



EMU Campus Reopening Plan

Though the COVID-19 pandemic has disrupted much of what we have known as normal, EMU is committed to reopening and to welcoming students back to campus for the fall semester. Our values and distinctives bring together individuals to form a community committed to important safety practices. Along with care and support, new norms have emerged. Faculty are reshaping instruction with innovative delivery methods while staff and administration lead restructuring of spacing needs and sustained community life. With attention towards our campus community and our Harrisonburg neighbors, we are leading toward healthy and resilient learning.

In the pages that follow, we describe how EMU will promote a healthy environment and effective academic delivery, using a combination of COVID-19 screening and testing, CDC-guided behavioral expectations, an ethic of shared responsibility, enhanced cleaning protocols, and comprehensive communication. In anticipation that conditions at the state, regional and local levels are conducive to an institution of higher education conducting in-person instruction and on-campus educational operations in the academic year 2020-21, each institution must submit a campus reopening plan for a state compliance review, articulated by Virginia Governor Ralph Northam. While the priorities of this plan are shared with both Lancaster, Pennsylvania, and Washington D.C. sites, this applies specifically to our Harrisonburg campus. We acknowledge this plan will evolve as the status of COVID-19 changes and new guidance becomes available, and EMU remains flexible to changes as needed.

A. Repopulation of the Campus

1. Establishment of a COVID-19 coordinator/campus team

- EMU operates a campus management preparedness team (CMPT), composed of sixteen operational and academic leaders throughout campus. The CMPT unit is tasked with COVID-19 preparations for the University and is led by Tim Stutzman, VP for Finance and Operations.

2. Contact information and procedures for reaching the local health department.

<https://www.vdh.virginia.gov/> VDH hotline 877-ASK-VDH3 (877-275-8343)

<https://www.vdh.virginia.gov/central-shenandoah/>

Harrisonburg/Rockingham Health Department
110 North Mason Street
Harrisonburg Virginia 22802
Phone: 540-574-5101

Fax: 540-574-1129

Email: cs hdinfo@vdh.virginia.gov

Staunton/Augusta Health Department

1414 North Augusta Street

Staunton Virginia 24401

Phone: 540-332-7830

Fax: 540-885-0149

Email: cs hdinfo@vdh.virginia.gov

3. Students' initial return to campus (such as initial screening, move-in)

Prior to arrival to campus, students will be asked to complete the following health protocols:

- Quarantine in place, meaning minimizing interaction in public spaces, no participation in crowds, avoiding travel to areas of high COVID cases for 14 days prior to arriving on campus.
- Students who are symptomatic, have tested positive, or potentially exposed will be required to postpone arrival to campus until completion of the isolation period, quarantine period, and are free of symptoms for at least 72 hours.¹
- Students arriving via overseas travel will self-quarantine for 14 days and engage in daily self-screening upon arrival, monitored by EMU Health Services.²
- View EMU-sponsored videos regarding prevention, protocols and how to respond to symptoms.³
- Sign 'COVID Commitments,'--a campus-wide agreement to comply with COVID expectations.

Move-in:

- Students will sign up for a 1-hour time block to move into their room/suite/apartment.
- Each student may have 1 family member help them move into their room/suite/apartment. Family members will be required to sign in with EMU at <https://emu.edu/coronavirus/fall-faq>.
- Everyone entering and exiting the buildings must wear face coverings and physical distance whenever possible, as well as frequently washing and/or sanitizing hands.
- Signage at all residence hall entrances will communicate the move-in procedural expectations.
- Full [Procedures for Fall 2020 Move-In](#)

4. Education/training of students: consider COVID-19 prevention education as part of student orientation. (handwashing, staying home if ill, etc.)

¹ [CDC Considerations for IHEs: Promoting Behaviors that Reduce Spread](#), Stay Home or Self Isolate when Appropriate, updated May 30, 2020

² ACHA Considerations for Reopening IHEs in the COVID-19 Era: International Travel, p.17

³ [CDC Considerations for IHEs: Promoting Behaviors that Reduce Spread](#), Signs and Messages, updated May 30, 2020

Orientation for new and returning students will include mandatory COVID safety meetings delivered hybrid for face-to-face and online viewing. Students will be advised of the following expectations:

