COVID-19 vaccine mandates are banned for public employees. COVID-19 vaccination as a condition for the provision of services is banned by law. ²⁸
Missouri	Vaccine mandates are prohibited	There is no vaccine mandate or ban for private employers. State entities are prohibited from requiring COVID-19 vaccination as a condition for the provisions of services, per law. Furthermore, any county, city, town, or village that receives public funds is prohibited from requiring documentation of a COVID-19 vaccination in order for an individual to access transportation systems or other public services. This law does not prohibit private businesses from requiring customers to be vaccinated. ²⁹

²⁴ Directive and Order from Maryland— 2021. <https://health.maryland.gov/phpa/Documents/2021.08.05.01%20-%20MDH%20Order%20-%20Amended%20Vaccination%20Matters%20Order.pdf>

²⁵ E.O—2021. *Implementing a requirement for COVID-19 vaccination for the Commonwealth's executive department employees.* <https://www.mass.gov/executive-orders/no-595-implementing-a-requirement-for-covid-19-vaccination-for-the-commonwealths-executive-department-employees>

²⁶ Act No. 87—2021, *AN Act to make, supplement, adjust, and consolidate appropriations* <https://www.legislature.mi.gov/documents/2021-2022/publicact/pdf/2021-PA-0087.pdf>

²⁷ Callaghan, P., 2022. *Why Gov. Tim Walz couldn't impose a vaccine mandate for Minnesota – even if he still had emergency powers* |MinnPost. <https://www.minnpost.com/state-government/2021/10/why-gov-tim-walz-couldnt-impose-a-vaccine-mandate-for-minnesota-even-if-he-still-had-emergency-powers/>

²⁸ H.B 1509 –2021. *COVID-19 Vaccine Mandate.* <http://billstatus.ls.state.ms.us/2022/pdf/history/HB/HB1509.xml>

²⁹ 2021. *Governor Parson Signs Hb 271 Regarding Local Public Health Orders and Vaccine Passports.* <https://governor.mo.gov/press-releases/archive/governor-parson-signs-hb-271-regarding-local-public-health-orders-and>

State	Vaccine Mandate	Current Practices
Montana	Vaccine mandates are prohibited	Gov. Greg Gianforte (R) signed an executive order prohibiting vaccine passport in Montana. Employers, including private companies, are barred by state law from discriminating based on vaccination status. This would also be applicable to private colleges and universities in the state. ³⁰
Nebraska	No mandate set in place	There is no vaccine mandate or ban for private employers, however, these must allow for religious exemptions if they so choose to put an internal mandate in place. Furthermore, there is no vaccine mandate for or ban for state employees. Additionally, there no statewide requirement to show proof of vaccination.
Nevada	No mandate set in place	There is no vaccine mandate or ban for private employers. Previous requirements for state employees to be vaccinated against COVID-19 or undergo weekly testing have been lifted. Although, there is no statewide requirement to show proof of vaccination, the Nevada Department of Health and Human Services announced that COVID-19 vaccination records can be accessed through the SMART Health QR Code tool. ³¹
New Hampshire	Vaccine mandates are prohibited	There is no vaccine mandate or ban for private employers. As of August 23, 2022. State hospitals and medical facilities are required to grant religious and medical exemptions from vaccination requirements. ³² Furthermore, no person may be compelled to receive an immunization for COVID-19 in order to secure, receive, or access any public facility, any public benefit, or any public service. ³³
New Jersey	No mandate set in place	There is no vaccine mandate for private employers. Although there is no vaccine mandate or ban for state employees, prior to September 1, 2022, state employees and contractors of state agencies were required to be fully vaccinated or undergo weekly testing. ³⁴ Employees of congregate facilities are still required to be vaccinated and boosted against COVID-19. ³⁵ There is no statewide requirement to show proof of vaccination, however, the New Jersey Department of Health announced that individuals may use the Docket app to access their immunization records, including records of their

³⁰ H.B. 702— 2021. *An Act Prohibiting Discrimination Based on A Person's Vaccination Status*

<https://leg.mt.gov/bills/2021/billpdf/HB0702.pdf>

³¹ Dpbh.nv.gov. 2022. COVID Vaccine. https://dphh.nv.gov/Programs/Immunization/COVID/COVID_Vaccine/

³² H.B. 1604— 2021. *Including state medical facilities in the statute providing medical freedom in immunizations.*

https://gencourt.state.nh.us/bill_status/legacy/bs2016/Bill_docket.aspx?lsr=2142&sy=2022&sortoption=&txtsessionyear=2022&txtbillnumber=HB1604

³³ H.B 220— 2021.

https://gencourt.state.nh.us/bill_status/legacy/bs2016/bill_status.aspx?lsr=206&sy=2021&sortoption=&txtsessionyear=2021&txtbillnumber=HB220

