

COVID-19 Vaccinations and Your Workforce Conducting a Global Risk Assessment

As vaccinations gather pace, many employers are considering mandating employees to be vaccinated before a return to the workplace. Our Global Labor & Employment team have the experience to advise on this fast moving area. We have been working with a number of clients on multi-jurisdictional vaccination and testing projects covering more than 50 countries.

KEY ISSUES FOR EMPLOYERS

- **Prohibition** is there a prohibition against a requirement that employees be vaccinated and/or tested? Even if there is no prohibition, can an employer dismiss or take lawful disciplinary action for failure to vaccinate?
- Discrimination could a requirement to vaccinate or be tested discriminate against certain groups on the grounds of religious belief or non-religious belief systems?
- **Privacy** can you request proof of vaccination status? Can the data be used for any disciplinary action?
- **Justification** can a requirement to be vaccinated be lawful taking into account the sector and industry, and the nature of the workplace?

HOW CAN WE HELP?

- Assessing local laws and whether a requirement to vaccinate and/or be tested can be lawfully justified given the health and safety objectives, and enabling a safe return to the workplace.
- Assessing any potential exposure and the practical risks for your business, including reputational risks.
- Producing **heat maps** (red, amber and green) showing risk levels in your jurisdictions.

WHY DENTONS?

- We are the largest law firm in the world with offices in 81 countries
 across all regions. Our UK employment team has significant experience
 of managing and advising on global employment projects.
- We have more than **450 employment lawyers** globally.
- Our UK team acts as a "one-stop shop" in giving you the advice you need
 in other jurisdictions. Given the size of our global presence, it avoids you
 having to deal with multiple law firms to assess COVID-19 vaccination risks.

PRICING

- Our UK employment team sits across London, Milton Keynes, Edinburgh and Glasgow.
- Our delivery model enables us to offer clients cost effective pricing options and competitive rates.

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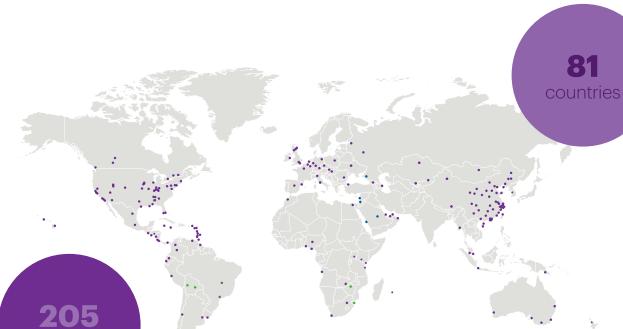
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