- Face coverings, that cover the students' nose and mouth, are required to be worn at all times when physical distancing is not possible and when in any common area and classroom, including hallways.
- Wash hands frequently with soap when available or use hand sanitizer, limiting face contact.⁴
- Maintain physical distancing at all times while on campus. This means that all persons should remain at least six feet apart, both inside and outside of buildings.
- In-person gatherings will not exceed 50 persons per VA Phase 2 or 250 persons when Virginia is in Phase 3.
- Orientation to self-screening tools and practices
- [Expectations for quarantine and isolation](#)⁵
- Visitors will not be allowed inside buildings on EMU campus. Essential guests with operational or educational responsibility and a need to be on campus will be required to sign in upon every visit.⁶
- EMU-sponsored travel for students will be restricted in the fall semester. Personal travel is also strongly discouraged because of the risk of acquiring infection when away and potential risk for EMU campus upon return. It is understood there may be circumstances when travel is essential. All students considering travel are urged to reference the [CDC Travel Advisory website](#). Students who travel beyond Harrisonburg vicinity must be prepared for consultation with Health Services upon return and potential quarantine before returning to campus activities.

5. Physical Distancing, according to CDC guidance:

a. Strategies to allow physical distancing in classrooms/learning environments. (e.g. occupancy, staggered schedules, classroom layouts, workspace distancing, etc.)

- Classrooms and workspaces are laid out to accommodate 6ft social distancing based upon specific classroom square footage and furniture style.⁷ Tables and chairs have been removed from service, marked, or blocked to create required spacing.
- Academic schedules have been adjusted to allow more time between classes to address congestion, walk-flows between classes, and time for additional cleaning.

⁴ [CDC Considerations for IHEs: Promoting Behaviors that Reduce Spread](#), Hand Hygiene and Respiratory Etiquette updated May 30, 2020

⁵ [CDC Considerations for IHEs: Promoting Behaviors that Reduce Spread](#), Stay Home or Self Isolate when Appropriate, updated May 30, 2020

⁶ [CDC Considerations for IHEs: Maintaining Healthy Operations](#), Gatherings, updated May 30, 2020

⁷ <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-ihe-response.html>

b. Social distancing considerations outside the classroom (e.g. limiting visitors, changes to dining services, extracurricular activities, sorority/fraternity life, etc.)

- No visitors are allowed in residence hall spaces.
- EMU campus buildings are closed to non-essential visitors and essential guests must sign in during each visit via an online form. Students and others may interact with guests in outdoor locations, and guests are to register and follow screening guidance to be on campus (<https://emu.edu/coronavirus/fall-faq>).
- Outdoor sports (soccer, field hockey, lacrosse, track & field, etc) may allow fans to attend with proper social distancing measures. Indoor sports (basketball, volleyball, etc) will be held without fans.
- EMU does not have sororities or fraternities.
- No visitors are allowed in the dining hall, and occupancy levels have been adjusted to meet VA guidelines with 6-foot distancing. See 5e for more detailed dining hall information.

c. Restrict occupancy/stagger use of communal, shared spaces such as lounges, exercise rooms, dining halls, etc. to ensure physical distancing. Occupancy must be consistent with any active Executive Orders.

- Common space in educational and residential lounges have been altered to facilitate appropriate social distancing by removing and spreading out furniture in allotted areas. Signage will serve as prompts for physical distancing throughout campus.
- EMU Fitness Center: an additional room is being repurposed to expand exercise and equipment space to ensure distancing per VA regulations. The Center is closed to visitors and community members for the upcoming academic year. Signage and increased cleaning are planned for exercise rooms and equipment.
- Dining Hall: total occupancy for the dining hall has been reduced per current distancing requirements. Changes to the academic schedule allow for longer breaks at peak dining times to manage total occupancy loads. See 5e for more detailed dining hall information.

d. Limitations on size of gatherings and/or strict physical distancing to be in place during gatherings

- Gatherings are limited to 50 persons or the number of persons safely allowed in each space (per VA Phase 2 guidance). The number of persons safely allowed in classrooms and indoor gathering areas has been recalculated following CDC distancing guidance and updated in EMU's scheduling software. Essential guests attending a gathering are to register via form available at <https://emu.edu/coronavirus/fall-faq>.

e. Strategies for food/dining services should be consistent with plans to optimize physical distancing. Plans regarding dining services should consider strategies

such as requirements for face coverings, policies to encourage staff to stay home if ill, ensuring adequate hand hygiene, routine cleaning/disinfection, and health screenings for staff. Implement engineering controls including: limiting the number of diners or other methods of crowd control, appropriate spacing between tables, eliminating buffet-style or self-serve food, and take out/delivery options.

