



Oregon Interscholastic Ski Racing Association

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November 3, 2021

To: All OISRA League Representatives
From: Dave Munson, OISRA Executive Director
Subject: Sharing information about vaccination status

Please review and share with your coaches, volunteers, parents, and athletes.

OISRA is committed to complying with all applicable COVID health and safety regulations and guidelines. In support of those efforts, providing accurate information is vital to our efforts in mitigating the impacts of COVID while addressing stakeholder concerns and questions.

OISRA is requiring vaccination proof for coaches and volunteers; however, we have developed a vaccination exemption process which is being employed. This method utilizes the OHA exemption forms and is in line with processes being used throughout the state of Oregon.

Key points to be aware of:

- OISRA will not be publicly posting vaccination status due to privacy and discrimination concerns.
- OISRA is recommending that individuals that have received OISRA medical or religious exemptions should inform their team's affected parties (participants, parents, volunteers, etc.) of their vaccination status. However, we are not requiring disclosure because of privacy and discrimination concerns.
- HIPAA privacy laws have no jurisdiction in this arena. HIPAA only applies to associated healthcare entities' obligations to protect patient personal and medical records.
- Anyone has the right to ask another whether they have been vaccinated without breaking any privacy laws. However, one should never ask WHY someone did or did not get vaccinated. That can run afoul of the American Disability Act protections. You should never ask why.
- As related to OISRA activities, a person questioned whether they have been vaccinated does not have to answer and is not obligated to disclose. This non-disclosure right does not apply to registration, as proof of vaccination is required at that time. Vaccination status provided at registration will be kept confidential and will not be used for any other purpose.