

RETURN TO CAMPUS GUIDE

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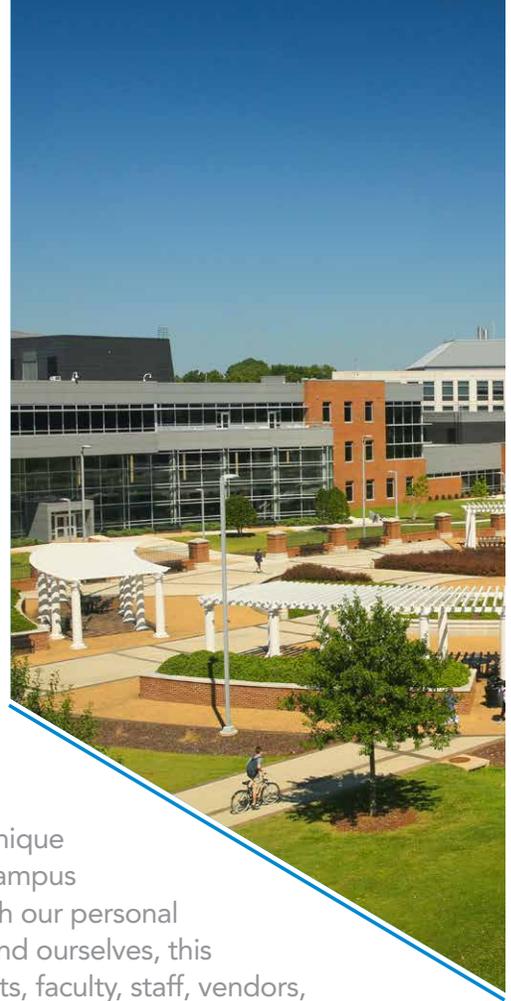
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***NOTE:** This represents a tentative plan and set of measures aimed at appropriately dealing with campus matters related to the COVID-19 outbreak. Recommendations of the CDC and other authorities will change as the situation evolves, which will warrant modifications. These provisions do not limit the discretion that UAH representatives have to respond in any given situation except as otherwise specifically stated.

YOUR SAFETY IS OUR PRIORITY

The entire UAH community has worked tirelessly to respond to the COVID pandemic and plan for the short and long-term impacts that will be left in its wake. We are fortunate to have the resources of the University of Alabama System Health and Safety Task Force, Chancellor Finis St. John and the support of the Board of Trustees in this initiative. This plan outlines efforts by our university community, led by the UAH Return to Campus Task Force, to develop a flexible approach to return to campus for Spring 2021, while considering adjustments to be made if conditions improve or worsen. While these safety and health measures are being implemented across our entire campus, the following guidelines will address the unique needs and challenges within our programs, spaces, and campus locations. By committing to a caring culture that starts with our personal behavior and acceptance of responsibility to each other and ourselves, this plan prioritizes the health and well-being of all our students, faculty, staff, vendors, volunteers, and visitors and provides a roadmap for continuing to provide exceptional educational, research, and engagement programs.



SUMMARY OF UAH PLAN HIGHLIGHTS

- ▶ Planning incorporates leadership initiatives from various working groups that include representation from across the entire campus community.
- ▶ Our return to campus for Spring 2021 will respond to federal, state, and local government guidance in place at the time of UAH's reopening and will be guided by health and medical professionals.
- ▶ UAH continues to focus on the health and well-being of faculty, staff, students, vendors, volunteers, and visitors across all planning.
- ▶ UAH will provide updates to the campus community via a variety of mediums, including the university's website, campus messages, and social media.

Sincerely,

Darren Dawson, President

RETURN TO CAMPUS GUIDING PRINCIPLES

PRINCIPLE 1

Protect the health and safety of the faculty, staff, students and visitors/collaborators upon returning to campus for Spring 2021, with particular concern for vulnerable populations, and considering emotional and mental health as well as physical health.

PRINCIPLE 2

Follow local, state, and national public health authority directives for shelter-at-home, quarantines, physical/social distancing, use of protective gear, density of individuals in enclosed spaces, and other directives.

PRINCIPLE 3

Return to campus for Spring 2021 to enable UAH to provide a unique value to UAH students, faculty, staff, and surrounding community including access to resources that are critical to research and education, participation in collaborative learning, and activities that stimulate learning, creativity and discovery, and engagement with community stakeholders to advance research, enhance learning, and expand career opportunities for our students.