- Dining Hall table and chair configuration has been modified to accommodate and encourage 6ft social distancing. Food Services staff will wear face coverings and will follow self-screening protocol to determine when they are eligible to work. Dining Services has moved to primarily self-serve from cafeteria style dining, with Food Services staff plating and preparing food for handoff to students. Plexiglass safety shields are being installed to provide protection where face to face interaction occurs during the food selection and delivery process.
- Student traffic flow into, through, and exiting the Dining Hall has been modified to promote social distancing while maximizing efficiency of food pick up, dining, and leaving the Dining Hall.
- Pioneer College Caterers have provided detailed [reopening guidelines](#).

6. Hygiene practices and cleaning/disinfecting protocols.

a. Cleaning and disinfection protocols to include frequently touched surfaces; transport vehicles; schedules for increased cleaning, routine cleaning, and disinfection; ensuring adequate cleaning supplies and correct use/storage

- Frequently touched surfaces will be cleaned and disinfected at least once daily by custodial staff.⁸
- Disinfectant supplies will be provided to departments for cleaning personal space and items that are shared among staff to be disinfected as needed.⁹
- Daily cleaning with soap and water then disinfection of residence hall bathrooms, kitchens and lounge areas.
- Disinfectant supplies will be provided to resident hall staff for assistance in cleaning high touch areas on a daily basis.
- Daily cleaning with soap and water then disinfection of classrooms prior to use each day.
- Disinfectant supplies will be provided for student and faculty use to clean their space (desk, chair, table, etc) within a classroom prior to the start of each class.
- Daily cleaning with soap and water then disinfection of public restrooms. A daily log will be kept in the nearest custodial closet recording the date, time and scope of cleaning. Public restrooms will be closed during this time period to allow proper disinfection procedures. Signage will indicate the restroom is closed.

⁸ <https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html>

⁹ <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-ihe-response.html>

- Rental fleet vehicles . EMU does not operate buses or any similar transit system on campus.

b. Provisions for hand sanitizer/handwashing stations

- Hand sanitizer stations will be available in every residential main lounge and in multiple locations throughout the academic buildings and dining hall. Custodial staff will check these stations weekly to ensure sufficient supply.

c. Minimize shared objects and ensure adequate supplies to minimize sharing to the extent possible (e.g. dedicated student supplies, lab equipment, computers, etc.).

- When possible, students will be allocated dedicated supplies or equipment
- Shared kitchenette supplies (coffee pots, etc.) will be removed from service for the current year.

7. Housing: it is difficult to maintain physical distancing in on-campus housing, even with modifications. Plans should consider strategies to decrease the risk such as requirements for face coverings in shared spaces, reminders of proper hand hygiene, enhanced cleaning, training for residential advisors/live in staff, restrictions on events/social activities in housing facilities, establishment of occupancy limits, restrictions on building access, etc. IHEs may want to require training and document training of certain staff.

- Housing for students is open with reduced room occupancy. Students to be placed single occupancy as space and rooms permit.¹⁰
- Main lounges of residential buildings will have modified furniture spacing to allow for physical distancing and lower occupancy meetings. Shared space for building use requires distancing and mask use. Shared space for residential floors are used only for floor residents. Access to residence halls is restricted to residents, no visitors are allowed.
- Residential staff will all be trained in recognizing and responding to COVID-19 symptoms and EMU training establishing health protocols.
- Reminder signs, posters, and bulletin boards will be placed in all residential locations - acknowledging proper hand hygiene, cleaning protocols, face-covering expectations, and occupancy limitations (as necessary and applicable)
- Frequently touched surfaces will be cleaned and disinfected at least once daily by custodial staff.¹¹ Disinfectant supplies will be provided to resident hall staff for assistance in cleaning high touch areas on a daily basis.
- Hand sanitizer stations will be available in every residential main lounge. Custodial staff will check these stations weekly to ensure sufficient supply.

¹⁰ [CDC Considerations for IHEs: On Campus Housing Settings](#), updated May 30, 2020

