



Conservation Youth Team

Vaccination Policy

In accordance with the Virginia Zoological Society's duty to provide and maintain a workplace that is free of known hazards, we are adopting a COVID-19 Vaccination Policy to safeguard the health of our employees and their families, our customers and visitors, our animals, and the community at large from infectious diseases that may be reduced by vaccinations. In making this decision, the executive leadership team reviewed recommendations from the City of Norfolk and the Centers for Disease Control and Prevention, the Advisory Committee on Immunization Practices, and local health officials.

All Virginia Zoo employees and volunteers are required to be fully vaccinated against COVID-19 per a policy from the City of Norfolk.

Conservation Youth Team volunteers are required to be fully vaccinated by their first day of training. Any volunteer whose medical need, disability, or sincere religious belief prevents them from getting vaccinated should contact Rommel Mendoza in the human resources department to request a reasonable accommodation for consideration. A PDF copy of the full Virginia Zoo COVID-19 Vaccination Policy will be linked in the CYT application or can be obtained by emailing Rommel.Mendoza@norfolk.gov.

Proof of vaccination or accommodation will not be required until after the teen is accepted into the CYT program.