CU READY

safety and health reopening plan

Campbellsville UNIVERSITY

CU Healthy at Work Officer
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July 24, 2020

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GENERAL GUIDELINES

SAFETY AND HEALTH REOPENING PLAN

General overview. For the past several months, Campbellsville University has continued to closely observe and evaluate the state and federal guidelines that apply to a safe and healthy reopening of our campus and facilities/space at regional sites. Campbellsville University Administration appointed a "Staged Reopening Committee" (SRC), to develop and implement the "CU Ready Plan." This plan has been adopted to provide the safest and heathiest environment within our abilities.

The SRC used the following documents to help guide their work:

- Council on Postsecondary Education (CPE) Guiding Principles: Fall 2020 Restart Plan for Kentucky's Colleges and Universities,
- Gov. Andy Beshear's 10 Rules to Reopening Healthy at Work,
- Guidelines to Opening up America Again, established by the White House and the Centers for Disease Control and Prevention (CDC), and the
- American College Health Association's (ACHA) Considerations to Reopening Institutions of Higher Education (IHE).

Additional guidance has been provided to the University by local physicians, the Taylor County Regional Hospital, and the Lake Cumberland District Health Department as well as various other state, local and national safety and health resources.

Through the work of this committee, the University has established internal guidelines for the entire collegiate community as we move into restarting campus, with a careful and thoughtful approach.

The CU APP. Available for Apple or Android devices, the CU APP is the go-to portal for up-to-date information for students, faculty, staff, and coaches, for Campbellsville University safety and health protocol. **With the CU App you can perform your daily health assessment before leaving your residence every morning, and stay current on important campus requirements as directed by the SRC, CPE, and CDC.**

Get the CU App today, visit, http://cu.campusapp.com

HYGIENE

WASH YOUR HANDS

Good personal hygiene habits will be promoted and expected on campus of all university persons. All individuals should wash their hands for 20 seconds after being in a public place and/or touching an item or surface frequently touched by other people, such as door handles, tables, screens, and before touching your eyes, nose, or mouth.

WEAR A MASK

CU will ensure, to the greatest extent practicable, that all students, faculty, staff, coaches and campus visitors must wear an approved face mask, unless exempted with documentation by a medical professional. Please see Special Accommodations section.

Research continues to support that this virus is transmitted though airborne droplets and stresses the importance of social distancing and that wearing a mask is one of the greatest measures we can do to stop the virus.

WATCH FOR SYMPTOMS

All students and employees must remain home if sick or if anyone in their respective homes are exhibiting symptoms of or have COVID-19.

Self assessment of your temperature is a key symptomatic sign. Each student and CU employee will be expected to conduct daily heath assessments. A CU health kit will be given to each CU student that will consist of a thermometer, hand sanitizer, two masks, a CU health covenant and instructions to administer the daily health assessment digitally through the CU app (see page 3).

CLEAN AND DISINFECT

All public spaces will be regularly cleaned and disinfected on a more frequent basis. High-touch surface areas will be regularly cleaned and disinfected. Hand sanitizing stations will be positioned at all major entrances to campus buildings and high-traffic locations.

REDUCE SHARED TOUCH

High-touch shared items such as paper, pens, etc. will be removed when possible and additional high-touch areas will be identified to determine a reduced touch usage plan (for example, minimizing the passing to others of student identification cards).

DEEP CLEAN

Early in August 2020, a deep clean of campus classrooms and residence halls will occur.

SOCIAL DISTANCING

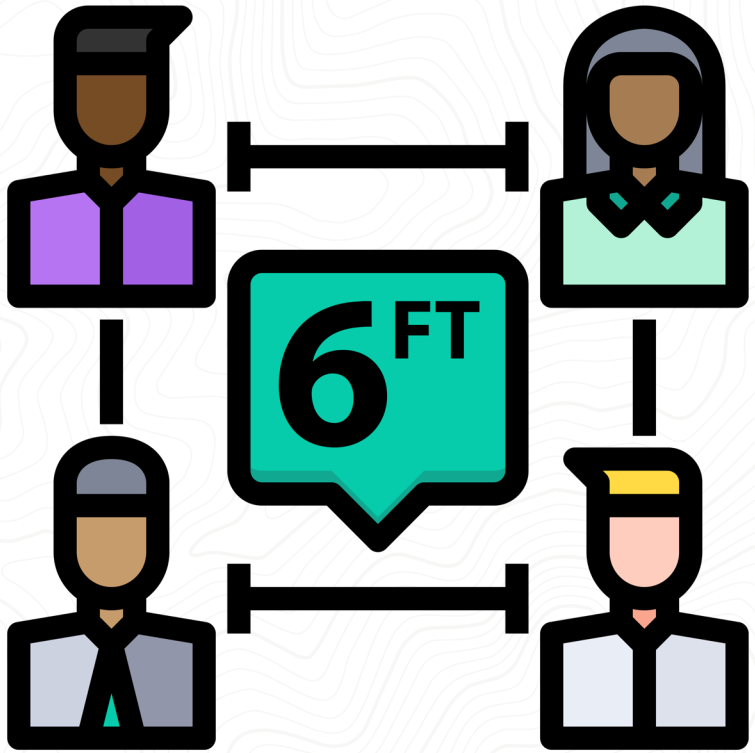
The CDC defines social distancing as maintaining a minimum of six feet in all directions. The University will ensure, to the greatest extent practicable, that there will be at least six feet between individuals within assigned and available workstations and instructional spaces.

Students, faculty, staff, coaches, and visitors should follow all social distancing guidelines in both academic and campus life, to the greatest extent practicable.

Training and educational reminders on correct social distancing guidelines will be ongoing.

CU will develop online training for students, faculty, staff, and coaches on proper social distancing, use of PPE and other safety and health measures.

While six feet is a minimum in social distancing, CU is recommending even more distance where applicable and to always wear a mask.



FACIAL COVERING

Facial coverings must be worn by faculty, staff, students, coaches, vendors, contractors, and visitors.

Facial coverings must be worn at all times on campus except while eating or while alone in a private room such as a personal office or residence hall room. Facial coverings will not be required while exercising outdoors, as long as there is proper social distancing and no grouping with others.