¹¹ <https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html>

- 8. Consideration of vulnerable individuals (e.g. 65 years or older, underlying health conditions):**
- a. Policy options to support those at higher risk for severe illness to mitigate their exposure risk (e.g. telework, modified job duties, virtual learning opportunities).**
 - [Criteria for off-campus living](#) has been updated to accommodate students with higher risk.¹²
 - Hybrid Flexible, or Hyflex, will be used to facilitate curriculum delivery via several modalities (face-to-face, online synchronous, & online asynchronous).
 - According to the CDC, individuals with certain conditions may have a higher risk of COVID-19 infection. Those conditions may include age or underlying medical conditions. Any individual who is immunocompromised or has concerns about returning to working on-site due to a situation that places them in a higher risk group or wishes to seek ADA reasonable accommodations related to returning to the workplace should contact Human Resources. Also, if you have other concerns about returning to working on-site, such as cohabitating with a high-risk individual, please contact Human Resources. (Excerpt from [EMU Return to Work Phase II](#)).
 - b. Implement flexible sick leave policies and practices that enable faculty, staff and students to stay home or self-isolate when they are sick or have been exposed.**
[EMU Return to work Phase II](#)
 - c. Develop policies for return to class/work after COVID-19 illness.**
[EMU Return to work Phase II](#)
- 9. International student considerations (e.g. COVID-19 travel health risks, CDC returning travelers guidelines, travel registry, etc.)**
- International students, in addition to all students, arriving via overseas travel will be required to follow CDC returning travelers guidelines. These guidelines include self-quarantine and engaging in daily self-screening upon campus arrival, monitored by EMU Health Services. Existing international students, faculty and staff currently in the US who are considering travel to their home countries are strongly encouraged to reference the [CDC Travel Advisory website](#).
 - EMU Intercultural programs have suspended travel to destinations until reasonable protections reduce the risk of transmission to students during travel or by students to host communities. If international travel resumes in AY21, the Intercultural Programs department will continue to have frequent communication with cross-cultural faculty leaders as well as local partners at the destination. As is typical, detailed travel plans will be disclosed prior to travel and any changes approved by the Intercultural Programs office.
 - All EMU policies regarding travel recommendations, restrictions and requirements will be adhered to during cross-cultural travel. Policies will be reviewed with faculty leaders and

¹² [CDC Considerations for IHEs: Maintaining Healthy Operations](#), Protection for Students, Faculty and Staff at Higher Risk for Severe Illness from COVID-19, updated May 30, 2020

easily accessible. Due to the variability of the global COVID-19 situation, policies will be reviewed on a regular basis and revised as needed. Those returning from cross-cultural travel will be required to self-quarantine and engage in daily self-screening as appropriate.

- Students, faculty or staff who have been traveling internationally outside of planned cross-cultural travel and plan to return to campus should communicate their intentions with EMU Health Services in order to receive relevant information well in advance of their return. Individuals should follow all state and local health department guidelines.

10. Partnership and communication/information sharing with the local community, health systems and other stakeholders.

- EMU Health Services, in liaison with the Virginia Department of Health, will manage communications related to health concerns and outcomes. The university will comply with national, state and local public health policy and privacy laws related to reporting positive test results or other matters.
- Faculty and staff who interact with community partners will manage their own communications, with specific considerations to current CDC and VDH workplace safety guidelines. This would include faculty and staff who facilitate experiences related to student teaching, clinical practice requirements, and any experiential education such as service-learning, internships, capstone projects, practicum, shadowing, etc.
- Faculty and staff facilitators should be ready to ask and answer questions related to the rules and expectations for engaging with community partners and organizations, as well as the rules and expectations that students in the campus community are expected to abide by related to social distancing and public health guidelines.

11. Face coverings.

a. Plans submitted by each institution should include information on how it intends to teach/reinforce use of face coverings among students, faculty and staff.

- As noted in section (A.4.), orientation for new and returning students will include mandatory COVID safety meetings delivered hybrid for face-to-face and online viewing through the Student Life division, including face covering protocols.
- Faculty & Staff training will occur at the August Faculty and Staff Conference and will address COVID safety and include updates on campus wide policy regarding face covering (policy already in effect).
- 'COVID Commitments' signed by faculty, staff and students name commitment to engage covering adherence and other best practices.
- EMU online video clips provide instruction to faculty, staff & students on best practices on distancing, navigating campus, dining hall, facial coverings and other COVID related items.
- Campus signage will reinforce policy, and campus administration will model face covering policy for faculty, staff & students.

- b. For Faculty cloth face coverings should be worn in times when at least six feet physical distancing cannot be maintained. For example, an instructor standing in a classroom seven feet from students could teach without a face covering. During meetings or gatherings or in narrow hallways or other settings where physical distancing may not be easy to maintain, a face covering would be prudent to wear. Other considerations such as speaking loudly, singing, etc should be considered and may require additional distance.**
 - EMU policy for facial coverings and distancing match provisions in (11.b).
- c. Students should be encouraged to wear cloth face coverings in times when at least six feet of physical distance cannot be maintained.**
 - As noted in (A.4). and (A.11.a), face coverings, that cover the students' nose and mouth, are required to be worn at all times when physical distancing is not possible and when in any common area and classroom, including hallways. EMU will provide cloth masks to students, faculty and staff.
- d. Institutions should consider adopting relevant business-sector guidance for staff regarding the use of face coverings (e.g. fitness center, dining, student services, etc.). Face coverings should be worn in public facing areas and in office spaces where six feet of physical distance cannot be maintained.**
 - Face coverings will be provided to students, faculty & staff.
 - EMU policy for facial coverings and distancing match provisions in (11.b)
 - Disposable and extra cloth face coverings will be stored at Facilities Management for distribution as needed.
 - Disposable face coverings will be available in all service areas of the University for essential guests who arrive without one.

