

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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