PRINCIPLE 4

Fulfill the University's academic, research, and service mission.

- ▶ Prepare to deliver a high-quality educational experience that realizes the learning objectives, rigor, and standards of UAH, regardless of educational modality.
- ▶ Resume vital research, scholarship, and creative activities integral to UAH culture with appropriate precautions guided by approved public health directives

PRINCIPLE 5

Be flexible and responsive to the changes in circumstances and make accommodations as necessary while being respectful and considerate to all.



UA SYSTEM PROTOCOLS

UAH is working with UA System Chancellor St. John to implement the UA System Health and Safety Task Force plan to provide overarching principles that are guiding the campuses in their planning processes. The task force and its multiple working groups are coordinating their efforts, tapping into world-class expertise on our campus and within the System, including UAB Medicine, as well as seeking guidance from the Centers for Disease Control and Prevention and the Alabama Department of Public Health. Our campus protocols will rest on principles set out by the System Task Force, CDC, and ADPH:

BARRIERS: Face coverings are current best practice and will be part of our plan.

CLEANING: Enhanced cleaning is in place, will continue, and will adjust when necessary.

DISTANCING: Recommendations on social distancing are key elements of our plan.

TESTING

- ▶ **RE-ENTRY TESTING:** Students living in on-campus residential housing, including fraternity and sorority housing, must participate in entry testing within 7 days of returning to campus for the Spring 2021 semester. There is no testing requirement for faculty and staff who are coming back to campus for Spring 2021.
- ▶ **SENTINEL TESTING:** Weekly sentinel testing will be coordinated through GuideSafe™ on UAH campus. Sentinel testing, which will target a randomized sample of approximately 4% of the general campus population (faculty, staff and students), will be used to signal trends, identify outbreaks, and monitor the prevalence of COVID-19 on UAH campus. Testing will be voluntary for most students.

Students living in on-campus residential housing, students who participate in clinical classes or participate in university-sponsored extracurricular activities will be required to participate in sentinel testing. The implementation of this guideline is dependent on the availability of reliable testing.
- ▶ **SYMPTOMATIC TESTING:** UAH will provide free, on-site COVID-19 testing for faculty, staff and students. The tests will be performed by employees from the Student Health Center and Faculty and Staff Clinic at the testing location in Executive Plaza.
- ▶ **FOR-CAUSE TESTING:** Campus healthcare professionals will also order for-cause testing in an area when there is increased reporting in Charger Healthcheck, or to the Student Health Center or the Faculty and Staff Clinic of COVID-19 related symptoms or exposures. Students required to participate in sentinel testing must also participate in for-cause testing. Those who refuse to participate in required for-cause testing will be referred to student conduct. Athletic coaches/staff required to participate in sentinel testing must also participate in for-cause testing.
- ▶ **WEEKLY TESTING FOR ATHLETICS:** UAH regularly tests all students and employees participating in intercollegiate athletics. Testing protocols for these groups is outside of sentinel testing, and complies with all NCAA and host site requirements. At a minimum, all staff and students actively engaging in intercollegiate workouts or competitions, whether formally or informally, are tested at least one time per week.
- ▶ **COVID-19 DASHBOARD:** The UA System has developed a [COVID-19 Dashboard](#) that provides System-wide COVID-19 information to the public. This content is broken down by campus, as well as offer an aggregate System total. This data includes the number of known positive cases of students, faculty and staff on- and off- campus, as well as the results for student entry testing, sentinel testing and the occupancy percent rate related to the isolation space for COVID-19 positive students and/or close contact students.

UA SYSTEM PROTOCOLS

SYMPTOM-TRACKING: Faculty, staff, and students are required to participate in the Charger Healthcheck portion of the GuideSafe™ platform. Charger Healthcheck is a COVID-19 assessment tool that allows users to report COVID-19 related symptoms and exposure. Students returning to campus will start Charger Healthcheck upon entry to campus. Staff returning to campus for Spring semester will start Charger Healthcheck on Jan. 4, 2021 and faculty will start Charger Healthcheck on Monday, Jan. 11, 2021.

