

## Guiding Principles

While it is impossible to predict and plan for every possible scenario related to COVID-19, including the Delta variant, the following principles are intended to be applicable in any scenario. These guiding principles may be modified based on future guidance received from our Board of Trustees, or based on government mandates.

1. **Accommodations and Leniency.** With the exception of specific accommodations related to Section 504 or the Americans with Disabilities Act there will be no unique accommodations related to COVID-19, either for students or employees. Supervisors and instructors should be compassionate and respectful when responding to an employee or student who has been exposed to or diagnosed with COVID-19. However, the level of leniency granted for COVID-19 considerations should be consistent with the degree of leniency granted for any other infectious disease of comparable severity. In granting any leniency, supervisors and instructors should also strive to mitigate any disruption or inconvenience in the workplace or classroom environment. While Zoom has been a great tool during the pandemic, it should not be used to accommodate students who are on vacation, or who are sick, or otherwise temporarily unable to participate in class.
2. **Personal Responsibility.** Students and employees are strongly encouraged to be vaccinated against COVID-19, and to be responsible for their own personal health and well-being. This includes adhering to all required protocol on campus, which may include the wearing of face masks and social distancing where feasible. Students and employees who are exhibiting symptoms of any infectious disease – whether COVID-19 or otherwise – should notify their instructor(s) and supervisor, and avoid coming to campus until their symptoms subside. Students and employees are accountable to understand course and workplace expectations, such as course syllabi requirements or employer expectations. In general, classroom and workplace expectations are what they were prior to the COVID-19 pandemic.

## Contingency Plan

In the event that 25-50% (depending upon class size) of the students in a single face-to-face class are diagnosed with COVID-19 within a rolling two-week period, the class may be temporarily transitioned to Zoom delivery for 14 calendar days. The respective dean, with the approval of the vice president of academics, may extend the period of Zoom delivery beyond 14 calendar days as needed.

In the event that 5% of all campus community members (students and employees) who are on campus are diagnosed with COVID-19 within a rolling two-week period, all courses may transition to Zoom delivery for 14 calendar days. Additionally, campus services may reduce their hours of operation (10 am – 2 pm), and employees who are not in student-facing functions may be authorized to work from home while courses are being offered via Zoom. The President's Executive Council may extend the period of remote work and Zoom delivery of courses beyond 14 calendar days as needed.