Facial coverings must cover the nose, mouth, and chin.

As the University expands its on-campus activities, CU is providing each employee who works on the campus and each enrolled student with a reusable facial covering or disposable mask.

Individuals may also choose to make or purchase a facial covering for their use while on campus. Faculty, staff, students, and coaches picking up facial coverings will be asked to show CU ID. More information regarding distribution of facial coverings will be provided as it becomes available.

Some individuals should not wear facial coverings. Faculty, staff, students, and coaches may request an exemption from wearing a facial covering through Human Resources or Student Services Office. Please see Special Accommodations section.

Exemptions will be provided for the following reasons with adequate documentation:

- Facial coverings in the work setting are prohibited by law or regulation;
- Facial coverings are not advisable for health reasons;
- Facial coverings are in violation of the documented safety policies; or there is a functional (practical) reason for an individual not to wear a facial covering;
- Facial coverings should also not be used by anyone who has trouble breathing or who is otherwise unable to remove the facial covering without assistance, such as a child under the age of two.
- Support documentation is required for this exemption. Please see Special Accommodations section.

CU requires facial coverings to be worn in accordance with the Governor's Healthy at Work initiative and recommendations made by the Centers for Disease Control and Prevention (CDC).

CU will re-evaluate this requirement on a regular basis and communicate any changes.

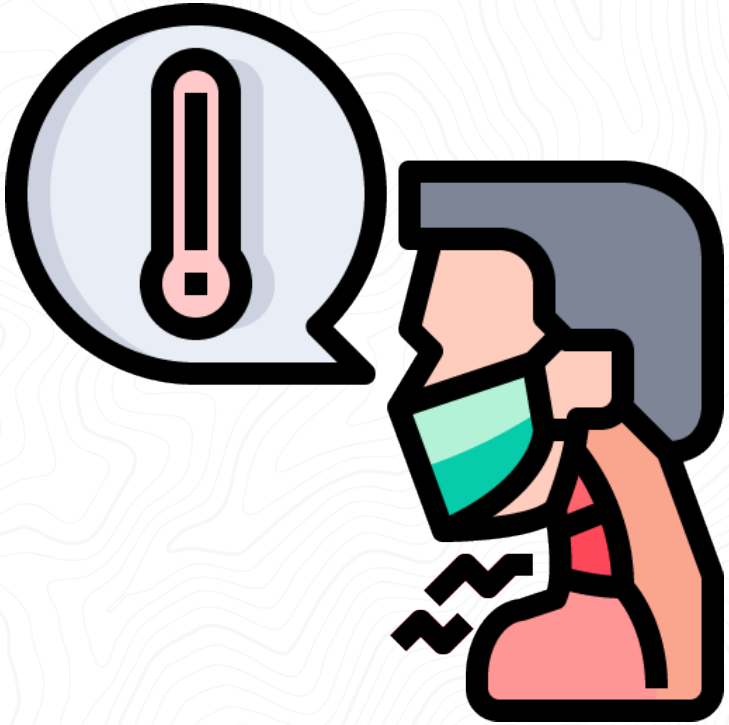
SCREENING

CU has established a temperature and symptom screening policy. This will include a daily check before reporting to work or school. Please use the CU APP to complete daily checkups: **http://cu.campusapp.com**

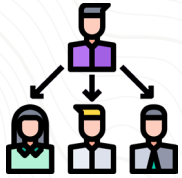
If any individuals register a high temperature, (fever is 100.4°F/38°C or higher), as defined by CDC, they will be advised to stay home or in their residence hall room, and contact **Tiger Clinic** at (270) 789-6112.

CU has established a centralized reporting and monitoring system accessible through the CU App: **http://cu.campusapp.com**

A CU Health Kit will be given to each CU student that will consist of a thermometer, hand sanitizer, two masks, a CU health covenant, and instructions to administer the daily health assessment digitally through the CU app.



TESTING AND CONTACT TRACING



Student COVID-19 Testing

Campbellsville University expects that all students be tested for COVID-19 ONE WEEK before their arrival, where practical. Test results should be sent to this email address:

studentcovidresults@campbellsville.edu

Any students who are unable to be tested before arrival will be required to be tested once they arrive, before being cleared to attend classes or other campus related events. Once documentation of a "negative" COVID-19 test is submitted, participation in classes and other related university events may begin.

Employee COVID-19 Testing

Campbellsville University expects that all faculty, staff and coaches be tested for COVID-19 prior to the beginning of the fall academic semester where practical. Any CU employee unable to be tested prior to the fall academic semester should consult with their respective supervisor immediately. All test results should be sent in email to this email address:
employeecovidresults@campbellsville.edu

The university will require a mandatory 14-day quarantine for faculty, staff, coaches, and students arriving from outside of the country. These individuals will be required to do the following:

- Check their temperature twice daily;
- Report fever greater than 100.4, cough, or trouble breathing;
- Report additional symptoms, including cough, chills, loss of smell or taste, diarrhea, sore throat, moderate to severe fatigue, confusion, and/or new skin rashes.

Confirmed Cases

In the event of a positive test result or confirmed case of COVID-19, it should be reported immediately to the Healthy at Work Officer at healthyatwork@campbellsville.edu.

Campbellsville University will immediately follow procedures and guidelines set forth by the CDC and local health departments in quarantining and sanitizing areas and beginning contact tracing protocols.

Contact tracing will be conducted by the Lake Cumberland District Health Department as appropriate and in collaboration with CU qualified staff.

CU will establish quarantine procedures for individuals exhibiting symptoms until they are confirmed negative. CU will also provide food delivery to quarantined on-campus housing residents.

Where practical, students who test positive for COVID-19, or who are placed under isolation or quarantine are encouraged to go home as soon as possible to continue any medical care and home isolation. Students will remain home until they receive a medical clearance to return to Campbellsville University. During this period students will be able to continue their course work remotely.

COVID-19 Testing Locations

Campbellsville University has secured COVID-19 testing agreements with local health agencies in proximity to each of its locations.

