

# EMORY & HENRY COLLEGE



## COVID-19 Response Plan for Academic Year 2021-2022

July 15, 2021



## Introduction

Emory & Henry College has implemented a COVID-19 response policy that provides guidance to employees, students, and other relevant stakeholders of the College for the safe return to in-person instruction and on-campus educational operations during the COVID-19 pandemic. Relevant sections from the College's COVID-19 Response Policy Memorandum are included here and serve as the College's Reopening Plan. This policy was originally created to address the required components detailed in the Virginia state guidance document, "Higher Education Reopening Guidance."

### 1.1. COVID-19 Task Force

During the first week in March 2020, the College convened a task force of key College personnel, led by the Associate Provost and Dean of Students, to respond to the COVID-19 virus that was sweeping across the globe. This task force has evolved, and its membership has changed over the past year, but its focus on the health and wellbeing of the College community has continued. The charge of the Task Force was initially to prepare for the virus's arrival, and then it changed to transitioning the College to remote and distance delivery. As the Spring 2020 semester ended, the Task Force's charge moved to developing a plan for reopening the College for Fall 2020. Now, the Task Force will shift into considering how best to update policies and procedures for the 2021-2022 academic year. The Task Force meets once per week and has sub-groups that meet throughout the week. The Task Force will continue to meet in some iteration during the entirety of the pandemic.

### 1.2. Contact Information

Questions about the College's Reopening Plan should be addressed to the following persons:

Lead Contact:

Ryan Bowyer

Executive Director of Strategic Initiatives

[rbowyer@ehc.edu](mailto:rbowyer@ehc.edu)

276.944.6528

## 2. Purpose

### 2.1. Scope

All students, faculty, staff (including Apogee, National Management Resources, and Sodexo on-site staff), and visitors (including, but not limited to, job candidates, parents, patrons, prospective students, spectators, trustees, and vendors) accessing College property or an approved instructional site (i.e. Intermont Equestrian Center or Southwest Virginia Higher Education Center) for College-related purposes must comply with the rules, standards, and procedures outlined or referenced in this policy.

### 2.2. Principles

This policy's purpose is to achieve a College repopulation plan that:

1. Complies with all local, state, and federal government and health department mandates regarding an institution's safe re-opening during the COVID-19 pandemic;
2. Addresses the health and well-being of all relevant stakeholders; and
3. Considers the long-term sustainability of Emory & Henry College.



This policy promotes actions that limit the spread of the COVID-19 virus.

## 3. Policy

This policy has been developed in anticipation that conditions at the state, regional, and local levels are conducive to conducting in-person instruction and on-campus educational operations in academic year 2021-22. Guidance from government agencies is continually updated and mandates may become less or more restrictive based on the virus's impact to the public's wellbeing. As such, this policy is subject to change. All policy revisions will be in accordance with the current local, state, and federal government and health department guidelines and mandates.

All College Managed Service Providers (MSPs) (i.e. Apogee, National Management Resources, and Sodexo) will be notified of this policy by their respective liaison.

### 3.1. COVID-19 Training Program

All students, faculty, and staff (including Managed Service Provider (MSP) on-site staff), must successfully complete a COVID-19 training program that will enable them to recognize the hazards of the SARS-CoV-2 virus, the symptoms of the COVID-19 disease, and the procedures to be followed in order to minimize these hazards. The training topics will include, but not be limited to, the following:

- A. Requirements of this policy;
- B. Characteristics and methods of COVID-19 transmission;
- C. Signs and symptoms of the COVID-19 disease;
- D. Risk factors of severe COVID-19 illness for people with underlying health conditions;
- E. Awareness of the ability of pre-symptomatic and asymptomatic COVID-19 persons to transmit the virus;
- F. Staying home if ill;
- G. Physical distancing;
- H. Face coverings;
- I. Hand washing and sanitizing;
- J. Cleaning and disinfecting procedures; and
- K. Anti-discrimination and anti-stigma.

#### 3.1.1 Certification and Record

The College will document successful completion of COVID-19 training and maintain a record of the latest training certification for all individuals subject to section 3.1.

