

# The Washington Post Interviews Partner About Employers and the COVID-19 Vaccine

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In an interview with *The Washington Post*, **Kevin Troutman** shares his insights on employers that wish to ensure a safe and smooth reentry into the workplace based on who has – and who has not – been vaccinated against COVID-19. He is asked to weigh-in on whether it is legal for employers to make hiring decisions based on whether applicants have been vaccinated, and Kevin explains that it is legal when the answer to that question is necessary for the job. He adds that employers who are screening applicants must “be able to establish and prove why it’s a job-related requirement.” He also explains that the rules are different for private citizens looking to hire a housekeeper or a contractor versus a large multi-state employer making hiring decisions with a huge workforce. But either way, Kevin advises employers of all sizes that “it would be prudent to check state laws, especially as vaccines – and the state legislation surrounding them – evolve.”

To read the article visit [\*The Washington Post\*](#) (subscription required).

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