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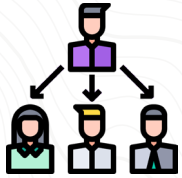
TESTING AND CONTACT TRACING - LOCATIONS



Campbellsville Location

CU has partnered with **Taylor Regional Hospital** to offer COVID-19 testing. There is a standing appointment for any CU employee or student at the Taylor Regional Hospital lab. Any fees associated with COVID-19 testing for CU employees is covered in full by CU's employer-provided health insurance through Humana.

Students are also covered by a standing doctor's order and the student will be responsible for any test related costs not covered by their insurance.

The Tiger Clinic on the main campus will also be available for COVID-19 testing. Call (270) 789-6112 to schedule a test or for other health related concerns.

Albany Location

CU is currently finalizing an agreement with a local health agency near this location.

Casey County Location

CU has partnered with the Casey County Hospital.

Harrodsburg Conover Education Center

CU has partnered with Ephraim McDowell Hospital.

Hodgenville Brockman Education Center

CU has partnered with the Hardin Memorial Hospital.

Somerset Noe Education Center

CU has partnered with QuickCare Walk-In Clinic in Somerset

CAMPUS SAFETY

Campus Safety and Security staffing will return to normal as the campus reopens.

Building hours may be restricted until campus is back to normal operations.

As the campus reopens, in-class offerings may be consolidated to specific buildings to reduce the levels of contamination.

CU Safety and Security will identify all of the areas (e.g., classrooms, basketball courts in the Student Activity Center (SAC) and Betty Dobbins Heilman Student Wellness Center that could be open. If it is found that there is a high level of effort to maintain social distancing for usage and the area is not significant for student success, then the area may be closed if the risk is greater than the reward.

CU Safety and Security will review foot traffic patterns around campus to determine the congestion areas. The information gathered will be used to predict the patterns and times of heavily congested areas and build processes for better social distancing.

CLASSROOM SAFETY

Classrooms will be reconfigured to allow for social distancing.

For in-person classes, faculty should encourage students to stagger entrances and exits to maintain social distancing.

Students and faculty will be expected to follow the facial covering requirements described in the "Facial Coverings" section. Faculty should state this facial covering requirement in their syllabi and may require additional Personal Protective Equipment (PPE) (e.g., shields, safety goggles) as needed. Additional guidance on the facial covering requirement will be provided as it is developed.

Students and faculty should follow the screening, testing, and contact tracing requirements described in the "Testing and Contact Tracing" section. More information on these requirements will be announced to the campus when available.

All faculty will notify their department chairs/school directors in the event they fall ill.

For more class delivery information refer to the ACADEMIC GUIDELINES section.

ACADEMIC GUIDELINES

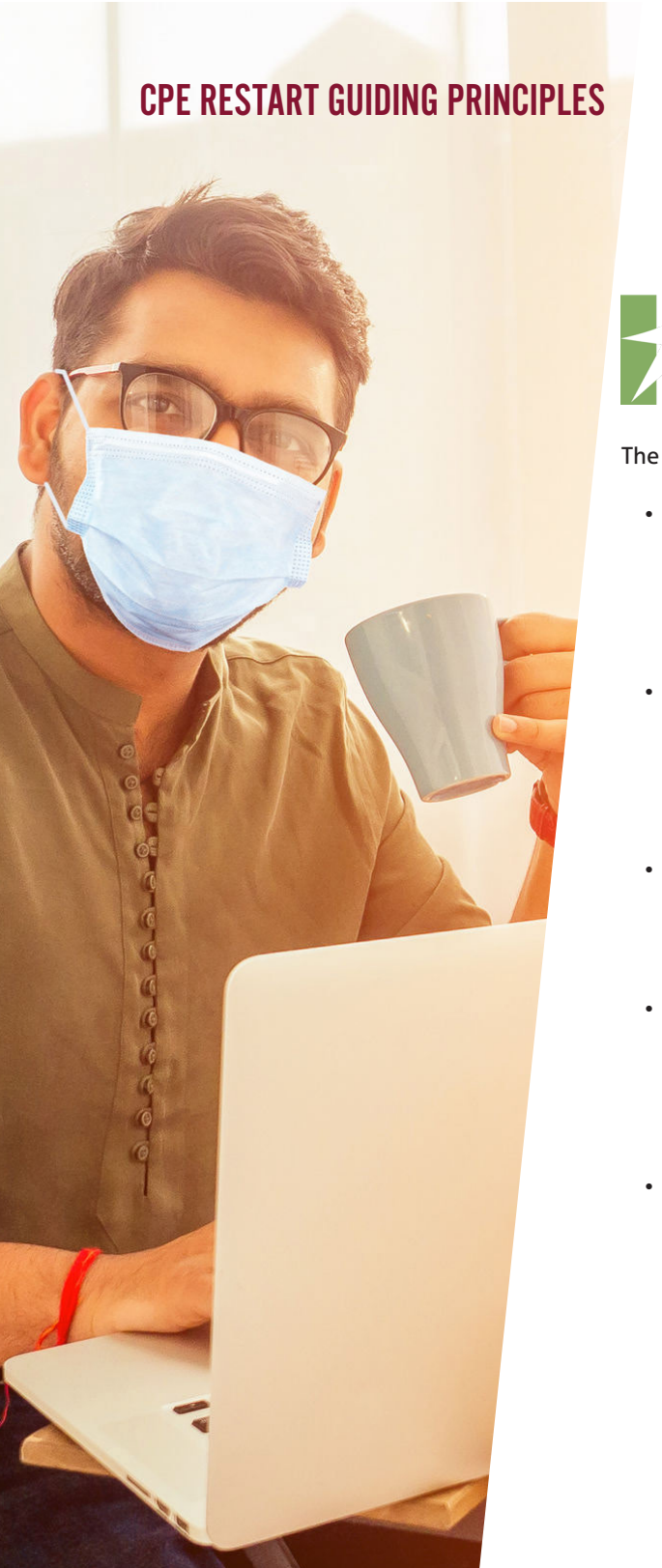
CU will ensure, to the greatest extent practicable, that all students and faculty will wear a cloth face mask in the classroom, unless exempted with documentation by a medical professional.

