

Date: February 4, 2022

From: Assistant Under Secretary for Health for Operations (15)

Subj: Authority to Decide COVID-19 Reasonable Accommodations Within Veterans Health Administration (VHA) Pursuant to VHA Directive 1193.01

To: VHA Central Office Senior Leaders, SES or SES Equivalent
Veterans Integrated Service Network (VISN) Directors (10N1-23)
Medical Center Directors (00)

1. On January 27, 2022, VHA Directive 1193.01, *Coronavirus Disease 2019 Vaccination Program for Veterans Health Administration Health Care Personnel*, was published to govern COVID-19 vaccination requirements for VHA Health Care Personnel (HCP). Pursuant to VHA Directive 1193.01, the Assistant Under Secretary for Health for Operations designates the following officials to serve as the Management Official (MO)/Supervisor deciding accommodation requests regarding vaccination requirements and any associated accommodation requests for safety protocols/mitigating measures (i.e., masking, testing) in VHA field facilities. The MO/Supervisor for such accommodation requests decides whether the organization will provide accommodation (See VHA Directive 1193.01, § 5(m)).

2. The MO/Supervisor for accommodation requests under the directive, both Title VII (religious and pregnancy) and medical, for employees in their direct line of authority are:

- a. Division/Service Chief or equivalent level in field facilities
- b. Supervisory Program Manager at the GS-14/15, Nurse IV/V, or equivalent level in Network offices
- c. Service Line Directors GS-14/15, Nurse IV/V, or equivalent level in VHA Central Office.

3. The following also applies:

- a. Field Facility Directors may designate a specific individual or team of individuals at the Associate Chief Nurse/Associate Chief of Staff level to review all accommodations or all accommodations in areas listed in Part A of VA Form 10230a.
- b. On a case-by-case basis only, the authority in paragraph 2 may be delegated to another supervisor if the designation and the specific circumstances of the case are discussed with the Office of General Counsel.
- c. This authority does not affect the ability for a supervisor below the Division/Service Chief level in the direct line of authority and not identified in paragraph 2 to issue a written decision made by the MO/Supervisor, or

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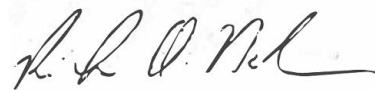
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handle the disposition of a RA request, including LEAF entries and appropriate record retention.

4. This memorandum only applies to the level of decision-making authority for all reasonable accommodations related to COVID-19 vaccination and safety protocols (masking, testing, etc.) pursuant to VHA Directive 1193.01.

5. Authority: VHA Directive 1193.01, Coronavirus Disease 2019 Vaccination Program For Veterans Health Administration Health Care Personnel, January 27, 2022.

6. This designation rescinds any previous documentation that may conflict with this designation. This designation is effective upon signature and remains in effect until rescinded by me.

A handwritten signature in black ink, appearing to read "R. O. Nelson", written in a cursive style.

RimaAnn O. Nelson