³⁴ Nj.gov. 2021. *Governor Murphy Signs Executive Order Lifting Routine COVID-19 Testing Requirements for School Districts, Child Care Settings, and State Contractors.* <https://www.nj.gov/governor/news/news/562022/20220815a.shtml>

³⁵ Nj.gov. 2021. *Governor Murphy Signs Executive Order Instituting Vaccination or Testing Requirement for Workers in Health Care Facilities and High-Risk Congregate Settings.* <https://www.nj.gov/governor/news/news/562021/20210806d.shtml>

State	Vaccine Mandate	Current Practices
		COVID-19 vaccinations. An assembly bill has been introduced for the 2022-2023 legislative session which would prohibit colleges and universities in the state from requiring students to receive the COVID-19 vaccination as a prerequisite for attendance. ³⁶
New Mexico	Vaccine mandate set in place for public employees	There is no vaccine mandate or ban for private employers. By executive order, state employees must be vaccinated or undergo regular testing once every two weeks. ³⁷
New York	No mandate in place.	There are no vaccine mandates for private employers. A previous requirement for state employees as well as MTA and Port Authority employees to be vaccinated or undergo weekly testing was removed as of June 7, 2022. ³⁸
North Carolina	Vaccine mandate set in place for state employees	There are no vaccine mandates for private employers. Employees of state government cabinet agencies who are not vaccinated must wear a mask and submit to weekly testing. ³⁹
North Dakota	Vaccine mandates are prohibited	Private businesses are prohibited from requiring customers to provide documentation certifying COVID-19 vaccination status per law. ⁴⁰
Ohio	No mandate set in place.	There is no vaccine mandate for private or public employees. Furthermore, there is no statewide requirement to show proof of vaccination.
Oklahoma	Vaccine mandates are prohibited	There is no vaccine mandate set in place for private or public employers. Governor Kevin Stitt (R) issued an executive order which provided that state agencies are prohibited from requiring that people show proof of vaccination to enter public buildings. The order doesn't apply to employees or buildings of state agencies that are primarily involved in medical patient-facing activities. This order does not prohibit private businesses from requiring customers to be vaccinated. ⁴¹

³⁶ A.B. 4586—2022. <https://www.njleg.state.nj.us/bill-search/2022/A4586>

³⁷ E.O. 2021-045—2021. *Requiring State Employees to Comply with Certain Public Health Requirements* <https://www.governor.state.nm.us/wp-content/uploads/2021/07/Executive-Order-2021-045.pdf>

³⁸ Ny1.com. 2022. *Transit workers no longer required to take weekly COVID test, source says.* <https://www.ny1.com/nyc/all-boroughs/news/2022/06/07/unvaccinated-transit-workers-no-longer-required-to-take-weekly-covid-test--source-says>

³⁹ *Vaccination or Testing Policy* | NC Office of Human Resources. Oshr.nc.gov. <https://oshr.nc.gov/vaccination-or-testing-policy>

⁴⁰ Notermann, Jacob. Kyrvtv.com. 2021. *Gov. Burgum signs 'Vaccine Mandate' Bill.* <https://www.kfyrtv.com/2021/11/12/nd-senate-approves-amended-vaccine-mandate-bill-goes-back-house/>

⁴¹ E.O. 2021-16—2021. <https://www.sos.ok.gov/documents/executive/2004.pdf>

State	Vaccine Mandate	Current Practices
Oregon	No mandate set in place	There is no vaccine mandate set in place for private employers. A mandate previously set in place for public employees has been rescinded.
Pennsylvania	No mandate set in place	There are no vaccine mandates set in place for private and public employees.
Rhode Island	No mandate set in place	There are no vaccine mandates set in place for private and public employees. Although there is no statewide requirement to show proof of vaccination, Rhode Island allows the use of the 401 Health app as a vaccine passport. ⁴²
South Carolina	Vaccine mandates are prohibited	Although there is no mandate for private employers, vaccination exemptions are required to be allowed to private employees. Based on legislation signed by Governor Henry McMaster (R), state, local governments, and school districts are prohibited from requiring COVID-19 vaccination as a condition for employment or attendance. Hospitals, restaurants, stores, and theaters may not require vaccination as a condition for providing services. ⁴³
South Dakota	Vaccine mandates are prohibited	There is no vaccine mandate for private employers or public employees. However, state and local agencies are prohibited from requiring individuals to present a COVID-19 vaccine passport and requiring private businesses to mandate a vaccine passport in order to access government benefits and facilities. This order does not prohibit private businesses from requiring customers to be vaccinated. ⁴⁴
Tennessee	Vaccine mandates are prohibited	Employers are prohibited from taking adverse actions against a person to compel them to provide proof of vaccination and must allow exemptions for medical reasons, religious, or COVID-19 immunity. ⁴⁵
Texas	Vaccine mandates are prohibited	No mandate or ban; employers must allow exemptions for reasons of personal conscience, religious beliefs, medical conditions, and prior recovery from COVID-19. Mandates are banned for public employees. Furthermore, state agencies are prohibited from adopting or enforcing any measure that requires an individual to provide proof of vaccination as a condition of receiving any service or entering any place. Additionally, organizations receiving public funds are prohibited from requiring

