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Don't Say ‘the Unvaccinated' and Beware Mandatory Policies, Managing Partner Argues

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Article offers insight on how UK regulations and cultural differences present challenges for global firms implementing policies driven by US-based employers. In addition to highlighting how "unvaccinated" invokes "overtones of second class," legal issues around confidentiality of personal medical records make it unlikely that employers can ask UK employees about their vaccination status. "Here, the ICO has issued guidance on the very limited circumstances where asking for an employee's vaccine status will be lawful. … The same can be determined across the whole of Europe where GDPR also applies." "Treading carefully" and being sensitive to these national differences will help global companies approach these challenging topics in a way that is more culturally inclusive.

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