EXPOSURE NOTIFICATION: A voluntary, opt-in smartphone tool is available for exposure notification. The GuideSafe™ Exposure Notification app is a partnership of Apple, Google, the Alabama Department of Public Health, and the University of Alabama at Birmingham (UAB). The opt-in resource alerts participants if they have been in close contact with a person who has reported a positive COVID-19 test within the past 14 days.

ISOLATION: UAH provides appropriate locations for campus residents to self-isolate or quarantine when they have been potentially exposed.

PROCESS REVIEW & IMPROVEMENT: As we learn more about COVID-19 and the efficacy of our strategies, our approaches and plan will adjust. Monitoring the effectiveness of our strategies, the health condition of the campus and continuing success of students will inform our adjustments.



HELP FOR VULNERABLE INDIVIDUALS

CDC ADVICE ON VULNERABLE INDIVIDUALS

The Centers for Disease Control and Prevention have identified broad categories of individuals who are at higher risk for severe COVID illness, including:

- ▶ 65 and older
- ▶ Nursing home/long-term care residence
- ▶ Those with certain underlying conditions that are not well controlled, such as lung and heart conditions, immunocompromised individuals, severely obese, diabetics, and those with kidney and liver diseases.

For the latest, please see [cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html](https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-higher-risk.html)

FOR INDIVIDUAL CONCERNS

If you are concerned that you may be at higher risk, UAH has designated individuals to assist with your questions. Please contact:

FOR STUDENTS:

Office of Disability Services
256.824.1997 // dss@uah.edu

FOR FACULTY & STAFF:

Human Resources
256.824.6445 // hr@uah.edu

FOR INDIVIDUAL MEDICAL QUESTIONS

FOR STUDENTS:

Student Health Center
256.824.6775 // shc@uah.edu

FOR FACULTY & STAFF:

Faculty-Staff Clinic
256.824.2100 // fsc@uah.edu



PERSONAL SAFETY PRACTICES

IF YOU ARE SICK, STAY HOME

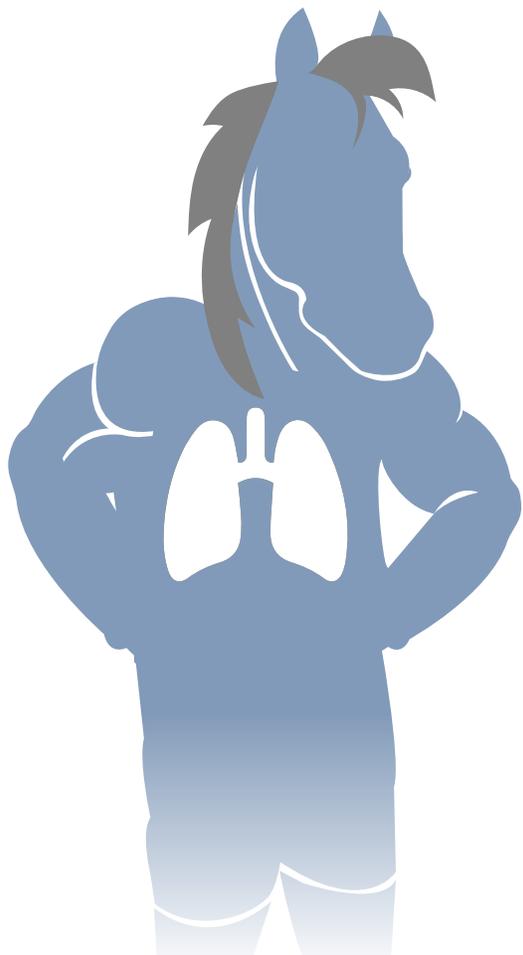
SARS-CoV-2 is a newly discovered coronavirus. It has been identified as the cause of a global outbreak of COVID-19, a severe respiratory disease.

If you have had close contact (within 6 feet for a cumulative total of 15 minutes or more over a 24-hour period) with someone who has tested positive for COVID-19 or is under investigation for COVID-19, stay home and quarantine for 14 days after last exposure.

If you are experiencing COVID-19 symptoms or have COVID-19, stay home and self-isolate for

- ▶ at least 10 days since symptoms first appeared, and
- ▶ at least 24 hours with no fever without fever-reducing medication.

Be sure to follow any ADPH/Faculty and Staff Clinic (FSC) instructions in addition to the above.



This list is not all inclusive. Please consult your medical provider for any other symptoms that are severe or concerning to you.