The CU Administration has adopted the following fall 2020 semester calendar:

- **Aug. 21 ..... On-campus staggered residence hall move-in and meal service begins**
- **Sept. 3 ..... Instruction begins remotely**
- **Sept. 8 ..... Face-to-Face instruction begins**
- **Oct. 17 ..... End of first Bi-term courses**
- **Oct. 19..... Start of second Bi-term courses**
- **Nov. 24 ..... Face-to-Face instruction stops**
- **Nov. 25 ..... Thanksgiving holiday begins**
- **Nov. 30 ..... Instruction resumes via remote technology**
- **Dec. 7 - Dec. 11..... Final exams online**

- Faculty will continue to strive to see that any student who is disproportionately impacted by COVID-19 will not be left behind academically and will work to accommodate students who are impacted.
- Course syllabi will include a statement concerning special considerations due to COVID 19 and reference the *Safety and Health Reopening Plan.*
- Students and faculty will need access to technology for remote learning including Internet acess, videoconferencing (SmartPhone, tablet, laptop, or PC), and webcams for test proctoring.
- Classes and schedules will be adjusted to accommodate smaller class sizes in classrooms. Staggered rotation scheduling could be implemented.
- Classroom sanitization schedules will be scheduled and executed to accommodate class usage.
- A HyFlex model and instruction (combination of in-person and remote delivery), will be utilized during the semester, while maintaining a new normal, traditional, on-campus experience for fall 2020. Students and faculty may be expected to shift between in-person and remote instruction as dictated by health and safety concerns.
- Faculty will be asked to create course delivery contingency plans that could be implemented at any time throughout the academic year in response to the fluidity of the COVID-19 situation. These plans should include both face-to-face and remote instruction. At times the delivery of instruction may be both face-to-face and remote, and, at times, it may alternate between the two.
- The examination of classroom and laboratory space throughout all sections of campus will continue to occur, so that classes can be set up to maintain social distancing guidelines.

CPE RESTART GUIDING PRINCIPLES



The Council on Postsecondary Education (CPE) has established guiding principles for Kentucky's colleges and universities to safely restart and prepare for the upcoming academic semester, to which Campbellsville University will adhere.

The guidelines titled, "Guiding Principles: Fall 2020 Restart Plan for Kentucky's Colleges and Universities," are the following:

- The health, safety, and well-being of our students, faculty, staff, coaches, and the broader community are paramount to each institution as we restart fall 2020 with a new normal, traditional, on-campus experience;
- Adherence to all State, Federal and Centers for Disease Control (CDC) Guidelines including Governor Beshear's 10 Rules to Re-opening and President Trump's Guidelines for Opening Up America Again;
- June 1, 2020 begins the phase-in process of restarting each institution in order to ensure scheduled opening dates as established by each college and university;
- During the fall of 2020, we will use a combination of in-person, hybrid (a mixture of both in- person and online delivery) and online instruction while maintaining a new-normal, traditional, on-campus experience;
- Compliance with all social-distancing and other health and safety protocols as directed by State and Federal Governments and Centers for Disease Control (CDC).
- As many of our most high-risk students have been disproportionately affected by the COVID-19 pandemic, recovery measures will be implemented to ensure that these students are not left behind;
- Each institution is committed to limiting physical contact and protecting high-risk populations until a vaccine or treatment is developed;
- Each college and university will develop its own detailed restart plan and will comply with these overarching guiding principles.

STUDENT SERVICES GUIDELINES

RESIDENCE LIFE

Guidelines and training will be developed for Residence Advisors (RAs) and Residence Directors (RDs) to reinforce social distancing/capacity limits, and that an overall safe and healthy environment is maintained within the residence halls.

- CU RAs will go through mandatory training on all signs/symptoms of COVID-19 and develop wellness check plans for students, while following all state and federal health guidelines.
- All commons areas in Residence Halls will be adjusted and arranged to follow recommended CDC and state guidelines.
- When advised by the University regarding if and/or when common areas can resume, individuals should wear cloth face masks in common areas to the greatest extent practicable or unless exempted with documentation by a medical professional. Please see Special Accommodations section.
- Room occupancy guidelines for student health and safety will be established. Housing Assignments will determine "Family Units." Each hallway will constitute as a "Residence Hall Family Unit." These individuals may intermingle within the hallway/rooms as long as social distancing is maintained.
- Students who self-identify as members of the CDC-defined COVID-19 high-risk populations should follow the protocol provided in the Special Accommodations section.
- Student move-in and move-out schedules will be staggered, with an appointment process implemented. Your resident hall director will provide you with residence hall move-in instructions.
- Additional cleaning schedules will be implemented for all public areas and restrooms in the residence halls.
- Specific training will be provided to all students living in the residence halls regarding proper cleaning of bathrooms and acceptable social distancing protocol while in the residence hall.
- Each campus location and residence hall may have additional specific guidelines that apply. Please contact your Resident Director for additional information.

STUDENT ACTIVITIES

The office of Student Activities is dedicated to providing numerous opportunities for our student body to connect, engage, and grow in meaningful ways. We will take efforts to ensure the overall well-being of all our students by providing a high-quality college experience.

Creative in-person and virtual efforts in accordance to university and CDC policies will be provided on a regular basis. Information in regard to the upcoming line up of events and programs will be provided on the university website near the start of the semester.

We are committed to meeting the community and social needs of our diverse student body informed by regular strategic assessment efforts. We intend for our students to not only survive the changes ahead but thrive.