12. Student Health Services (SHS):

- a. Assurance of provision of medical-grade PPE for health services staff**
 - EMU will provide:
 - Gowns, gloves, face shields and masks available for medical providers in Health Services
 - Supplies of wipes and hand sanitizer are readily available
 - Consideration of mobile plexiglass shield to provide additional protection as determined by provider
- b. Maintenance of typical (non-COVID-19) health services**
 - Front desk, office space, and clinical rooms of health services and the counseling center will be routinely cleaned after each use.
 - plexiglass shields will be in place in reception area to protect receptionists
 - All areas will be wiped down with disinfectant after each client visit
- c. Mental health services**

- Telemental health services will be provided through HIPAA compliant Zoom for all students.¹³
- Scheduling will occur through counseling services email and phone. Services will be rendered by scheduled appointments only. Walk-in appointments will not be offered at this time to reduce traffic in the integrated health center.
- There will be no in-person appointments, except if a mental health crisis occurs, or if a student meets the criteria for an in-person appointment (i.e. in need of a risk assessment or if deemed clinically appropriate).
- If an in-person appointment occurs, appropriate social distancing will take place, masks will be worn until both parties are at a safe distance, and spaces will be cleaned before and after use.
- Group therapy, workshops, mindfulness spaces, and other skill building programs will be offered remotely via zoom unless space is available that allows for safe distancing.

d. SHS facility considerations such as waiting areas, signage, environmental management/cleaning, IT considerations, etc.

- Shared waiting room for health services and counseling center will only be used for health services at this time.
- Waiting room furniture arranged to support appropriate physical distancing
- appointments will be made in such a way that a maximum of 2 clients will be in the waiting area if at all possible
- COVID signage in SHS and throughout campus

e. SHS administrative/staff considerations such as PPE, employee health program protocols, education/training of staff, billing/charges, staff scheduling, etc.

- As noted in (12.a.), medical grade PPE will be available for all SHS staff and patients
- Meeting planned in early August with all providers to establish new protocols related to appointments- sick vs well etc. and to discuss logistics of Telehealth appointments
- The SHS Director will work with the EHR (Medicat) to ensure all things are set up to accommodate telehealth and in person visits
- discussion and step by step by step process will be in place to track COVID cases in the EHR
- review of process for COVID testing
- billing/charges will be set up in EHR to include testing for COVID
- education of staff will also include training by VDH representative

f. SHS patient care considerations such as online appointments, strategies to limit shared objects (e.g. pens, keypads), triage protocols, screening forms, patient

¹³ [ACHA Considerations for Reopening IHEs in the COVID-19 Era](#): Mental Health, p.8

screening procedures (e.g. for symptoms/temperature checks before entering the clinic).

- Health Services will provide scheduled telehealth services for any student who is sick that has any symptoms that might indicate COVID-19
- Health Services will continue to provide in person scheduled visits for: physical examinations; immunizations; lab work; and any illness not respiratory related
- Mobile app is available for all clients so they can check in from their own mobile device for both in-person and telehealth appointments
- Triage forms will come up for persons to answer when they check in on their mobile device
- Considering taking temperatures upon arrival
- Card holder that the client can place their credit card in so that the person taking payment does not have to touch the card is a consideration
- After hours health services will be maintained by depending on local Urgent Care and use of the Sentara RMH Emergency Department
- The EMU Health Services number will be available for after hours non-emergent health questions
- If residential students become symptomatic with COVID-19 symptoms after hours, they should call the EMU Health Services number to receive instructions related to where to obtain testing-this is imperative so that adequate tracing and monitoring on campus can be done

13. Large events, including athletic events, and others such as ceremonies or performances

- Gatherings for events will be limited to 50 people or the number of persons safely allowed in the event space (per Phase 2 guidance). The event space will provide for adequate physical distancing of at least 6ft between people.
- Essential guests with operational or educational responsibility may enter campus buildings. No non-essential guests are allowed inside campus buildings, including indoor athletic events.
- Non-essential guests and spectators are allowed at outdoor games and campus events provided they practice social distancing.
- All guests attending an indoor or outdoor event must register using a google form available at <https://emu.edu/coronavirus/fall-faq>.