WHO TO CONTACT

EMPLOYEES:

Laurel C. Long, HR
256.824.6545 // longl@uah.edu

STUDENTS:

Dean of Students
256.824.6700 // dos@uah.edu

PRIMARY SYMPTOMS

- ▶ Cough
- ▶ Shortness of breath or difficulty breathing
- ▶ Fever
- ▶ Repeated shaking with chills
- ▶ Muscle pain or body aches
- ▶ New loss of taste or smell
- ▶ Unexplained headache
- ▶ Sore throat
- ▶ Nausea
- ▶ Diarrhea

SEVERE SYMPTOMS

- ▶ Trouble breathing
- ▶ Persistent pain or pressure in the chest
- ▶ Bluish lips or face
- ▶ New confusion or inability to arouse

TRANSMISSION

Spread from person to person through sneezing or coughing.

Respiratory droplets containing the virus can remain on surfaces even after the ill person is no longer near.

PERSONAL SAFETY PRACTICES

PERSONAL PREVENTION PRACTICES

Certain measures are needed to reduce the risk of exposure and spread of COVID-19. Cloth masks/face coverings are used to minimize the risks to others near you.



TIPS TO STAY HEALTHY



WASH YOUR HANDS
frequently with soap and water or alcohol-based hand sanitizer. Lather for at least 20 seconds



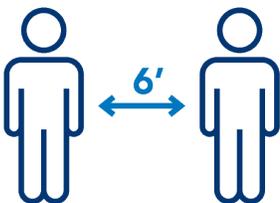
CLEAN & DISINFECT
frequently touched objects and surfaces with isopropyl alcohol



COVER YOUR MOUTH & NOSE
with a tissue or your sleeve (not your hands) when coughing or sneezing



AVOID TOUCHING YOUR EYES
nose and mouth with unwashed hands



AVOID CLOSE, UNPROTECTED CONTACT
and stay at least 6' from others



STAY HEALTHY
stay hydrated, eat a balanced diet, get rest, avoid stress

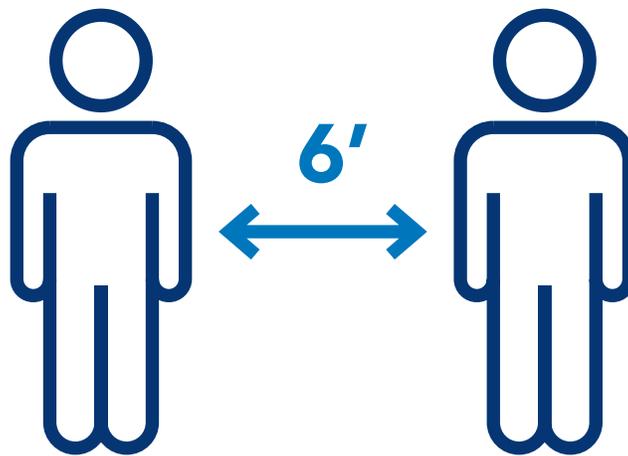
PERSONAL SAFETY PRACTICES

PRACTICE SOCIAL DISTANCING & AVOID CLOSE CONTACT

Social or physical distancing advice includes:

- ▶ Stay at least 6 feet (about 2 arms' length) from other people.
- ▶ Do not gather in groups.
- ▶ Stay out of crowded places and avoid mass gatherings.

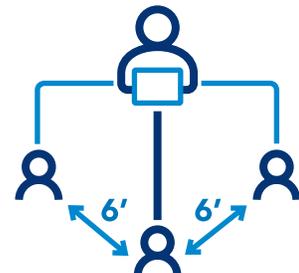
All members of the campus community must practice social distancing.



SOCIAL DISTANCING

PERSONAL ITEMS

- ▶ Students, faculty, and staff need to keep their personal items (e.g., cellphones, other electronics) and personal work and living spaces clean, especially shared desks, lab equipment, and other shared objects and surfaces. Cleaning products and hand sanitizer are provided in many locations throughout campus.



ACADEMICS

UAH has developed a multi-faceted plan to ensure that all students will have access to equal, high-quality course material and instruction.

