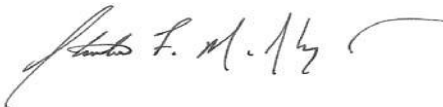



SUBJECT: COVID-19 SAFETY POLICY FALL 2020	REFERENCE: CSP81020
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	REVISED:

The University of Holy Cross announced and published a COVID-19 Safety Plan for the Fall 2020 Semester on July 16, 2020 (revised July 28, 2020). It meets or exceeds local, State, and Federal governmental guidelines. The Plan shall be revised as changes to governmental guidelines or University conditions warrant. The Plan has been adopted as official UHC policy along with the overarching procedures and expectations listed below. This policy supersedes all other UHC policies and handbooks that address related topics.

- 1) Students, faculty, and staff are required to stay home if sick and report COVID-19 symptoms and test results to the Campus Nurse for the purpose of health care referrals, possible quarantine, and contact tracing.
- 2) All seeking to gain access to campus buildings must submit to temperature checks, visual verification of face masks, and a health survey (fever above 100.4 degrees, signs of illness); failure to do so will result in being turned away.
- 3) Although strict cleaning protocols will be observed by the University, as per Centers for Disease Control and Prevention guidelines, those gaining access to campus buildings in each phase are expected to take personal responsibility for: wearing face masks at all times in common areas, classrooms, and when sharing space with others in offices; six-foot physical distancing (in the absence of Plexiglas or other physical barriers); compliance with limited access to restrooms and elevators, as directed by signage; observance of 50% space capacity limitations in common areas (25% in library) throughout Phases 2 and 3; frequent hand washing using soap and water for at least 20 seconds each time or, if hand washing is not feasible, using hand sanitizer with at least 60% alcohol; and, voluntary cleaning of flat surfaces where sitting or touching using disinfectant products.
- 4) High risk employees and those who have high risk family members may be exempted from building access, based on the Centers for Disease Control and Prevention guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-increased-risk.html>); employees wishing to work remotely are required to seek the approval of their immediate supervisor, based on CDC guidelines. In the event of a dispute, the employee shall be required to provide medical documentation to the UHC Human Resources Officer attesting to their high-risk status or that of their family members. A determination regarding eligibility for remote work shall be made by a committee consisting of the immediate supervisor, the Human Resources Officer, and the Campus Nurse. Note: remote work will not be approved if a physical presence is required in order for an employee to perform assigned tasks. The employee has the right to appeal the committee's decision within seven days to the Provost, if faculty, or the President, if staff.

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- 5) Out of concern for the safety of all, accommodations will not be available through Disability Services for those who wish to be exempted from wearing face masks; face shields without face masks will not be permitted.