#### 3.1.2 Retraining

When the College has reason to believe that a person who has already been trained does not have the understanding and skill required by section 3.1, the person must be retrained. Circumstances where retraining is required include, but are not limited to, situations where:



- A. Changes are made to this policy;
- B. Changes in the SARS-CoV-2 virus or COVID-19 disease hazards; or
- C. Inadequacies in the person's knowledge or use of control measures (i.e. cleaning and disinfecting, face coverings, physical distancing, etc.) indicate the person has not retained the requisite understanding or skill.

### 3.2. Self-Monitor and Report

#### 3.2.1 Self-Check

All individuals, as outlined in section 2.1 who are not vaccinated, are expected to conduct a daily self-check for symptoms to assess their risk of being COVID-19 positive prior to accessing College property (other than that individual's College-owned residence) or an approved instructional site. The College will use a daily self-check mechanism (e.g. questionnaire, app, etc.) that has been developed in accordance with Virginia Department of Health guidelines. Anyone answering YES to any of the screening questions is to stay home and report their symptoms to the appropriate College personnel.

#### 3.2.2 Self-Monitor

All individuals, as outlined in section 1.1, are expected to continually self-monitor for symptoms throughout the day, especially while on College property. Anyone who develops or experiences COVID-19 symptoms while on College property is to go home and report their symptoms to the appropriate College personnel.

#### 3.2.3 Reporting Symptoms

- A. Any **employee** experiencing COVID-19 symptoms must notify their supervisor and report their symptoms to the Office of Human Resources immediately. In addition, employees are strongly encouraged to contact a physician.
- B. Any **student** experiencing COVID-19 symptoms must report their symptoms to the appropriate College official:
  - i. Students on the **Emory** campus must notify the College Health Center.
  - ii. Students on the **Marion** campus must notify the Associate Dean for the School of Health Sciences.

#### 3.2.4 COVID-19 Surveillance

The College will monitor the self-reported symptoms of employees and students. Students who are not vaccinated may be required to undergo regular COVID-19 testing in accordance with health guidelines. Other measures for surveillance available to the College include the daily visit numbers for COVID-like illness to the College Health Center, the number of short-term academic adjustment requests from students due to medical illness, the number of sick leave requests from employees, and the number of quarantined students.

#### 3.2.5 Increased Risk Populations

Employees who are at increased risk for severe illness, as defined by the CDC (i.e. older adults and people with underlying medical conditions), are strongly encouraged to self-identify to the Office of Human Resources to discuss options to mitigate their exposure risk.

### 3.3. Quarantine and Isolation

All individuals, as outlined in section 2.1, who have recently had close contact with a person with COVID-19 (i.e. suspected COVID-19 positive, or “suspected”) while **NOT** wearing CDC-recommended PPE while in a **healthcare setting**; or are showing symptoms of COVID-19 or have been diagnosed with COVID-19 (i.e. known COVID-19 positive, or “known”), must stay home or in their residence hall in order to quarantine or isolate. Students may be required to go to their off-campus home to self-isolate. *Exception: individuals who have been vaccinated OR individuals who have previously tested positive for COVID-19 do not need to quarantine or get tested again for up to three (3) months as long as they do not develop symptoms again.*

A known or suspected COVID-19 positive individual may not remain on College property. However, these individuals can work or attend class from home. The College will practice as much flexibility as reasonably possible in its sick leave and class attendance policies for employees and students during this time of pandemic.

#### 3.3.1 Quarantine

Quarantine is used to keep someone who might have been *exposed* to COVID-19 (i.e. suspected COVID-19 positive) away from others. An unvaccinated individual who feels healthy but recently had close contact with a person with COVID-19 while **NOT** wearing CDC-recommended PPE while in a **healthcare setting** must:

- A. Stay home or in their residence hall (i.e. quarantine) until it is safe to return;
- B. Watch for fever, cough, shortness of breath, or other symptoms of COVID-19; and
- C. If possible, stay away from others, especially people who are at higher risk for getting very sick from COVID-19.

Anyone who develops COVID-19 symptoms while in quarantine must immediately report their symptoms as outlined in section 3.2.3.

