



**GEMINI TECH SERVICES, LLC**  
5019 E I-20, Frontage Rd  
Willow Park, TX 76087

March 1, 2021

## **Gemini Tech Services COVID 19 Immunization Policy (revised)**

### **Purpose**

According to the General Duty Clause of the OSH Act, employers have the responsibility to provide a safe and healthful workplace that is free from serious recognized hazards. OSHA standards are rules that describe the methods that employers must use to protect their employees from hazards. In accordance with Gemini Tech Service's duty to provide and maintain a workplace that is free of known hazards, we are adopting this immunization policy to safeguard the health of our employees and their families; our customers and business partners; and the community at large from infectious diseases, in this case COVID-19, that may be reduced by vaccinations. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

### **Scope**

All employees are encouraged to receive vaccinations when it is offered to you. While it's currently voluntary, Gemini believes it is in everyone best interest to be as safe as possible. At some point the Government may mandate the vaccine for personnel working on or in government provided facilities. At that point in time (and only if mandated by the Government) it would be mandatory unless a waiver request is submitted based on bona-fide and verifiable exception to the policy tied to the American's with Disabilities Act (ADA) based on a disability, or the Civil Rights Act based on a sincerely held religious belief. If waiver request is submitted, Gemini Tech Services will review the documentation provided against what is allowed and/or authorized by the Federal Statutes and if waiver is approved Gemini Tech Services will coordinate with our Government customers (who provide the facilities we operate in and) attempt to secure a reasonable accommodation.

Any and all questions should be directed to Gemini Tech Services, LLC Human Resources at 682-708-8581 or directly to the undersigned at that same number or via email at [ecrawley@geminitechservices.com](mailto:ecrawley@geminitechservices.com)

*Elizabeth Martinez-Crawley*

Elizabeth Martinez-Crawley

President