CLASSROOM AND INSTRUCTIONAL STRATEGIES

- ▶ Increased social distancing in the classroom.
- ▶ All faculty, staff, and students must wear face coverings (masks) in all university buildings including classrooms, laboratories, communal office space, or on-campus meetings and gatherings. Faculty are allowed to wear face shields with or without a mask while teaching.
- ▶ Create remote access to all on-campus courses to allow students to access courses fully online if they cannot attend on campus or otherwise prefer not to.
- ▶ Use of hybrid approaches to teaching and material dissemination, providing both face-to-face class experiences and online course content.
- ▶ Increased routine cleaning of classrooms.

STUDENT SERVICES

- ▶ The pandemic has required significant changes to the [academic calendar](#). Be sure to keep yourself informed of all important dates and deadlines by regularly visiting the [Registrar's webpage](#).
- ▶ Critical services, such as [Career Services](#), the [Counseling Center](#) and [Student Health Center](#) will continue with enhanced remote availability.
- ▶ Academic support services including the [Library](#), [Disability Student Services \(DSS\)](#), [Testing Services](#), and [Student Success Center](#) will continue to support students. The Student Success Center will provide enhanced remote options. The Library is open seven days per week for students and can also be accessed through its website. The Library provides students with safe group study settings.

CAMPUS OPERATIONS: PHYSICAL SPACES

UAH has modified our various physical spaces for appropriate distancing and safety. Items and actions that were implemented include:

MODIFIED SURROUNDINGS

- ▶ Sanitation stations and hand sanitizer in more locations.
- ▶ UAH uses Germ-X®, Purell and Safety First brand ethyl alcohol-based hand sanitizers. University safety officials have **vett**ed these brands to ensure that they do not violate FDA standards, nor that they appear on the **FDA's recall list for methanol contamination**.
- ▶ **Enhanced cleaning protocols**, especially for high-touch surfaces.
- ▶ Preventative equipment, such as plexiglass dividers and covers.
- ▶ Modified layouts of classrooms and communal spaces to provide for required distancing.
- ▶ Signs are posted with COVID-related information. Additional signs are available for COVID-related information, announcements and warnings. Visit the **COVID-19 Signage page** or order a sign or download a template.

HOUSING AND RESIDENCE LIFE

- ▶ Housing and Residence Life is preserving students' residence life in their "home away from home."
- ▶ COVID-19 requires some changes, such as education, training, enhanced cleaning, staggered move-in, social distancing in common areas – especially building kitchens and laundry rooms, limitations to non-UAH visitors, and provision of PPE for staff.
- ▶ Isolation and quarantine spaces are provided for any residential students who may need them.

FOOD SERVICES

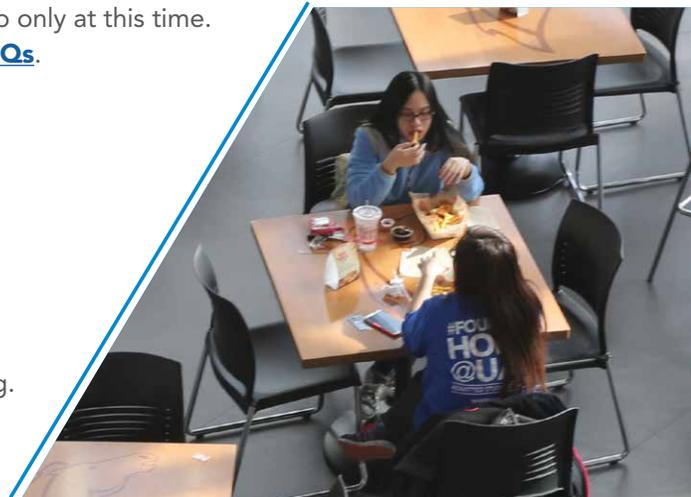
- ▶ Campus dining maintains distancing to provide for the health and safety of students, staff and faculty.
- ▶ All dining locations, including Charger Cafe, are operating to-go only at this time. For more information, please see our **Dining and Meal Plan FAQs**.

MODIFIED ACTIONS

- ▶ Gatherings: Virtual meetings and activities are encouraged.
- ▶ Travel: is restricted for employees and must be approved.

COMMUNAL SPACES AND WAITING AREAS

- ▶ Chairs and furniture are rearranged to allow for social distancing.
- ▶ Procedures are in place to reduce shared objects like pens, forms, magazines, and sign-in sheets.