#### For residence hall students:

- D. Quarantined students will stay in their residence hall;
- E. All roommate(s) of a quarantined student are strongly encouraged to limit their contact with other people;
- F. Food will be coordinated with quarantined students; and
- G. All common areas and high-touch surfaces in the room should be cleaned frequently.

#### 3.3.2 Isolation

Isolation is used to separate people infected with the virus (those who are *sick* with COVID-19, and those with no symptoms) (i.e. known COVID-19 positive) from people who are not infected. An individual who has tested positive for COVID-19 within the past ten (10) days or has symptoms of COVID-19 must:

- A. Stay home, except to get medical care, until it is safe to return (i.e. be around others);
- B. Stay in a specific room and away from other people and pets in your home; and
- C. Use a separate bathroom, if possible.

#### For residence hall students:



- D. Isolated students will go to their off-campus home to self-isolate.

### 3.3.3 Campus Outbreak Management

The College will collaborate with the Washington and Smyth County Health Departments and local healthcare providers to manage a campus outbreak of COVID-19. In consultation with the local health department, the College will determine to what extent on-campus activities need to be suspended.

### 3.3.4 Return of Known or Suspected Persons

A known or suspected COVID-19 positive person can return (i.e. be around others) when they have satisfied the relevant symptoms-based strategy requirements as follows:

- A. An unvaccinated student living in College housing who has had close contact with someone with COVID-19 while **NOT** wearing CDC-recommended PPE while in a **healthcare setting** can return from quarantine after:
  - i. Continuing to have no symptoms; **and**
  - ii. Fourteen (14) days have passed since last exposure **OR**
  - iii. Receiving a negative test result (test must occur on day 5 or later) and seven (7) days have passed since last exposure.
- B. An unvaccinated individual (other than a student living in College housing) who has had close contact with someone with COVID-19 while **NOT** wearing CDC-recommended PPE while in a **healthcare setting** can return from quarantine after:
  - i. Continuing to have no symptoms; **and**
  - ii. Ten (10) days have passed since last exposure, or
  - iii. Receiving a negative test result (test must occur on day 5 or later) and seven (7) days have passed since last exposure.
- C. An individual who thinks or knows they had COVID-19 and had symptoms can return after:
  - i. At least 24 hours with no fever without fever-reducing medication; **and**
  - ii. Symptoms have improved; **and**
  - iii. At least ten (10) days have passed since symptoms first appeared.
- D. An individual who tested positive for COVID-19 but had no symptoms can return after:
  - i. Continuing to have no symptoms; **and**
  - ii. Ten (10) days have passed since the date of the last positive test.

## 3.4. Testing

The College's COVID-19 testing strategy will adhere to the Virginia Department of Health's guidelines and protocols. Local health care providers, primarily the Ballad Health system and the Washington and Smyth County Health Departments, will provide COVID-19 testing for employees and students experiencing COVID-19 symptoms. If a test is needed:



- A. **Employees** must notify their primary care physician.
- B. **Students** must contact the appropriate College official:
  - i. Students on the **Emory** campus must contact the College Health Center; when the College Health Center is closed, testing may be arranged by calling the Ballad Nurse Line.
  - ii. Students on the **Marion** campus must contact the Associate Dean for the School of Health Sciences.

College employees, other than those designated by the COVID-19 Coordinator, must not, and students should not, transport other employees or students who are showing symptoms of COVID-19, awaiting test results, or have been diagnosed with COVID-19.

Students who are not vaccinated will be required to undergo testing every two weeks. The College will provide, or engage a local or regional partner to provide, tests during COVID-19 outbreaks for its employees with job tasks classified at “high” exposure risk as defined in §16VAC25-220.

The College will test student-athletes in accordance with NCAA, ODAC, and SAC guidelines.

### 3.4.1 Reporting of Positive Test

#### Upon notification of a positive

All positive test results must be reported to the appropriate College personnel:

- A. **Employees** must notify the Office of Human Resources; and
- B. **Students** must notify the appropriate College official:
  - i. Students on the **Emory** campus must notify the College Health Center.
  - ii. Students on the **Marion** campus must notify the Associate Dean for the School of Health Sciences.

