



Fisher Phillips Attorney on Why Employers Should be Cautious When Asking About Vaccination Status

News

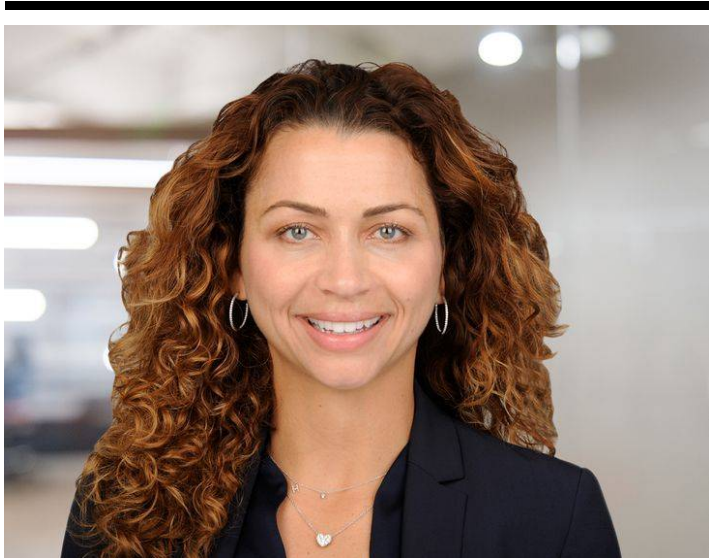
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Hannah Sweiss interviews with SHRM on whether and how employers should ask workers for proof of the COVID-19 vaccination status. Now that many federal and state officials have relaxed COVID-19 safety rules for people who are fully vaccinated, employers have legitimate business reasons to ask employees about their vaccination status. Hannah cautions employers to be careful not to dig too deep into any inquiries about vaccination status since they could risk running afoul of the Americans with Disabilities Act (ADA). However, simply asking for proof of a COVID-19 vaccination is permissible under the ADA because it is not likely to prompt the employee to provide disability-related information.

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Hannah Sweiss

Partner

818.230.4255

Email

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