CAMPUS LIFE & EVENTS

The UAH experience extends beyond the classroom. Planning is underway for student organizations, and social and large events, with the goal to preserve the student experience, consistent with public health and safety requirements.

STUDENT GROUPS & GREEK LIFE

- ▶ Student Life will continuously revise plans with input from our Student Life professionals and students, with a priority of making events virtual when possible.
- ▶ Student Life will assist student organizations to use and plan for larger physical spaces, allowing for greater social distancing for face-to-face events and meetings.
- ▶ Social events and group activities will be planned to preserve the experience, consistent with health and safety requirements.
- ▶ Student groups will be assisted in their own efforts to educate and train on health promotions, and to maintain required distancing and other safety protocols.

EVENTS

Event Registration

- ▶ All academic and student events permitted on campus must comply with state and local health ordinances, and System and campus policies.
- ▶ All academic or social events must be pre-registered with the Office of Academic Affairs (all events except Student Affairs events) or the Office of Student Affairs (all Student Affairs social events), and must include the proposed number of attendees and a plan for maintaining social distancing.
- ▶ Event registrations must be updated following the event to include a comprehensive list of attendees, and maintained for at least 14 days following the event.
- ▶ It is preferred for food NOT to be served at meetings and events. However, if food is served it must be pre-packaged items only.
- ▶ Event organizers must provide attendees with a link to Charger Healthcheck twenty-four (24) hours before the event, and must use the Event Passport to facilitate access into the event.
- ▶ A list of all event attendees must be maintained by the department or student organization hosting the event for no less than fourteen (14) days.
- ▶ Any exception to these event limitations must be approved in writing by the Vice President for Student Affairs or the Provost.

To mitigate spread of the virus upon return to campus, there will be a two-week moratorium on student organization-sponsored social events to begin the spring semester.

CAMPUS LIFE & EVENTS

EVENTS (CONTINUED)

Attendance Limitations for Academic and Student Events

- ▶ Duration of events cannot exceed two (2) hours.
- ▶ Event attendance is limited to the number of people that can be accommodated, taking into account square footage and physical distancing requirements. The capacity of all social and academic events must comply with all applicable health ordinances in place when the event is registered and hosted. Event attendance may not exceed fifty (50) people indoors and one-hundred (100) people outdoors.
- ▶ All academic events hosted by a faculty member, department, or college are subject to the same limitations imposed in a class setting.

Off-campus Events

- ▶ Until further notice, no student organizations may hold off-campus events. This includes parties, swaps, formals, and other social gatherings. This restriction applies regardless of whether the event is organized by the student organization or on its behalf by some of its members or someone acting on their behalf.
- ▶ Academic events hosted off campus must have special written approval from the Provost.

Failure to comply with these guidelines will result in sanctions against students and student organizations.

ATHLETICS AND LARGE EVENTS

- ▶ Athletics is working on contingency plans, should health and safety require changes to event schedules, attendee expectations, and/or facility capacity.
- ▶ Appropriate symptom screening will be a standard expectation of entry at many campus events.



VISITORS ON CAMPUS

VISITORS IN ON-CAMPUS HOUSING

- ▶ Access to on-campus housing is restricted until further notice.
- ▶ Only residents will be allowed access to the living spaces in an on-campus housing facility.
- ▶ This restriction excludes employees, security personnel, and other individuals having an essential reason to access the facility. An "essential reason" will be pre-approved by campus housing or an organization's house corps. This restriction applies to the living spaces in all on-campus housing facilities.

OFF-CAMPUS VISITORS TO CAMPUS

- ▶ To minimize the risk of COVID-19 being brought to campus, visitor access must be limited.
- ▶ Visitors should come to campus only by invitation or for specific events.
- ▶ All official visitors must be pre-approved by the staff member's or faculty member's supervisor and have a green passport to come onto campus. The green passport can be obtained from the [visitor portal](#).
- ▶ UAH uses [Healthcheck](#) and [Event Passport](#), the [GuideSafe™](#) platform tools for visitors. If you pass the Healthcheck, you will be granted an Event Passport. The Event Passport must be used to access campus buildings and campus events, including athletic and fine arts events. See instructions in the yellow callout box below to complete your GuideSafe™ Healthcheck.
- ▶ Visitor access to university buildings requires the use of face masks or face coverings.



