



Employee Health Safety Agreement

The health and well-being of our students, faculty, and staff is a College priority. This document provides guidelines and expectations to support the health and safety of our campus community during the current COVID- 19 pandemic for all ON-SITE WORK /EMPLOYMENT ACTIVITIES. As a condition for your return to the on-site work environment, we ask that you follow these guidelines consistently - for your safety and the safety of others. ***All employees are required to receive a COVID-19 vaccination or have a weekly COVID-19 test. We encourage all employees to also get a booster vaccination.***

To minimize the chances of COVID spreading, I pledge to follow these expectations whenever I visit campus:

1. **I will not come to campus if I am sick, or stay on campus if I feel sick, regardless of symptoms.** I will contact my supervisor so that he/she is aware and can provide guidance as necessary. I will stay in touch regularly with my supervisor during my work absence. If he/she has not provided me with guidance, I will contact my next level supervisor or Human Resources. I will not come to campus until:
 - There has been at least 3 days with no fever without the use of fever reducing medications, AND
 - Symptoms are resolved, AND
 - There has been 10 days since symptoms first appeared.
 - I will be allowed to return to campus after a negative test.
2. **If I am NOT vaccinated:**
 - **I will follow the College's process for weekly COVID-19 testing and provide the results to the HR department.**
 - **I will not come to campus if I have been exposed to someone with COVID-19 within the previous 10 days.** If I become aware that I have been in close contact with someone with COVID-19, I will stay home for 10 days after exposure and determine that no symptoms occur. If symptoms occur, see section 1 above. I will contact my supervisor and work with Human Resources to request telework options, alternative work arrangements, or information about the appropriate leave to take. Faculty in clinical settings who, as part of their instructional work, are exposed to someone with COVID-19 are exempt from this requirement if the exposure occurred while the faculty was wearing appropriate personal protective equipment and followed other health protecting protocols.
 - **I will practice social/physical distancing and will not congregate** before, during, and after on-site work activities, as well as during breaks.
 - **I will wear a protective face covering (mask) when on campus.** A mask will be required for entry to and occupation of any building, except when I am alone in my office or while eating/drinking. Other personal protective equipment (PPE) may be required by the College or by my supervisor, to include, but is not limited to: face shields, gloves, etc.

3. **If I am fully vaccinated (vaccinated and 2 weeks since last shot):**
 - I do not need to quarantine if exposed to someone with COVID-19, but I will monitor myself for any COVID-19 symptoms and follow the guidance in section #1.
 - **I will wear a protective face covering (mask) when on campus.** A mask will be required for entry to and occupation of any building, except when I am alone in my office or eating/drinking. Other personal protective equipment (PPE) may be required by the College or by my supervisor, to include, but is not limited to: face shields, gloves, etc.
4. **If, I am diagnosed with COVID-19, I will not come to campus. If I recently worked on-site, I will advise my supervisor immediately of my diagnosis, so that the College can work with the Department of Health on appropriate follow-up.** If I tested positive for COVID-19, I may be allowed to return to work when:
 - There has been 10 days since I was tested AND
 - All symptoms are resolved for at least 24 hours priorOr
 - If I have had a negative polymerase chain reaction (PCR) test.
5. **I will conduct a Self-Check each day before coming to campus.** Information about conducting a self-check can be found at <https://www.cdc.gov/coronavirus/2019-ncov/testing/index.html>

In addition to the expectations listed above,

6. **I will be prepared if the College is moved to a fully remote work environment for all employees.** In the event of a new outbreak or change in state guidelines, I understand it is possible the College may be moved to a full or partial work environment. I understand that if this occurs, I will need access to technology and the internet with as little as 24 hours' notice.