



UNIVERSITY OF NEBRASKA KEARNEY™

Plan to Mitigate the Spread of Infectious Diseases Spring 2021

Objective:

This plan includes a series of policies and practices to reduce the likelihood that communicable diseases such as COVID-19 will be transmitted within the campus community, including students, faculty, staff, and guests.

Design:

A task force of 30 university employees divided into eight subcommittees to identify reasonable actions to reduce exposure to human transmitted virus. The subcommittees were asked to use the UNMC-produced *Higher Education COVID-19 Pandemic Recovery Guide* as the primary resource for policies and procedures, but they were also encouraged to consult guidance from other resources such as professional associations, the Center for Disease Control *Considerations for Institutes of Higher Education*, and colleagues on campus as appropriate.

The plan envisions a progression of three phases, starting August 21, 2020. At the end of each two-week period, data on disease prevalence on campus, in the Two Rivers Public Health District, plus other counties that are home to a high number of UNK students, will be reviewed by the Emergency Operations Team and a determination will be made about moving to the next phase. Phasing is meant to balance restrictions with community risk.

This plan describes campus-wide policies, as well as policies and procedures for some areas that are common use such as the Library, Student Union, and Residence Life. Individuals, organizations, departments, and units on campus are encouraged to develop and implement additional protections as they deem appropriate to their specific situations. All policies must comply with existing ADA law, University policies, and local Directed Health Measures. Principles of Universal Design should be employed to ensure equitable access.

The effectiveness of this plan depends almost entirely on individual compliance. We ask that members of our community become familiar with the plan, abide by policies, and support each other in doing the same.

This plan was reviewed in November and December 2020 and revised per the input from faculty, staff and students.

Administrative Actions and Campus-wide Policies

1. UNK will create a Public Health Center for the duration of the COVID-19 pandemic. This Center will:
 - Serve as an information resource for the campus community on the disease;
 - Direct symptomatic students and employees to testing sites;
 - Track health information from symptomatic students and employees; and
 - Trace the known contacts of people with COVID-19 and communicate with those individuals about health monitoring and quarantine requirements.
2. The Public Health Center, in collaboration with Information Technology Services, will make available to the campus community a phone app for employees and students to use to screen themselves for COVID-19 symptoms. An alternative system will be made available for individuals who are unable to use the phone app.
3. All employees and students must monitor themselves for specific COVID-19 symptoms as identified via the app. Individuals must immediately report symptoms to the Public Health Center (PHC), which will advise the individual on monitoring, quarantine, and isolation as appropriate.
4. People in contact with positive-tested or symptomatic individuals must also contact the PHC, and may be required to quarantine and be cleared by the Public Health Center before resuming campus activity. People diagnosed with COVID-19 will have to be cleared by the Public Health Center before returning to campus activity.
5. To support screening, the Public Health Center will provide walk-up temperature check stations on campus.
6. During Phases I and II, every person is required to wear a mask that covers the nose and mouth in all public and shared environments on campus, and in alignment with other requirements about the use of masks on campus. This includes classrooms regardless of spacing of individuals, offices where people work within six feet of each other, common areas, restrooms, elevators, outdoor spaces when separation is not possible, and University-provided group or mass transit. See item 24 below for related information. Exceptions may be approved for students in learning situations where close contact is required and masks are not

feasible. Examples include athletics, music, and theatre. These groups must have approval from the PHC and comply with close monitoring protocols as directed. People working in offices where individuals are six or more feet apart may doff their masks. Exceptions will also be granted to individuals who provide medical documentation stating they should not wear masks. Such individuals should work with the Office of Equity and Compliance to be granted an exception to the mask requirement.

7. During Phase III, masks may be required in specific situations as indicated by supervisors, unit directors, and instructors.

8. Policies that create incentives for sick people to come to work should be suspended until the public health threat is controlled by vaccine, treatment, or other medical developments.

9. Employees who believe they are at high risk from the pandemic may work with their supervisors or department chairs to discuss remote work plans. These plans should cover all job duties appropriate to the position. The Office of Equity and Compliance is available to help develop Temporary Assistance Plans if requested. Employees may contact the Office of Equity and Compliance if they do not reach agreement on alternative work arrangements with their supervisors.

10. All policies must respect and protect the personal information of students and employees. Individual health information should only be given to personnel authorized to have that information.

11. All University events and events conducted on University property must be approved by the University. Regular meetings and informal activities do not need to complete this approval process but do need to comply with current Directed Health Measures and UNK COVID-19 policies. The review process will be initiated when the event organizer submits a Facilities Reservation Form. Organizers of UNK events that do not require a Facilities Reservation Form should contact the Public Health Center for planning guidance.

12. Meetings will occur through remote technology where possible and practicable.

13. During Phases I and II, no organizations or individuals may distribute food for fundraising purposes. All other food distribution must follow the terms of the UNK Dining Contract and other UNK policies.

14. UNK will follow NU system restrictions on travel, as well as current guidance from the Centers for Disease Control, Nebraska Department of Health and Human Services, and Two Rivers Public Health Department. This will include quarantine requirements for returning travelers. During Phases I and II, people participating in university travel will be required to wear masks while in the vehicle with other people, and at other times when they are within six feet of other people.

15. UNK departments and units should consider their specific situations and develop additional safety procedures as appropriate.

Education and Communication

16. A committee has been established to develop and implement a campus-wide plan for informing students and employees about COVID-19 related policies and community expectations. As mentioned in the precis, control of the spread of disease will depend largely on individual compliance with behavior policies. A well-informed campus community committed to collective health is essential.

17. Academic Affairs will develop a standard syllabus statement for faculty to include in syllabuses that explains to students the policies and expectations related to COVID-19 safety.