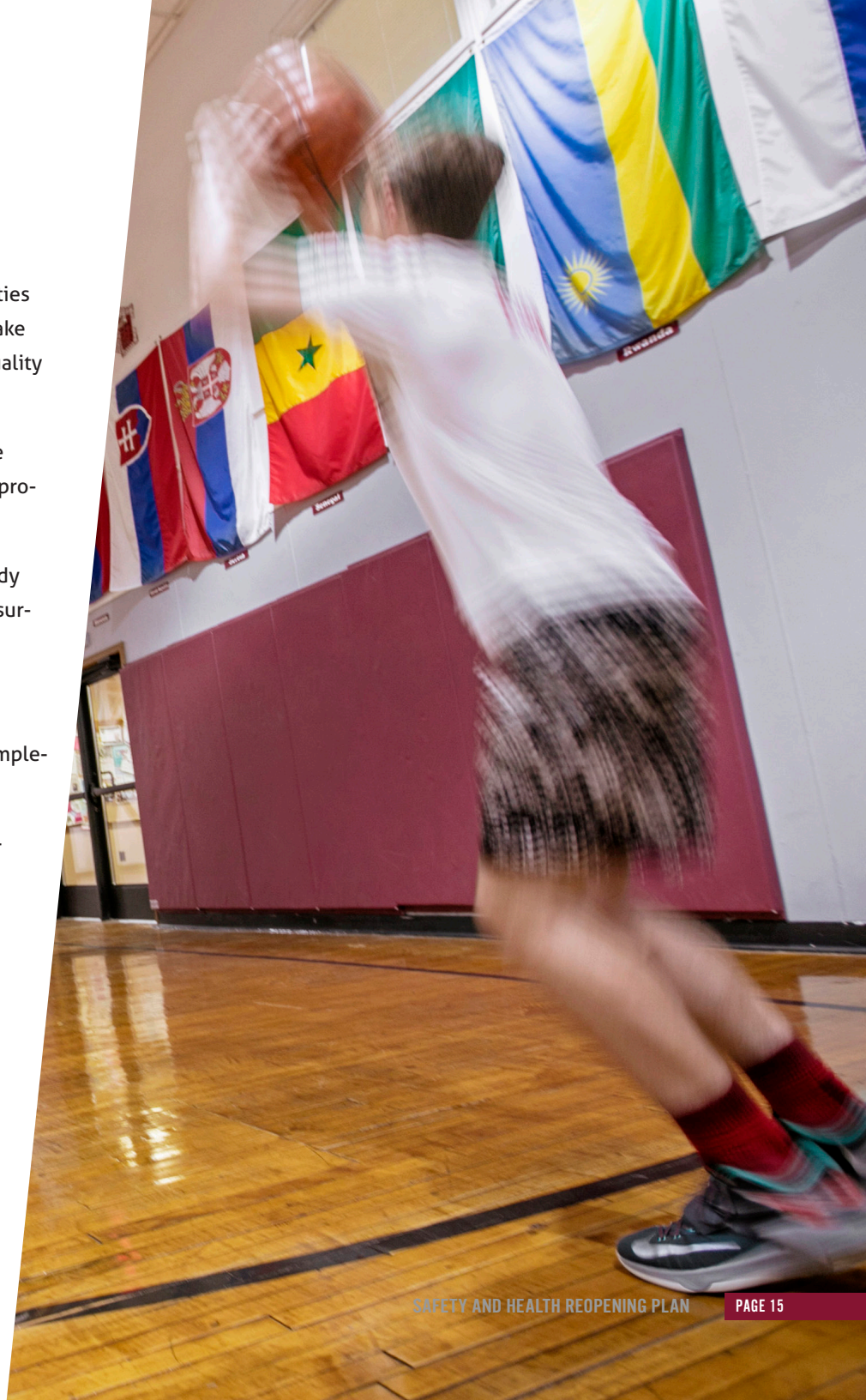
For fall 2020, classes will get priority over any open recreation area and or event.

The Campbellsville University Student Activities staff will limit people in the buildings, implement regular disinfection, and follow **Safety and Health Reopening Plan** guidelines.

Any CU sponsored activities and events will follow state and federal guidelines for attendance specifications.

COUNSELING SERVICES

The Campbellsville University Counseling Services will continue to provide telehealth services, as well as offer in-person sessions as appropriate based on university decisions. Crisis services are also available 24/7 for our students. Please call (270) 789-5070 or (270) 789-5005 to speak with a counselor or make an appointment.



HEILMAN STUDENT WELLNESS CENTER

The Campbellsville University Betty Dobbins Heilman Student Wellness Center will remain closed to non-University visitors for fall 2020, i.e. **only current students, faculty, coaches, and staff may use the facilities with a CU identification card.**

Upon reopening, equipment will be spaced to warrant social distancing (at least six feet between individuals and equipment).