14. Communications strategy

- EMU's Campus Management Preparedness Team includes a communications subcommittee with the following objectives:
 - Delivering credible, consistent information and messaging in a timely and effective manner;
 - Ensuring that various audiences are aware of return to operations protocols and policies;
 - Prioritizing the health and safety of the university community;

- Informing the community of contingency plans.
 - Utilizing multiple platforms as appropriate to the message and audience needs.
- Announcements and updates will be limited to specific offices (Student Life, Provost, Human Resources, Athletics) within the university.
 - All communications are reviewed and approved by the communications subcommittee before being sent. This contact enables consistent, brand-centered communication and timely delivery in accordance with other messaging.
 - Various audiences for university messaging include the entire campus community, Lancaster site community, faculty and staff, all students, subset of students, parents, and alumni.
 - Communications are delivered through multiple platforms as appropriate. Email is a primary mode. Specific social media platforms also reach target audiences. In some cases, needs may call for email, social media, and/or a press release.
 - The university will comply with national, state and local public health policy and privacy laws related to reporting positive test results or other matters. [CDC guidelines](#) for communications strategy in an infectious disease outbreak will be followed.

Major communications initiative 1: WEBPAGE (all audiences)

- EMU's COVID-19 webpage is the centralized repository for all audiences.
- FAQs are updated frequently and information is dated.
- Needs of separate audiences are addressed through different FAQ sections.
- New processes and plans are included here.
- The URL is included on all communications to direct readers to this source.
- Emphasis on transparency and open communication.
- Established in early March 2020 and used consistently since.

Major communications initiative 2: PUBLIC HEALTH CAMPAIGN and MESSAGING:

Campus health leadership, from Student Life and Human Resources will work with marketing and communications to plan and implement a holistic public health campaign in accordance with [CDC guidelines and resources](#) and the [Virginia Department of Health guidelines for Higher Education](#).

to include information about

- **Mitigation efforts**, like entry signs for buildings, social distancing, use of masks, disinfection and directional navigation to lower population density in spaces.
- **Containment efforts**, including risk identification (e.g., symptom tracking, temperature checks, testing), contact tracing, isolation and quarantine.
- **Good personal hygiene habits**, such as frequent hand-washing and covering coughs.
- **Health and wellness**, such as practices that encourage well-being and resilience.

Guidelines and templates will be marketed with the EMU logo and taken from the CDC website, The efforts will reinforce public health practices and be delivered through a variety of forums,

including faculty and staff training, and through various media channels. Posters, signage, and digital reminders (on social media, campus computer terminals and on social media) will constitute one aspect of the campaign.

15. Orientation and education/training, including anti-stigma training

- New Hire Orientation, held twice a year for newly hired employees in October and April, will have an expansion of the campus safety and security training to include CDC guidelines on hand-washing, social distancing, wearing of face coverings, self-screening, reporting of illness and EMU's expectations through the signing of "COVID Commitments" and anti-stigma training.
- Similar training will be provided to all current staff during our annual Faculty and Staff conference held in August.

B. Monitoring Health Conditions to Detect Infection

1. Daily health screening questions and/or other health monitoring approaches can be used to monitor the health of the campus population.

Symptom Monitoring Requirement: Employees will be expected to daily self-certify their ability to work on-site. If any individual answers yes to any of the items, they should report it to their supervisor, who will notify Human Resources. The employee should not come to campus.

Those who work on-site have answered no to all questions. Self-certification questions:

1. Have you had any of the following symptoms in the last 14 days?

- Cough
- Shortness of breath*
- Fever over 100 degrees
- Chills
- Muscle pain
- Sore throat
- New loss of taste or smell

*Seek medical care immediately if someone has emergency warning signs of COVID-19.

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion
- Inability to wake or stay awake
- Bluish lips or face

2. Have you had any contact lasting longer than 10 minutes with a person known to have COVID-19?

Employees who have COVID-19-like symptoms will be advised not to report to the office or will be sent home. (Excerpt from [EMU Return to work Phase II](#))

2. Campus level syndromic (disease) surveillance using electronic health record data or other disease surveillance methods as feasible.

EMU will utilize Medcat (SHS electronic health record). Medcat has the functionality to send out notifications asking persons to respond to a surveillance questionnaire.

3. Establishment of a testing strategy. Testing strategies should consider testing for all students, faculty or staff with symptoms and access to testing for close contacts of cases as recommended by public health. Institutions may consult with their local health department, local health systems and other relevant partners.