SUPERVISOR & STAFFING TIPS

Even after a return to full operations, UAH will encourage employees to work remotely, stagger shifts and functions, maintain social distancing, and use PPE to prevent the spread of COVID-19. Supervisors serve an important role in implementing these efforts.

PHASED STAFFING

- ▶ **Remote Work:** Those who can work remotely to fulfill part or all of their work responsibilities may continue to do so with approval.
- ▶ **Alternating Work Days or Weeks:** To limit the number of interactions between individuals.
- ▶ **Staggered Reporting/Departing:** Staggering reporting and departure times when possible, to encourage reduced building traffic.

ADDITIONAL OFFICE RECOMMENDATIONS

- ▶ Maintain at least 6 feet distance from co-workers and ensure your employees do the same.
- ▶ Wear a face mask or face covering at all times in all university buildings and while in a shared workspace/room.
- ▶ Allow employees to use available leave as needed for symptoms, quarantine, and isolation.
- ▶ Certain activities may require work within 6 feet social distance guidelines. Use appropriate PPE and keep such activities to a minimum.
- ▶ Keep in mind, people can be infected but asymptomatic.

OTHER QUESTIONS

- ▶ Talk with your supervisor, department head, dean, or HR for further guidance.

For additional information, please visit
uah.edu/hr/covid-19-resources

COMMUNITY EXPECTATIONS & ENFORCEMENT

All members of the campus community (faculty, staff, and students) are expected to strictly adhere to the requirements of the University's Safety and Health Requirements for Presence on UAH's Campus During the COVID-19 Pandemic Policy, Number 02.01.71 (the "Policy") and any additional directives of the University with respect to health and safety. The requirements of the Policy include, among other things, the following:

- ▶ appropriate use of face coverings,
- ▶ practicing social distancing, and
- ▶ restrictions on large social and academic gatherings.

The intent of this Policy is to mitigate health and safety risks associated with COVID-19 to protect all members of our campus and surrounding communities.

To emphasize the importance of adhering to the Policy, ***stringent sanctions and discipline will be administered for violations***. While the University expects all faculty, staff, and students will be responsible and compliant members of the campus community as we navigate this academic year, any individual that violates the Policy will be met with disciplinary sanctions in accordance with the Staff Handbook, Faculty Handbook, and the Student Code of Conduct to address the risks their behavior creates.

The following disciplinary measures for students, student organizations, and employees serve only as a guideline and may be adjusted as needed to properly address the severity of any situation. Interim measures may be utilized to remove an individual from campus.

INDIVIDUAL STUDENTS

The Office of Student Ethics and Education, working in conjunction with other areas of Student Life, will oversee student violations of the policy. Repeat offenders will face increasingly greater sanctions. Egregious offenders will be met with significant sanctions up to and including suspension after as little as one offense. In short, given the expectations for compliance and the need to mitigate risks, leniency in the implementation of sanctions will be limited.

The following is a general guideline for sanctions that, again, can be accelerated or modified as needed to address the specific situation.

Noncompliance with Participation in Charger Healthcheck for Students Who Attend Classes On Campus

- ▶ **First Notification**— The first communication attempt will be an email notification educating students on their required participation in Charger Healthcheck.
- ▶ **Second Notification**— The second communication attempt will be a phone or text message educating students on their required participation in Charger Healthcheck.
- ▶ **Third Notification**— A summons letter will be issued requesting a video Code of Conduct meeting to educate students on their required participation in Charger Healthcheck. A final deadline for compliance will be given.
- ▶ **Fourth Notification**— If Charger Healthcheck is not completed by the deadline provided, a sanction letter will be issued indicating that student will be immediately suspended for the duration of the current term.

COMMUNITY EXPECTATIONS & ENFORCEMENT

Noncompliance with Post Re-Entry Requirements

- ▶ **First Violation**— A letter will be sent to the student documenting the violation (e.g., failure to wear a face covering or practice social distancing) with a warning that future violations will warrant more significant action.
- ▶ **Second Violation**— The student will receive a formal conduct charge. If found responsible, the student will receive a written disciplinary warning, which will be reflected on their student disciplinary record. The student will also be required to take additional health and safety training related to COVID-19.
- ▶ **Third Violation**— The student will receive a formal conduct charge. If found responsible, the student will receive disciplinary probation and notification that a fourth violation may result in immediate suspension.