All positive test results will be reported to the local Health Department within 24 hours of the discovery of a positive case. The Virginia Department of Labor and Industry will be notified within 24 hours of the discovery of three (3) or more employees present at the College within a 14-day period testing positive during that 14-day time period.

### 3.4.2 Contact Tracing

The College will conduct internal contact tracing in accordance with Health Department protocols; the Washington and Smyth County Health Departments are the College’s direct partner for contact tracing.  
Procedure for Contacting the Health Department

Any employee or student needing to contact the county health department should contact the appropriate College personnel as follows:

- A. For the **Emory** campus, contact Susan Stanley RN at stanlesm@ehc.edu or 276.944.6538, or the relief RN working in the College Health Center at 276.944.6219.
- B. For the **Marion** campus, contact JP Barfield, Associate Dean of the School of Health Sciences at jpbarfield@ehc.edu or 276-944.6230.



The designated College official will contact the appropriate county or district health department official.

### 3.4.3 Health Department Contact Information

Tricia VanHoy, RN  
Nurse Manager for Mount Rogers Health District  
276.781.7450

Kelly Read, RN  
Nursing Supervisor, Washington County Health Department  
276.676-5604 or 276.645.0947  
kelly.read@vdh.virginia.gov

Dr. Karen Shelton  
Medical Director, Mount Rogers Health District  
276.781.7450  
karen.shelton@vdh.virginia.gov

Weekend/night emergency report number: 866.531.3068

### 3.5. Physical Distancing

All individuals, as outlined in section 1.1., are encouraged to maintain appropriate physical distance (e.g. six (6) feet) between persons not living in their same household at all times while on College property, whether indoors or outdoors.

#### 3.5.1 General Practices

Physical distancing is one of the best tools to avoid being exposed to the COVID-19 virus and slowing its spread. In order to limit close contact between individuals, the College may implement actions including, but not limited to, the following:

- A. Requiring physical distancing between individuals;
- B. Implementing circulation control patterns in buildings;
- C. Utilizing visual cues such as signs and floor markings;
- D. Rearranging learning and work spaces;
- E. Reconfiguring spaces where people congregate;
- F. Erecting physical barriers as needed;
- G. Identifying traffic flows and posting necessary instructions and signage;
- H. Staggering class times and work shifts as needed;
- I. Encouraging the scheduling of appointments instead of “walk-ins”;
- J. Encouraging telework if needed; and



- K. Delivering products through curbside pick-up or delivery where feasible.

### 3.5.2 Occupancy Restrictions

Occupancy of spaces including, but not limited to, classrooms, common areas, private and public offices, and other learning environments, may be limited so that occupants can maintain physical distancing from each other as needed. Should the room's occupancy be exceeded, the designated manager of the room or area (e.g. instructor, office manager, building designee), or their designee, must ask occupants to leave the room or area until such a time that their return is in accordance with the occupancy limit. In order to limit the occupancy of spaces, actions including, but not limited to, the following may be utilized:

- A. Classrooms and other learning spaces may be reconfigured by blocking, moving, or removing desks, tables, and other furniture or equipment;
- B. Common areas (e.g. breakrooms, conference rooms, etc.) may be limited to designated personnel, managed through scheduling, or closed;
- C. Private offices may be reconfigured by moving furniture, or alternative meeting spaces used if an office is too small;
- D. Common offices (e.g. Registrar, Provost, etc.) may be reconfigured by moving furniture, and may identify occupant traffic flows; and
- E. Limiting the access of employees, students, and visitors to areas and rooms as necessary.

### 3.5.3 Physical Barriers

In areas where physical distancing is difficult or impossible, physical barriers (e.g. plexi-glass shields) may be installed to aid in mitigating the spread of the COVID-19 virus.

### 3.5.4 Dining Services

Dining services, provided by Sodexo, may be modified to promote physical distancing in the main dining hall as well as related retail operations across the campus. Modified hours, additional meal times, reduced occupancy, and to-go options may be implemented to reduce the numbers of dining patrons at any one time. Measures implemented in the main dining hall may include, but are not limited to:

- A. Full service at all platforms;
- B. Sneeze guards lowered and physical barriers installed at cashier stations;
- C. Tables arranged and extra chairs removed to achieve physical distancing;
- D. Servers distributing napkin-wrapped silverware;
- E. Removing napkins, salt, and pepper from tables;
- F. Using floor markings and signage to control flow and distances; and
- G. Not allowing personal containers or water bottles.