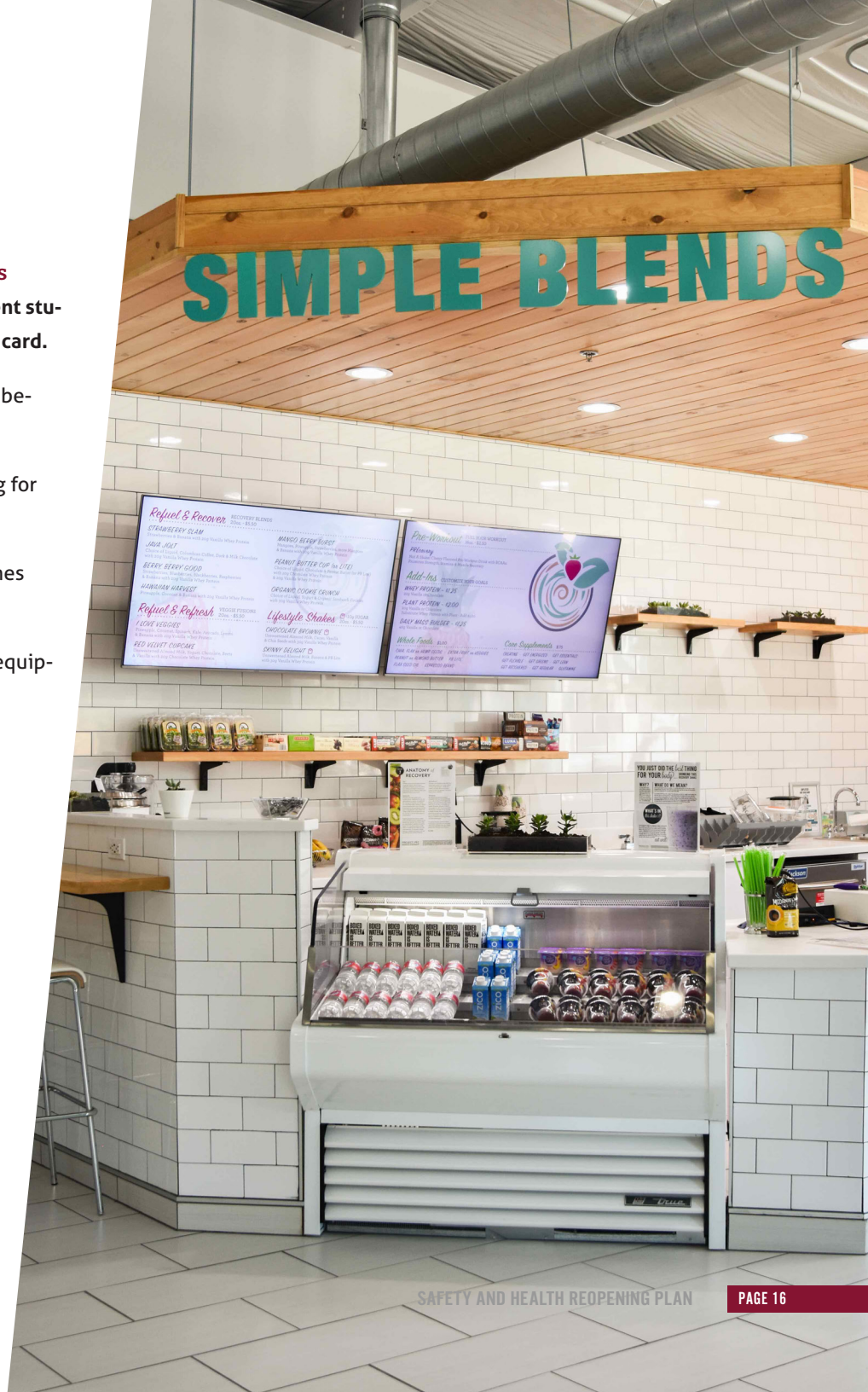
Occupancy limits of individuals and class sizes will be established prior to the reopening for the Wellness Center.

The Wellness Center facility and equipment will be cleaned and disinfected multiple times daily, including common high-touch areas.

While using the Wellness Center, individuals will be required to clean and disinfect the equipment after every use, as well as wear appropriate Personal Protective Equipment (PPE).

Disinfectant spray/wipes will be provided throughout the Wellness Center.

Any area of the Wellness Center could be re-appropriated for needed classroom space.



Campbellsville UNIVERSITY™
CENTER FOR GLOBAL ENGAGEMENT

Below are some of the key elements of the plan for addressing the arrival and check-in of international students:

CU will require a mandatory 14-day quarantine for faculty, staff, students, and coaches arriving from outside of the country (USA). These individuals would be required to do the following:

- Check student temperature twice daily;
- Report fever greater than 100.4, cough, or trouble breathing;
- Report additional symptoms, including cough, chills, loss of smell or taste, diarrhea, sore throat, moderate to severe fatigue, confusion, and/or new skin rashes;
- Refer to the Screening and Contact Tracing section.

International students who are arriving from out of the country (USA) can schedule their arrival to campus between the dates of August 21 and August 25.

Student-athletes, who must return sooner for team training, must have arrival approval from their athletic coach **and** communicate with the Center for Global Engagement at (270) 789-5051.

An International Student Virtual Orientation is in the process of being created for virtual use.

ATHLETIC GUIDELINES

The Campbellsville University Athletics Department is currently making plans and preparations for the fall 2020 semester. The safety and well-being of student-athletes, coaches, and staff will be at the forefront of these decisions.

The Campbellsville University Athletics Department has created an Athletics Reopening Committee which is a sub-committee of CU's campus wide Staged Reopening Committee.

The Athletics Reopening Committee plan is being formulated with considerations for the following topics:

- Compliance with the University's re-opening plan;
- Preparing office areas to adhere to social distancing guidelines;
- Determining proper social distancing protocols, as well as proper cleaning/disinfecting procedures, for the following areas:
  - Strength and conditioning
  - Athletic training
  - Locker rooms, restrooms, film room, etc.;
- Academic centers;
- Identifying staff who are essential versus those who can continue effectively working from home;
- Acquisition of necessary PPE for staff, student-athletes, faculty, and coaches;
- Testing requirements are being evaluated and will follow the CU testing plans.

CU coaches, staff, faculty, and student-athletes will adhere to campus guidelines set forth for all students, visitors, and staff while on campus.

Additionally, all fall 2020 athletic competition is subject to decisions pending by the National Association of Intercollegiate Athletics (NAIA), and the Mid-South Conference.

Campbellsville University Athletics has also committed to follow the Mid-South Conference COVID-19 2020-2021 Guidelines and Recommendations.

Possible scenarios being considered for the fall 2020 semester include the following:

- Athletic competition resumes in the fall 2020 semester with abbreviated/reduced contest schedules and recommended restrictions;
- Athletic competition resumes in the fall 2020 semester with no interruptions or restrictions;
- No fall 2020 home events—or fall 2020 home events held without spectators;
- No fall 2020 home events and basketball games played without spectators until Jan. 1, 2021;
- No fall 2020 home events and no home basketball games—or home basketball games played without spectators.

CU Athletics will implement a pre-determined spectator access model regarding required PPE and reduced capacity seating for all athletic events, based on social distancing guidelines as a percentage of overall capacity or prescribed square footage per person.

CU Athletics will ensure, to the greatest extent practicable, that all fans and volunteers will wear a cloth face mask, unless exempted with documentation by a medical professional, when attending events.

CU Athletics fans and volunteers should follow all state and federal safety and health guidelines when attending events.

All CU Athletic venues will be sanitized as required by CDC regulations before and after usage.