- VDH recommends testing persons who have symptoms and testing those who are in quarantine if they become symptomatic or between day 5-7 if they continue to be asymptomatic
- Suggest that employees work with their own PCP for testing and follow up but are required to report to their Supervisor and HR if they test positive for COVID-19
- Health Services will have designated testing space on campus where students can obtain COVID 19 testing if ordered by a healthcare provider - all students should be tested at this designated testing area so that adequate COVID-19 surveillance can be maintained on campus
- In the case of a large number(≥ 2) students with positive symptoms at the same time - VDH will be notified immediately - at the time of testing without waiting for results
- All positive tests are reported to the VDH and the VDH will do the contact tracing required in liaison with EMU Health Services. Reporting will be coordinated regarding the persons who need to be quarantined. EMU Health Services will oversee daily checks on persons who are positive or in quarantine.
- A negative test result upon arrival to the university will not be accepted as a replacement for quarantine prior to arrival on campus

C. Containment to Prevent Spread of the Disease When Detected

1. Partnership with VDH for contact tracing

Draft policy in process with VDH representative assigned to EMU:

- When there are 2 or more symptomatic/possible cases on campus the VDH representative will be notified as soon as possible
- If determination is made that increased testing on campus is required – VDH will assist in setting up a Strike Team to come to campus for large scale testing
 - This will be coordinated by the EMU COVID-19 tracer in conjunction with facilities management
 - Any communications related to this process will pass through CMPT and the Marketing and Communications department
- When there is a positive case on campus, the VDH will be notified through the communicable disease portal on the VDH website and the VDH representative will be

notified so that contact tracing will be put in motion through both the VDH contact tracer in conjunction with the EMU COVID 19 tracer

- The EMU COVID 19 tracer and the VDH contact tracer will communicate any concerns to EMU Health Services that arise through daily health checks
 - If a person in quarantine becomes symptomatic a test will be ordered
 - If a person in isolation requires additional medical assistance, an appointment will be set up via telehealth with EMU Health Services if Monday through Friday
 - If a person in isolation requires additional medical assistance on the weekend they will call EMU Health Services and, based on the need, if life-threatening, 911 will be called for transport to the emergency department-if not life-threatening, instructions will be given accordingly – all will be documented in the student's electronic health care record

2. Quarantining and isolating (provision of housing, basic needs, medical case management)

- CMPT and Health Services Response Processes
 - [COVID-19 Procedure for EMU Students](#)
 - [VDH COVID-19 Testing for Colleges and Universities](#)
- If students are exposed to someone with Covid-positive possibility - and informed of this exposure by VDH Contact Tracing OR by EMU Staff (Health Services) - roommates/suitemates must quarantine-in-place (if q-i-p is possible). Quarantine in place is available ONLY if exposed students are asymptomatic (experiencing no COVID-19 symptoms). If exposed students experience symptoms, they must follow the [COVID-19 Procedure for EMU Students](#).
- If student has tested positive for COVID-19, EMU will provide designated isolation spaces
- For students in isolation and quarantine, there will be shared monitoring from Health Services for medical care, Campus Ministries & Counseling for emotional/mental support and Res Life for meal deliveries and virtual programming/connection needs while in isolation/quarantine.
- Where hospital transport is necessary, AND the student cannot transport (drive) themselves to the hospital, Harrisonburg Emergency transport services (ambulance) will be utilized to get the student to a medical facility for care.
- EMU will designate isolation/quarantine spaces for individual/s who test positive OR are symptomatic and awaiting test results. These will be separate from student living spaces, and have bathroom and kitchen capacity

3. Campus outbreak management

- In case of an “outbreak” on campus, (“outbreak” is defined by the VDH as 2 positive cases) the university will notify VDH immediately to prepare for increased testing and monitoring.) EMU will make every effort to contain spread through increased testing, contact tracing, and isolation of those affected, working with VDH. For students, Health Services will increase testing for asymptomatic people involved in partnership with the VDH. Contact tracing will be conducted to identify and quarantine close contacts in conjunction with testing.
- For faculty and staff, individuals will be directed to consult with their health care providers for testing and contact tracing but be aware of the requirement to inform their direct supervisor and/or Human Resources. The number of positive cases or faculty/staff that have been in contact with positive cases will be communicated to EMU’s COVID 19 tracer and that person will be in communication with VDH.
- CMPT may determine the need to tighten restrictions on a temporary basis to assess an imminent threat to public health, to conduct testing or expand cleaning due to an outbreak.
 - Hybrid Flexible, or Hyflex, will be used to facilitate curriculum delivery via several modalities (face-to-face, online synchronous, & online asynchronous). This allows the University to quickly modify instruction to fully online or asynchronous if an outbreak occurs on campus.
 - Includes short-term provisions for residential students to quarantine-in-place, all students continue online or asynchronous instruction, and non-essential faculty and staff to work remotely.
 - Tightening restrictions could also include limiting gatherings or limiting student activities.
- The decision by CMPT to shift the entire campus to remote learning will be determined by the following factors:
 - EMU cannot satisfactorily meet the PPE, testing, tracing, treatment, or operational needs of the on-campus community
 - EMU Health Services and VDH identify a public health risk on or near campus that cannot be adequately contained
- Remote learning does not necessarily mean the evacuation of the campus. Depending on the nature of the situation precipitating a cessation of in-person teaching, it may not be advisable for all students to travel home. Depending on the nature of the situation and guidance from VDH and local authorities, a period of remote learning (with residential students remaining on campus) may be advisable.
- With guidance from VDH, a period of remote learning is followed by a decision to return to previous learning/living conditions or options to depopulate campus for additional risk reduction. Depopulation of campus will include remote work procedures for non-essential employees and residential students who are not in isolation or quarantine being advised to return home.

