

Vaccine Mandates? Align COVID-19 Policies With Your Company Culture

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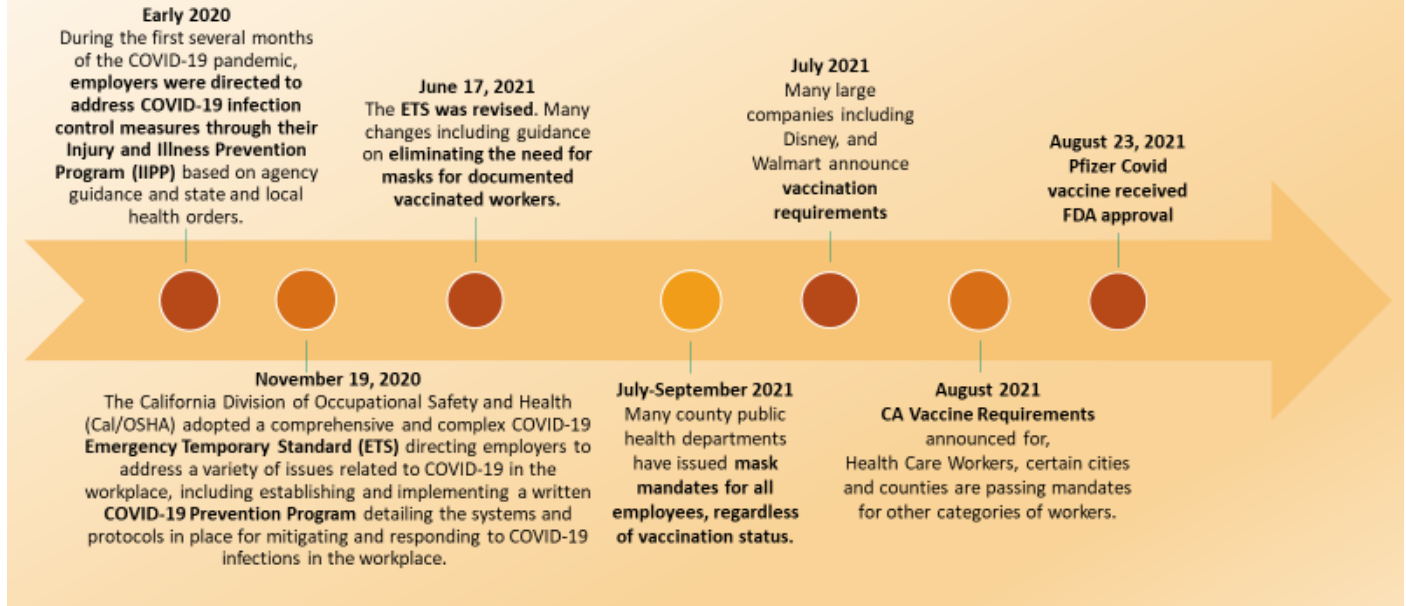
How your company chooses to address the vaccination choice has a lot to do with your company culture. There is no right or wrong. It's just a matter of knowing what is right for your unique business and community of employees.

Of course, there are COVID-19 safety precautions with which all employers must comply. However, there are also many areas where employers can make strategic decisions about what is best for their business and their people. Leaders should be aware that dealing with difficult or complex company decisions creates the company culture. Know your rights as an employer and the rights of your employees, set clear policies, ensure open communication, and lead by example. Do you want to have a culture of fear and avoidance? Of course not! So decide. What are your core values? Safety, fun, and service are a few that might come to mind for many.

The chart below highlights the critical milestones on the COVID-19 prevention timeline for California employers. In addition, [this article](#) from the Bay Area newspaper, the *Press Democrat*, shows just one way to work with your company culture and still meet policy expectations.

COVID-19 Prevention Employer Obligations

Key milestones for California employers



Crafting your company policies as they relate to COVID-19 safety can be done strategically. It takes a little extra work, but this is how great companies use challenges to show creativity, empathy, and courage.

[Contact Pacific Crest Group](#) to help you navigate this next phase of COVID-19 policies and stay aligned with your company culture.

[Jennifer Krug](#), Pacific Crest Group HR consultant, is also a guest educator at [Sonoma State](#) and provides [SCORE](#) workshops to businesses.