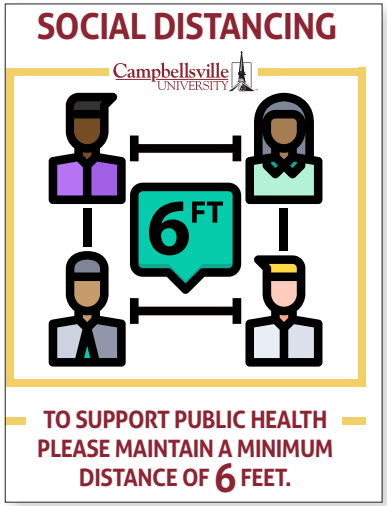
All concessions equipment and areas will continue to be cleaned and disinfected in advance of the fall semester. In addition, all concession equipment and areas will be cleaned thoroughly before and after usage, once health officials deem athletic events appropriate.

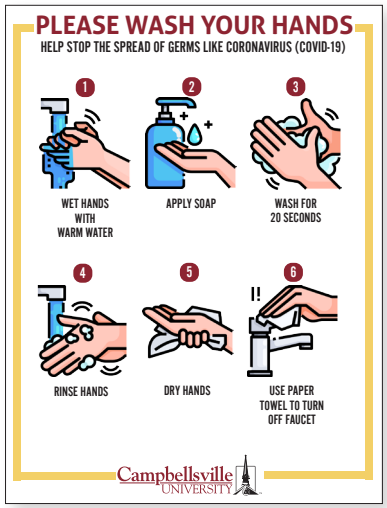
FACILITIES, TRAVEL, EVENTS GUIDELINES

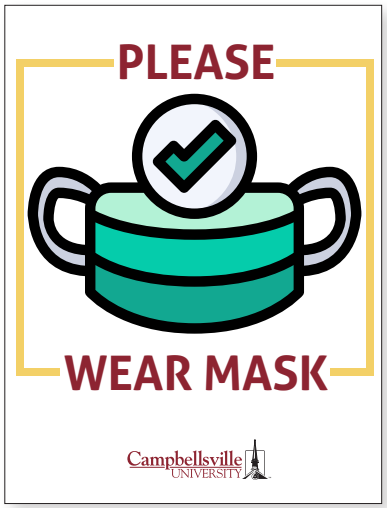
FACILITIES

The CU Physical Plant Department will establish campus sanitizing protocol as suggested by the CDC for all campus venues in addition to campus restrooms, drinking fountains, door handles, elevators, etc.

- CU will make approved hand sanitizer available in existing dispensers and in additional high-traffic areas. Additional areas should be communicated to Physical Plant and will be frequently re-evaluated.
- CU will provide signage about face covering and 6-foot social distancing.
- CU will place floor distancing decals or markings in areas where lines may form, such as the Barnes & Noble College Bookstore, Dining Services, Business Office, Academic Support, etc.
- CU will Install physical barriers (Plexiglas screens) where in-person interactions are required, based on recommendations submitted to Facilities Management.
- CU will institute increased cleaning/disinfecting processes, with high-touch/high-traffic areas disinfected in regular, defined intervals.
- Using the 6-foot social distancing recommendations, CU will determine appropriate room capacities in classrooms, offices, labs, etc.







CONTRACTORS

All outside contractors performing services on campus, which brings them into contact with students, faculty, staff, coaches or campus visitors, shall wear appropriate PPE.

Contractors shall hold their employees to the same standards applied to CU employees.

Any contract worker who appears to be sick should not come to campus.

Outside contractors shall notify the CU Healthy at Work Officer immediately if any of their employees, who have worked on campus within the previous 14 days, are diagnosed with any communicable illness.

CU Healthy at Work Officer
Dave Walters
healthyatwork@campbellsville.edu

DINING HALL

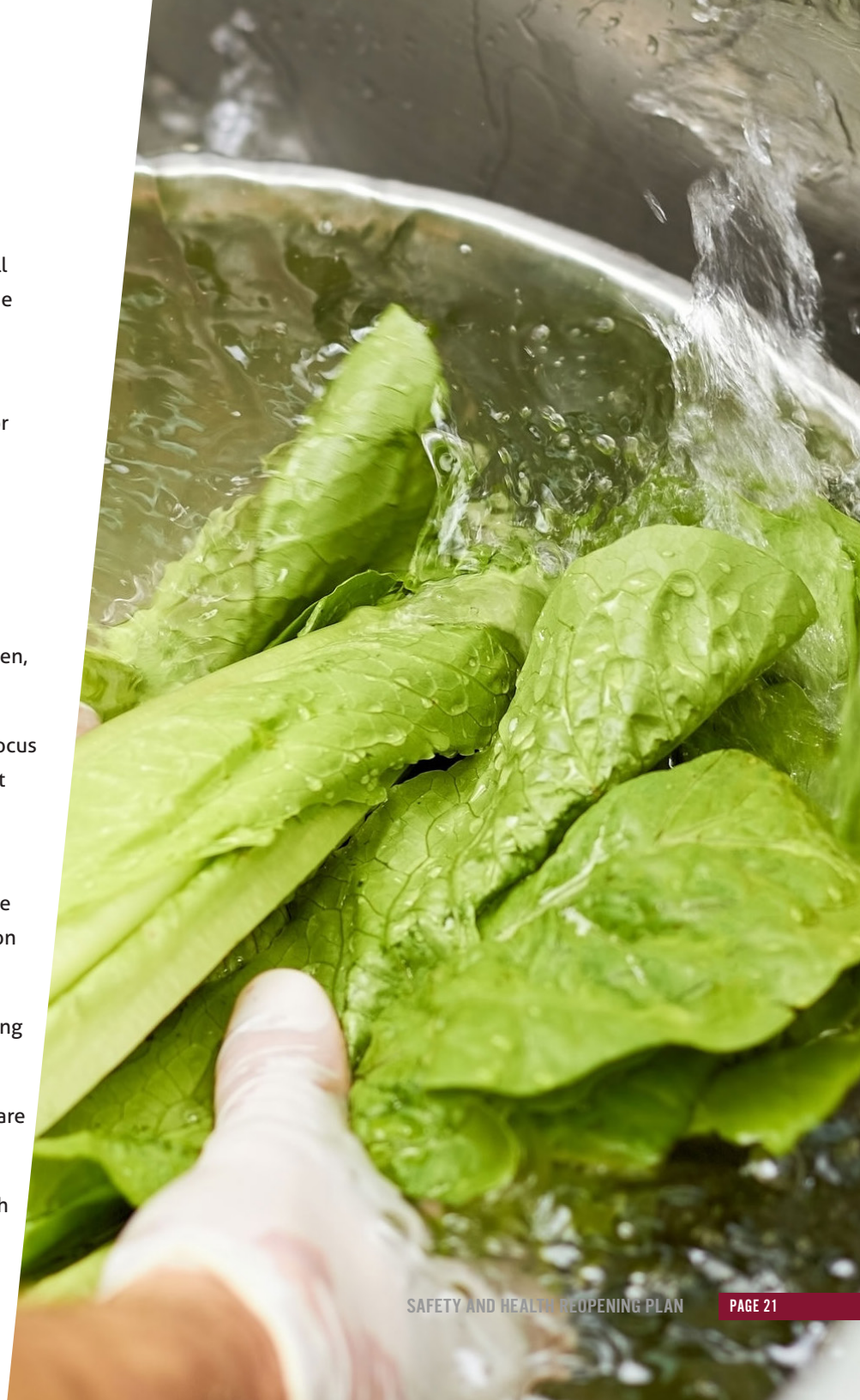
Pioneer College Caterers Inc. (PCC), the university's dining contractor, will develop guidelines to support all campus initiatives regarding the reopening for the fall 2020 semester.