### 3.5.5 Student Housing

Access to residence halls will be limited to the students assigned to the residence hall and designated Housing staff for students who are not vaccinated. Vaccinated individuals will be allowed to freely move about. Signage, floor markings, etc. will be posted to encourage residents to maintain physical distancing at all times.

### 3.6. Face Coverings

All individuals, as outlined in section 2.1, are required to wear a face covering over their nose and mouth at all times while indoors on College property and in public. Additionally, face coverings must be worn while inside a College-owned vehicle, whether alone or with others, and while inside a College-hired vehicle and with others. Individuals are strongly encouraged to wear a face covering at all times while off-campus and in public.

**Exception:** employees who are fully vaccinated and verified through Human Resources will not be required to wear a face covering although they may choose to do so; students who are fully vaccinated and verified through the Dean of Students will not be required to wear a face covering, although they may choose to do so.

#### 3.6.1 Face Covering Exception

Individuals who are not vaccinated are not required to wear a face covering in the following situations:

- A. While outside;
- B. While alone in a personal vehicle or private office;
- C. While in their residence (i.e. residence hall);
- D. While eating and six (6) feet away from another person;
- E. While doing vigorous-intensity activity ten (10) feet away from another person and not face to face with them;
- F. While seeking to communicate with the hearing impaired for which the mouth needs to be visible;
- G. If provided accommodation under the Americans with Disabilities Act; or
- H. If provided a waiver under Title VII of the Civil Rights Act.

#### 3.6.2 Face Covering Exemption

An individual needing an accommodation under the Americans with Disabilities Act may ask for a face covering exemption:

- A. **Employees** must ask for accommodations through the Office of Human Resources;
- B. **Students** must ask for accommodations through the Disabilities Support Services office.

#### 3.6.3 Face Covering Waiver

Any individual needing an accommodation under Title VII may ask for a face-covering waiver:

- A. **Employees** must ask for a waiver through the Office of Human Resources;
- B. **Students** must ask for a waiver through the Dean of Students Office.



### 3.6.4 Face Covering Provision and Use

Face coverings are generally made of cloth, are reusable, and are not part of healthcare personal protective equipment (PPE). Face coverings should:

- A. Fit snugly but comfortably against the side of the face;
- B. Be secured with ties or ear loops;
- C. Be made of one or more layers of fabric that you can still breathe through; and
- D. Be able to be washed and machine dried without damage or change to shape.

The College will provide a limited amount of face coverings for students, faculty, staff, and visitors. Additional face coverings will be available for purchase at The Merc. Students will also be able to obtain “emergency” face coverings from the College Health Center, Campus Police, and residential life staff.

Individuals may provide their own face coverings provided they meet the requirements outline in this policy. Face coverings with derogatory, offensive, or lewd messages in either word or picture are not allowed.

Individuals are responsible for the proper use, removal, and washing of cloth face coverings. People should avoid touching the face covering while wearing it, and they should wash their hands both before and after touching the face covering. Cloth face coverings should be changed if they become soiled or moist. Cloth face coverings should be washed after each use.

Wearing a face covering helps reduce the risk of the wearer exposing others to potentially infectious respiratory droplets. However, even with a face covering, it is critical to maintain physical distancing of six (6) feet or more to slow the spread of the virus.

### 3.7. Hand Washing and Sanitizing

All individuals, as outlined in section 2.1, are expected to practice healthy hygiene procedures including, but not limited to, cleaning or sanitizing hands at key times with soap and water or hand sanitizer that contains at least 60 percent alcohol. Proper hand washing/sanitizing is one of the most important steps in preventing the spread of the COVID-19 virus. The College will support healthy hygiene behaviors by placing sanitizing stations in key locations and providing adequate supplies including, but not limited to, soap, hand sanitizer containing at least 60 percent alcohol, paper towels, tissues, disinfectant wipes, and no-touch/foot pedal trash cans. All individuals are encouraged to clean or sanitize their hands frequently.