4. Partnership with local health systems to assure care for symptomatic individuals as needed. (e.g. a local health system representative could serve on the COVID-19 team)

- In case of an “outbreak” on campus, (“outbreak” is defined by the VDH as 2 positive cases) the university will notify VDH immediately to prepare for increased testing and monitoring.) EMU will make every effort to contain spread through increased testing, contact tracing, and isolation of those affected, working with VDH. For students, Health Services will increase testing for asymptomatic people involved in partnership with the VDH. VDH representative will be notified immediately when there are >5 students with COVID-19 symptoms at one time- if after hours- VDH Emergency phone number will be used (1-866-531-3068)
- VDH representative added to EMU CMPT meetings
- EMU COVID 19 tracer will be the primary contact/liaison with the VDH representative
- Procedure outlining clear step by step process for communication with and working with the VDH representative as noted in (C.1).

D. Shutdown Considerations If Necessitated by Severe Conditions and/or Public Health Guidance

1. Plans regarding the criteria and process for campus dismissals or shutdowns. Decisions regarding dismissals and shutdowns should be made in consultation with local and state public health officials.

- Criteria for shutdown consideration include the following:
 - Guidance from VDH liaison in the ongoing response to campus outbreak management
 - Public health risk near campus, identified through VDH or the City of Harrisonburg as state of emergency
 - Executive order through the Commonwealth of Virginia for college/university closure or declaration of COVID Phase 1

2. Nature of reduced campus activity in the event of severe conditions/public health direction or guidance.

- [In the event of return to Phase 2 in VA](#), campus buildings will be accessed by EMU ID only, campus activities would be reduced to a face-to-face gathering size of 25, further de-densification of campus housing would occur (as possible), and dining services will offer full-service meals.
- [In the event of return to Phase 1 in VA](#), campus buildings will close, residential students will be required to return home, all courses will be delivered via online methods. Students who are in isolation or quarantine can remain on campus until released by EMU Health Services and VDH. Residential and dining accommodations will be made for students who have documented the need for these resources, such as international students, students who require access to EMU network for academic work, and students whose personal safety or basic needs are best supported on campus.

3. Considerations regarding student health and safety on campus versus returning home.

- The decision by CMPT to consider campus shutdown will be determined by the following factors:
 - EMU cannot satisfactorily meet the PPE, testing, tracing, treatment, or operational needs of the community
 - EMU Health Services and VDH identify a public health risk on or near campus, that cannot be adequately contained
 - Declaration of local state of emergency in City of Harrisonburg or Phase One in Commonwealth of Virginia
- In the event that students are advised to return home, the following steps will be taken through CMPT leadership:
 - Clear messaging will be delivered to all appropriate audiences in a timely manner following the communication strategy outlined in (A.14).
 - Residential students who need ongoing campus resources will be advised of housing and dining accommodations. The checkout process will be facilitated by Residence Life for students returning home.
 - Through hyflex learning, students will continue in academic courses through online delivery.
 - Remote access to student support services, student engagement activities, Health Services, and Counseling Services will continue through Student Life and Student Success.

4. Communications plan for dismissals/shutdowns.

- EMU's Crisis Management Preparedness Team includes a communications subcommittee with the following objectives:
 - Delivering credible, consistent information and messaging in a timely and effective manner;
 - Ensuring that various audiences are aware of return to operations protocols and policies;
 - Prioritizing the health and safety of the university community;
 - Informing the community of contingency plans.
 - Utilizing multiple platforms as appropriate to the message and audience needs.
- Information related to a dismissal or shutdown event will be processed through CMPT and the EMU President, in accordance with CDC's communication guidelines and input from public health officials.