⁴² Governor.ri.gov. 2021. *Rhode Island Announces 401Health Mobile App Update* | Governor's Office, State of Rhode Island. <https://governor.ri.gov/press-releases/rhode-island-announces-401health-mobile-app-update>

⁴³ H.B. 3126— 2022. *An Act to Declare that the Practice of Discrimination Based on Vaccination Status is in Conflict with ideals of South Carolina.* https://www.scstatehouse.gov/sess124_2021-2022/bills/3126.htm

⁴⁴ E.O. 2021-08—2021. <https://sdsos.gov/general-information/executive-actions/executive-orders/assets/2021-08.PDF>

⁴⁵ Wallerlaw.com. 2021. *Tennessee passes legislation limiting COVID-related rules, restrictions.* <https://www.wallerlaw.com/news-insights/3999/Tennessee-passes-legislation-limiting-COVID-related-rules-restrictions>

State	Vaccine Mandate	Current Practices
		consumers to provide documentation of vaccine status in order to receive any service or enter any place. This law does not prohibit private businesses from requiring customers to be vaccinated. ⁴⁶
Utah	Vaccine mandates are prohibited	There is no mandate or ban for private employers, although exemptions for unvaccinated employees are required. State agencies and public universities are prohibited from requiring individuals to show proof of vaccination. This law does not prohibit private businesses from requiring customers to be vaccinated. ⁴⁷
Vermont	Vaccine mandate set in place for public employees	There is no mandate set in place for private employers. State employees are required to get vaccinated or submit to weekly testing. ⁴⁸
Virginia	Vaccine mandates are prohibited	There is no vaccine mandate set in place for private employers. Vaccine mandates are prohibited for Executive Branch Employees and the executive order mandating vaccines for state workers has since been rescinded. ⁴⁹
Washington	Vaccine mandate set in place	There is no vaccine mandate in place for private employees. Gov. Jay Inslee (D) issued an order that mandates vaccines for state employees, including teachers, health care providers and contractors. The order allows an exemption for those with a disability or sincerely held religious beliefs. ⁵⁰
West Virginia	No mandate set in place	There is no vaccine mandate in place for private employee, however, vaccination exemptions must be allowed within employer policies. A state or local governmental entity may not require proof of vaccination as a condition of entering the premises of a government entity, or utilizing services provided by a government entity. ⁵¹
Wisconsin	No mandate set in place	There is no vaccine mandate set in place for private employees. Executive

⁴⁶ E.O. 35—2021. *Relating to COVID-19 Vaccines*. https://gov.texas.gov/uploads/files/press/EO-GA-35_private_health_information_protection_vaccines.pdf

⁴⁷ H.B. 308— 2021. *COVID-19 Vaccine Amendments*. <https://le.utah.gov/~2021/bills/static/HB0308.html>

⁴⁸ Burlingtonfreepress.com.2022. <https://www.burlingtonfreepress.com/story/news/politics/government/2022/05/12/vermont-state-employees-mostly-complied-vaccination-testing-mandate/7445740001/>

⁴⁹ E.O. 6— 2021. <https://www.governor.virginia.gov/media/governorvirginiagov/governor-of-virginia/pdf/eo/EO-6-Keep-Virginia-Open-COVID-Workplace-Standards.pdf>

⁵⁰ E.O. 22-13—2022. *COVID-19 Vaccination Standards*. <https://www.governor.wa.gov/sites/default/files/directive/22-13%20-%20State%20employment%20COVID%20vaccine%20requirement%20%28tmp%29.pdf>

⁵¹ H.B. 4012—2022. *Prohibiting the showing of proof of a COVID-19 Vaccination*.

https://www.wvlegislature.gov/Bill_Status/Bills_history.cfm?input=4012&year=2022&sessiontype=RS&btype=bill

State	Vaccine Mandate	Current Practices
		branch employees who are unvaccinated must submit to weekly testing. ⁵²
Wyoming	No mandate set in place	Governor Mark Gordon (R) issued a directive in May 2021 that prohibits state bodies from requiring proof of vaccination to access facilities and services and encourages, but does not require, local governments and private business to do the same. ⁵³



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⁵² State of Wisconsin. 2021. *Press Release: Wisconsin Department of Administration Announces State Employee Testing Requirement.* <https://content.govdelivery.com/accounts/WIGOV/bulletins/2f14b05>

⁵³ Governor.wyo.gov. 2021. *Governor Gordon Issues Directive Banning Vaccine Passports.* <https://governor.wyo.gov/media/news-releases/2021-news-releases/governor-gordon-issues-directive-banning-vaccine-passports>