



Employee Health Safety Agreement

Updated May 17, 2021

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 strongly encouraged to receive a COVID-19 vaccination.***

The College is committed to compliance with all directives of the CDC and VDH and will take the following steps to support the health and safety of our campus community:

- Initiate steps to mitigate the risk and transmission of COVID-19, including the cleaning of the on-site work environment;
- Provide hand sanitizers and hand sanitizing stations on-site; provide regular cleaning of high-touch common areas such as doorknobs and restrooms;
- Respond to faculty and staff concerns and/or questions as they may arise, and;
- Adapt, adjust, or change procedures or policies to adhere to CDC, state, or federal policy/guidelines.

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 not come to campus if I have been exposed to someone with COVID-19 within the previous 10 days** or traveled to an area with a high incidence of 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.

