

## Harris Quoted in *Dayton Daily News* Story Titled “Your Company Can Make You Get a COVID Shot, But Many Won’t. Here’s Why.”

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Bob Harris, a partner in the labor and employment group, was quoted throughout a *Dayton Daily News* story about whether or not employers can require their employees to get the COVID-19 vaccine. According to the story, employers can require employees to get a COVID-19 vaccination, but many are instead seeking voluntary cooperation.

#### The story states:

*“The U.S. Equal Employment Opportunity Commission made clear that employers can require vaccines as a condition of employment, said Robert Harris, a partner in the law firm Vorys, Sater, Seymour and Pease.*

*‘Primarily you have to make sure that you provide accommodations, if available, for folks that have disabilities or legitimate religious objections to getting the vaccine,’ he said.”*

#### The story also states:

*“If you can’t identify a reasonable accommodation, the employer may be permitted to take an adverse employment action which, depending on the circumstances, may include termination,’ Harris said.*

*Employees can be required to provide documentation of the religious objection or disability. Not all medical issues constitute a disability under the law, and he said ‘a personal preference not to get it or a medical distrust of it usually doesn’t rise to the level of a religious conflict.’*

*‘It is a minefield,’ Harris said. ‘I think the difficulty here is less one of legality and more one of, ‘How do I implement it? How does it play out? How does my workforce react to the requirement? Am I going to lose good people? What am I prepared to do to people who I really like who don’t want to comply?’”*

To read the entire story on the *Dayton Daily News* website, [click here](#).