### 3.8. Cleaning and Disinfecting

Normal routine cleaning with soap and water decreases how much of the COVID-19 virus is on surfaces and objects, which reduces the risk of exposure. Disinfection can also help reduce the risk; frequent disinfection of surfaces and objects touched by multiple people is important.

#### 3.8.1 Chemicals and Products

Custodial services, provided by National Management Resources, will only use disinfecting chemicals and products indicated in the Environmental Protection Act (EPA) List N for use against SAR-CoV-2. The use of all disinfecting chemicals must be in accordance with the manufacturer’s instructions. National Management Resources through one of its many local or national suppliers will procure supplies.

Cleaning and disinfecting products will be available to employees through the COVID-19 Coordinator.

## 3.8.2 Cleaning Schedules

- A. The current cleaning schedule for administrative areas, common areas, offices, and residence halls will continue daily (Monday through Friday) by the custodial staff with frequently touched surfaces including, but not limited to, door handles, light switches, handrails, and elevator buttons disinfected at least twice per day, Monday through Friday. Cleaning and disinfecting on weekends will be as needed based on facility usage for activities or events.
- B. Classrooms will be cleaned and disinfected per the regular pre-covid schedule. Faculty and staff are encouraged to clean and disinfect between classes.
- C. Employees must keep their work areas tidy to allow proper cleaning and disinfecting by the custodial staff. In the event the custodial staff cannot properly clean an employee's work area due to untidiness, the employee will be responsible for cleaning and disinfecting their work area.
- D. Employees that have frequent interaction within six feet with other persons will be provided with hand sanitizer and disinfectant supplies to clean surfaces contacted frequently.
- E. Residential students are responsible for cleaning and disinfecting their living spaces (i.e. residence hall) according to CDC guidelines.

## 3.8.3 Shared Objects and Vehicles

The sharing of objects (e.g. equipment, tools, vehicles, workspaces, etc.) should be minimized; use of shared objects that are difficult to clean or disinfect is discouraged. All shared objects should be cleaned and disinfected prior to transfer from one person to another. College departments, or their designee, are responsible for the cleaning and disinfecting of the objects in their purview (e.g., the library is responsible for its books, Information Technology Services is responsible for computer labs, lab instructors are responsible for their lab equipment, etc.).

## 3.8.4 COVID-19 Known or Suspected Areas

Custodial staff must disinfect any area accessed by a known or suspected COVID-19 person prior to other employees accessing the area.

## 3.9. Campus Visitors

The number of non-essential visitors to campus may be limited – especially with individuals who are not from the local geographic area. Employees should limit the frequency and duration of all personal visits from family members and other guests. Visitors:

- A. Should conduct a symptom screening before accessing College property;
- B. Must wear a proper face covering and practice physical distancing while on indoor College property;
- C. Are not allowed to stay overnight on campus, except as authorized by the Dean of Students; and
- D. Are not to enter residence halls, except as authorized by the Dean of Students.

Departments that frequently host visitors may:

- E. Require scheduled appointments ("walk-in" visits may not be accommodated); and
- F. Limit tours and visits to single or family units.



Students are strongly encouraged to limit the frequency and duration of visits from family members and other guests.

Any visitor not in compliance with this policy will be required to leave the premises immediately.

### 3.10. Travel

All College-related travel by employees and students must comply with local, state, and federal government mandates, and should be in accordance with health department and CDC guidance.

All employees and students traveling for any College-related reason, including but not limited to, athletic competition, experiential learning experiences (e.g. student teaching, internships, etc.), professional development, or recruiting, must comply with the rules, standards, and procedures outlined and referenced in this policy, including physical distancing, the wearing of face coverings, and practicing proper hand washing and hygiene while traveling.

### 3.11. The College Health Center

The College Health Center (CHC) has a contract for limited medical services with a physician and nurse practitioner through the Ballad Health system's Emory Internal Medicine – Abingdon Physician Partners private office that is located in the same building as the CHC. All appointments must be scheduled in advance; “walk-in” visits are not available. The CHC uses a telehealth platform to provide information to assist in triage and scheduling of appointments.

