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OPM Orders Removal of COVID-19 Vaccine Records from Federal Personnel Files

WASHINGTON, D.C. — Today, the U.S. Office of Personnel Management (OPM) issued new guidance directing all federal agencies to eliminate any record of a federal employee's COVID-19 vaccination status, prior noncompliance with vaccine mandates, or requests for exemptions from such mandates.

This move comes in response to [recent litigation](#) and is part of the Trump Administration's broader effort to reverse what it has called "harmful pandemic-era policies" imposed under the Biden Administration. Effective immediately, agencies are barred from using an individual's vaccine history in any employment-related decision, including hiring, promotion, discipline, or termination. Unless an employee affirmatively opts out within 90 days, all vaccine-related information must be permanently removed from both physical and electronic personnel files.

"Things got out of hand during the pandemic, and federal workers were fired, punished, or sidelined for simply making a personal medical decision," **OPM Director Scott Kupor said**. "That should never have happened. Thanks to President Trump's leadership, we're making sure the excesses of that era do not have lingering effects on federal workers."

Agencies must certify compliance with the memo by September 8, 2025. Read the memo to agencies [here](#).

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