*****All violations after the third violation may result in suspension for up to one year.*****

STUDENT ORGANIZATIONS

All students are expected to comply with the requirements of the rules related to events and gatherings. Student organizations who violate these provisions will be sanctioned. Similarly, if an improper event or gathering occurs that was not organized by a recognized student organization, conduct charges will be brought against individual students responsible for the event. Repeat offenders will face increasingly greater sanctions. Egregious offenders will be met with significant sanctions up to and including suspension after as little as one offense.

Key requirements related to student events include, but are not limited to, the following:

- ▶ There will be no large student-organized events. This includes band parties, swaps, formals, out-of-town and off-campus parties or large gatherings of any kind. The guidelines for indoor events are no more than 50 individuals, with no more than 100 for outdoor events. Most importantly, attendance limits depend on the distance capacity of the space, so each event space is different and may not allow for even 50 individuals, depending on the ability to social distance within the space. These restrictions may be adjusted, up or down, if risks associated with COVID-19 change.
- ▶ Attendance restrictions for student organization events will be strictly applied, and all on-campus events, meetings, and programs held by student organizations and with ten (10) or more expected attendees must be registered through the Office of Student Life.
- ▶ All on-campus student organization events, meetings, and programs with ten (10) or more expected attendees must be registered through the Office of Student Affairs. Event organizers must prepare plans to limit event attendance upon application for registration of a student organization event, including sanitation and cleaning plans.
- ▶ Event organizers must also capture and maintain lists of actual attendees for potential contact tracing and public health use. Organizers must designate someone for this duty.
- ▶ Social distancing and mask wearing must be enforced.

Additionally, off-campus student events sponsored by, or on behalf of, student organizations are not permitted until further notice.

COMMUNITY EXPECTATIONS & ENFORCEMENT

The following is a general sanctioning guideline for violations of the student event requirements:

- ▶ **First Violation**— The group will receive a formal conduct charge and a conduct hearing will occur via video conference. If the group is found responsible, sanctions will include a written warning documenting the violation and informing the group that a second violation could result in the suspension of registered organization status. The group's executive officers and advisor will be required to take additional health and safety training related to COVID-19. Depending upon the seriousness of the violation regarding risk to health or safety, additional and more severe sanctions, including probations, more significant loss of privileges, or removal from campus may be imposed.
- ▶ **Second Violation**— The group will receive a formal conduct charge and a conduct hearing will occur via video conferencing. If the group is found responsible, the group's status as a registered student organization will be revoked, including any allocated funds and the ability to request any funds for the duration of the semester. The group will be barred from reserving any space on campus. The entire student organization and its advisor will be required to take additional health and safety training related to COVID-19. Depending upon the seriousness of the violation regarding risk to health or safety, additional and more severe sanctions, including probations, more significant loss of privileges, or removal from campus may be imposed.

EMPLOYEES

Campus Return Requirements

To work on campus in any capacity (part-time or full-time), all UAH employees, which includes both faculty and staff, must enroll in the Charger Healthcheck. Failure to enroll in the Charger Healthcheck will be met with disciplinary sanctions in accordance with the Staff Handbook, Faculty Handbook, and the Student Code of Conduct to address the risks their behavior creates. If that employee does not complete Charger Healthcheck after three business days, the employee will be met with disciplinary sanctions in accordance with the Staff Handbook, Faculty Handbook, and the Student Code of Conduct to address the risks their behavior creates.

On-campus Safety Requirements

Employees who have returned to their on-campus work location must comply with all UAH COVID-19 safety measures, policies and directives such as wearing a face mask, completing the required reports on the Charger Healthcheck, social distancing, etc. If an employee fails to follow these on-campus safety requirements, progressive disciplinary measures will be imposed according to the UAH Faculty and UAH Staff Handbooks, respectively. Repeated, egregious or willful violations of COVID-19 safety measures, including insubordination, will result in heightened sanctions, up to and including unpaid suspension or termination of employment.

**Employees who believe they need a medical or other accommodation to enable them to complete the steps required to return to their campus or, upon returning, comply with all mandated safety measures should address those issues with and obtain approval from their supervisor and Human Resources prior to returning to campus.

For more information regarding the enforcement of the on-campus safety requirements for employees, see the following document: [Reporting and Enforcement of Expectation and Enforcement Notice](#).