Open seating restrictions, proper social distancing, and other health guidelines will be required in university dining spaces, with no more than 50% normal occupancy seating, or allowable occupancy based on university, local, state, and federal guidance.

CU will establish necessary hours of operation to accommodate student occupancy levels that could include assigned dining times.

PCC will meet the following criteria:

- All PCC employees will wear PPE and follow social distancing protocols in the kitchen, serving, and dining areas at all times;
- Thoroughly detail-clean and sanitize entire facility, especially after a closedown. Focus on high contact areas that would be touched by both employees and guests. Do not overlook seldom touched areas. They will follow sanitizing material guidelines to ensure effective sanitizing strength and to protect surfaces;
- During meal periods, ensure all common use areas (food lines and dining tables) are routinely wiped with sanitizing solution. At the end of each meal period, all common use areas (food lines and dining tables) should be disinfected and sanitized;
- Use disinfectants according to manufacturer guidelines and with great care regarding food contact surfaces;
- Ensure routine, effective employee training on cleaning and sanitizing procedures are maintained;
- Hand sanitizing stations will be provided at the entrance to all dining facilities, with signage requiring use before entering and after exiting the facilities.



EVENTS

Large events (since this definition and guidance are changing regularly, large events will be defined as fall 2020 begins) significantly increase the risk of transmission of COVID-19. Therefore, decisions that would entail large gatherings must be approved in advance and will be closely evaluated.

An emphasis on outdoor events will occur with appropriate social distancing and adherence to all safety and health guidelines across the University's campuses and facilities, as outdoor events reduce the risks of viral transmission.

The University will continue to determine which events and meetings can be changed to virtual events.

Events that occur on CU campuses, or are officially approved events, will meet all safety and health guidelines, including, but not limited to, group and individual visits to campus. These guidelines are also strongly recommended for any off-campus student social event.

Capacity and social distancing measures will be determined, using all state and federal health guidelines, for future on-campus events.

All events must be authorized and approved by area VPs before announcement of any events are made public.

TRAVEL

University-sponsored travel during fall 2020 will continue to be on hold for students, faculty, staff, and coaches unless deemed necessary by the President and/or Vice Presidents of the University, or amended based upon state and national safety and health guidance.

Any University-sponsored travel that does occur will follow all official safety and health guidelines.

REGIONAL CENTERS

Campbellsville University operates centers beyond the main campus in Campbellsville, KY. These centers are located in areas served by multiple health department districts in Kentucky and outside of the state. While this document will serve as a roadmap for reopening, individual centers will need flexibility to implement different requirements based on the guidance of local health officials and state and local government. This includes implementation of fully remote coursework schedules for students and restricted in-person work schedules for employees. Measures beyond what are outlined in this plan will be approved by the Senior Vice President and will be communicated to students by local center directors.

SPECIAL ACCOMMODATIONS

Students

- Campbellsville University students who self-identify as members of the CDC defined COVID-19 high-risk populations should report their condition to the **Coordinator of Disability Services at (270) 789-5450.**
- Campbellsville University is committed to reasonable accommodations for students who have documented physical and learning disabilities, as well as medical and emotional conditions. If a student has a documented disability or condition of this nature, he or she may be eligible for disability services or special accommodations. Documentation must be from a licensed professional and current in terms of assessment. Please contact the Coordinator of Disability Services at (270) 789-5450 to inquire about services or to schedule an appointment.

Employees

- Campbellsville University employees who self-identify as members of the CDC defined COVID-19 high-risk populations should report their condition to their immediate supervisor.
- Reasonable accommodation is available to all disabled employees, where their disability affects the performance of job functions. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual.
- Campbellsville University is also committed to not discriminating against any qualified employees or applicants because they are related to or associated with a person with a disability. Campbellsville University will follow any state or local law that provides individuals with disabilities greater protection than the Americans with Disabilities Act (ADA).
- This policy is neither exhaustive nor exclusive and all accommodations will be made purely on an individualized, case-by-case basis. Campbellsville University is committed to taking all other actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADA and all other applicable federal, state, and local laws.

A LIVING DOCUMENT

SAFETY AND HEALTH REOPENING PLAN

The health and safety of our students and employees are paramount. The CU Ready Plan has laid a foundation for safely returning to in-person instruction, but we will remain vigilant as the semester begins. The COVID-19 pandemic continues to evolve and change, creating the need to adapt quickly and decisively as we face new challenges. Therefore, we expect this document will be a living document to address the unforeseen obstacles we may face in the coming months. Any updates or revisions to this document will be communicated to all students and employees through email notification. Please monitor your email on a regular basis to ensure you are familiar with the most up-to-date policies.