Suggested responses for questions about team members' COVID-19 vaccination status

Scenario	Suggested response
If you choose not to disclose your personal vaccination status	I prefer to keep my personal health private at work, but your safety is important to me and everyone at Duke Health.
If you choose to disclose your personal vaccination status	*If you are vaccinated* • I have been vaccinated against COVID-19. *If you are not vaccinated and plan to get vaccinated in the near future* • I have not been vaccinated against COVID-19, but I plan to do so soon. In the meantime, I am following guidelines from the Centers for Disease Control and Prevention and our infectious disease experts to help keep people safe. *If you are not vaccinated and do not plan to get vaccinated at this time* • I have not been vaccinated against COVID-19; however, I am following other guidelines from the Centers for Disease Control and Prevention and our infectious disease experts to help keep people safe.
If you are asked about another person's vaccination status	• The COVID-19 vaccine is available to all Duke Health team members, and many have already been vaccinated. • Getting vaccinated is a personal decision about one's health, and I am not able to disclose another person's vaccination status. • We are required by law to protect health information and keep it private. That requirement covers our patients and our team members. • Regardless of vaccination, everyone at Duke Health follows guidelines from the Centers for Disease Control and Prevention and our infectious disease experts to help keep people safe.
If you are asked about how Duke Health keeps our patients and team members safe	• Your safety is our top priority. Duke Health follows guidelines from the Centers for Disease Control and Prevention and recommendations from our infectious disease experts to help keep our patients and team members safe. • Being safe means wearing a mask and, when necessary, other personal protective equipment; maintaining physical distance as much as possible; and washing our hands often. • Public health precautions have been in place for many months, and the precautions we are taking have been proven to help prevent the spread of illness. • The COVID-19 vaccine is available to all Duke Health team members, and many have already been vaccinated.

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