In addition to providing its typical student and employee services, the CHC will coordinate the care of suspected and known COVID-19 positive students in partnership with Ballad Health practitioners and Smyth and Washington County Health Department personnel.

#### 3.11.1 Facility Considerations

In order to reduce the risk of infection, the CHC will implement measures including, but not limited to, the following:

- A. Eliminating walk-in appointments;
- B. Rearranging the waiting-room to achieve physical distancing of at least six (6) feet between seats;
- C. Escorting patients to an exam room as quickly as possible;
- D. Not allowing visitors to accompany patients;
- E. Requiring face coverings (disposable face coverings available for patients as needed);
- F. Cleaning and disinfecting between patients; and
- G. Limiting or discontinuing the use of shared objects where feasible.

#### 3.11.2 Staff Considerations

Provision of medical-grade personal protective equipment (PPE) for CHC staff will be coordinated with the Mount Rogers Health District (specifically the Washington County Health Department) and the Emory Internal Medicine private office. PPE including, but not limited to, gloves, gowns, and face shields will be provided to employees with job tasks classified at “high” exposure risk as defined in §16VAC25-220.



### 3.11.3 Mental Health Services

**Students** have access to mental health services provided by the College's Counseling. All appointments must be scheduled in advance unless a student is experiencing a mental health crisis. Services will be provided both in person and via secure video conferencing.

**Employees** have access to psychological and emotional well-being support through Anthem's LiveHealth Online Psychology program and the Employee Assistance Program.

## 3.12. Repopulation of the College

### 3.12.1 Initial Screening

Unvaccinated students are required to submit a negative test that is no older than 72 hours in order to move into campus housing or access campus.

## 3.13. Repopulation of the College

Employees must not be discharged or discriminated against in any way because the employee:

- A. has exercised rights under the safety and health provisions of Title 40.1 of the Code of Virginia, and implementing regulations under §16VAC25-60-110 for themselves or others;
- B. voluntarily provides and wears their own personal protective equipment if such equipment is not provided by the employer, provided that the PPE does not create a greater hazard to the employee, or create a serious hazard for other employees; or
- C. raises a reasonable concern about infection control related to the SARS-CoV-2 virus and COVID-19 disease to the employer, the employer's agent, other employees, a government agency, or to the public such as through print, online, social, or any other media.

## 3.14. Vaccination

All students, as defined in the groups below, are required to wear a face covering over their nose and mouth at all times while indoors on College property and in public. Additionally, face coverings must be worn while inside a College-owned vehicle, whether alone or with others, and while inside a College-hired vehicle and with others. Individuals are strongly encouraged to wear a face covering at all times while off-campus and in public.

### 3.14.1 Vaccination Requirements

- A. Students living in College-owned residential facilities;
- B. Students that are members of an NCAA athletics team;
- C. Students involved with any affinity group or club sport;
- D. Student members of the Equestrian team;
- E. Students involved in any active student organization, including Fraternity and Sorority Life, and any student organization recognized by the Student Government Association;
- F. Students that are representing the college in any visual or performing arts performance;
- G. All School of Health Sciences students; and
- H. All School of Nursing students.



- I. All students studying or traveling abroad (I.e. internationally) in any capacity as a student.

### 3.14.2 Vaccination Exemption

A student subject to the vaccination requirements listed in 2.14.1 who needs an accommodation under the Americans with Disabilities Act may ask for a vaccination exemption through the Disabilities Support Services office.

### 3.14.3 Vaccination Waiver

A student subject to the vaccination requirements listed in 2.14.1 who needs an accommodation under Title VII may ask for a vaccination waiver through the Dean of Students Office.

### 3.14.4 Approved Vaccinations

Any vaccination that has been approved for either Emergency Use Authorization or full use by the Food and Drug Administration (FDA) will be able to be used to adhere to this policy.

- A. Pfizer;
- B. Moderna; and
- C. Johnson and Johnson;

International students who have a vaccination that has been approved by the World Health Organization may use that vaccination to meet this policy requirement.