18. The University Communications office and the Public Health Center will work together to create and maintain a web presence that communicates the University's current phase, as well as active policies.

19. The Education and Communication committee will develop resources on mask selection, use, and disposal.

Classrooms, Laboratories, and Studios

20. UNK will provide disinfecting wipes for classrooms. Instructors and students are responsible for cleaning their own areas and equipment at the start of classes. Building supervisors may work with departments to control access to classrooms as they deem appropriate.

21. Students shall not attend class if they are sick or are on quarantine or isolation orders from PHC. Instructors should consider providing students with alternative class participation methods if they are not able to be in the classroom because of illness. This will remove student incentives to be in class if they are possibly contagious, or on quarantine or isolation. UNK has equipped most classrooms with zoom-capable technology. Other mechanisms may be used per each instructor's direction.

22. Students who are ill should be allowed alternative participation for the first day without PHC documentation. They should immediately contact the Public Health Center which will review symptoms and provide quarantine or isolation direction as appropriate. PHC will provide the student with documentation to share with class instructors. For the student to return to class, they must receive clearance from the PHC. Faculty should underscore to students the importance of following PHC protocols.

23. Students will wear masks in classrooms, labs, and studios during Phases I and II. Instructors may require students to wear masks and other personal protective equipment at other times such as laboratories or other contexts where spacing is difficult to implement. In situations where mask-wearing is not practicable—such as music ensembles—other protective measures should be implemented. These could include additional spacing between students, heightened screening of individuals for symptoms, or other measures as appropriate. Instructors must obtain approval from the PHC before conducting classes without masks.

24. Classroom population density should allow six foot spacing between individuals wherever possible.
25. Instructors must wear masks in the classroom. Faculty should be cognizant of students who need to see the speaker's mouth to understand speech and should wear a mask with a clear plastic mouth covering if that is indicated.
26. Music studios will be organized so instructors and students are not projecting air toward each other. Either additional spacing or physical shields will also be used.
27. Access to the Calvin T. Ryan Library will be limited to students, faculty, and staff at UNK, UNMC, and Central Community College Kearney Center. Non-UNK, UNMC, or CCC users may request access by appointment, with the expectation that those requesting appointments have a need that can only be met in person at the UNK Library. A series of protective policies are being put in place, and patrons can see the full list on the Library web page.

Facilities and Engineering

28. Hand sanitizer dispensers will be installed throughout campus.
29. Air handling systems will be purged at the beginning and end of each weekday. Ultraviolet lights will be installed in air handling systems where practical.
30. Facilities will use room foggers to disinfect particular building areas as part of cleaning procedures.
31. Facilities will continually monitor CDC and other sources for best practices for cleaning equipment, supplies, procedures, and training, and incorporate those practices as appropriate.
32. Facilities will work with building supervisors to create controls for building entrances and exits that facilitate one-direction traffic. Facilities will also work with building supervisors to install signage that controls internal building traffic.
33. UNK will provide a reusable face mask to students and employees. Departments will procure and distribute Personal Protective Equipment to employees in specific risk situations as appropriate.

Residence Life

34. During Phases I and II, residents will wear masks when in common areas.
35. Seating will be removed from public areas to discourage gatherings. Signage will be installed to communicate protective habits such as masks, hygiene, and distancing.
36. Meetings will occur on-line where possible.
37. Public access to Residence Halls will be limited.
38. UNK will have designated housing for students in isolation. Plans for food and health monitoring will be developed in consultation with Student Health and Sodexo.

Student Union

39. Student Union leadership will meet weekly to discuss policies and procedures.
40. Staff will increase cleaning frequency of high-touch areas and tables. All non-dining tables will be marked with cards indicating "Not Available" or "Disinfected and Available for use." Cleaning materials will be available for students to clean their areas.
41. On-line options will be created for traditionally walk-up window services. Plexiglass barriers will be installed as appropriate.

UNK Dining

42. During Phases I, II, and III self-serve meals will be structured so Sodexo employees plate food rather than allow students to handle utensils.
43. During Phases I, II, and III seating will be structured so there is six foot spacing between dine-in students. The Ponderosa room will be used as dining area to accommodate needs for greater spacing. Students will have take-out meal options.
44. Sodexo employees will clean tables between each use. Dining tables marked with cards indicating "Not Available" or "Disinfected and Available."

Antelope Bookstore

45. During Phase I, only 10 customers will be allowed in the store at a time. In Phase II, this will be increase to 25 customers, and 50 in Phase III.
46. During Phases I and II, textbook areas will be restricted to bookstore employees only. Staff will pull textbooks for students. Clothing and apparel displays will be spread out to reduce concentration of shoppers.

Athletics and Intramurals

47. Vendors must affirm that they will comply with campus policies.
48. Varsity athletics will comply with NCAA and MIAA policies on COVID-19 safety. Events will comply with current Directed Health Measures.

49. Athletic teams will conduct close COVID-19 screening of athletes and coaches. Positive symptoms will be reported to the Public Health Center.

50. Intramural sports will be evaluated to eliminate or modify competitions as appropriate to reduce close contact between participants.

Experiential Learning

51. External sites that host UNK students for internships, student teaching, research, and other experiential activities will provide documented affirmation that they will follow local Directed Health Measures.

52. Learners must be informed of the risks of COVID-19. At a minimum, they shall be given a copy of the Statement of the Public Health Context for Experiential Learners.

53. External sites must provide Personal Protective Equipment, as appropriate.

54. External sites must inform learners where to report health concerns.

55. In Phase I and II, learners riding together in vehicles must wear face covering during transportation to and from sites.

56. Faculty and students participating in scholarly activity in laboratories and studios must get approval from the Office of Research.