

Fort Lewis College Coronavirus Policy

I POLICY STATEMENT

This Policy is intended to mitigate the risks and spread of the novel coronavirus ("COVID-19"), help protect the health and safety of the Fort Lewis College (FLC) community and minimize disruption to the normal conduct and operations of the College.

In response to COVID-19, the College may take any action in order to comply with any law, executive order, public health emergency order, and/or public health guidelines or recommendations, including without limitation temporarily closing or limiting access to campus and campus facilities, such as classrooms, offices, and on-campus housing, as well as temporarily closing or modifying operations and modifying the method of academic instruction from in-person to remote or online instruction, or such other academic modifications as may be reasonable, practicable and necessary in response to this public health emergency.

Although the College takes reasonable steps to minimize the risks of COVID-19 to public health, the College cannot and does not guarantee protection from illness or complications that may result from illness. Members of the FLC community are responsible for educating themselves regarding all potential risks associated with COVID-19 and are required to take all necessary and reasonable steps to protect their health as well as the health of the FLC community.

This policy may be updated, supplemented, or modified by the College at any time and for any reason, including but not limited to, complying with revised executive orders, public health orders or public health guidelines.

II DEFINITIONS USED IN THIS POLICY

For the purposes of this Policy:

Close Contact is anyone who was within six (6) feet of a person infected with COVID-19 for more than fifteen (15) minutes. This could include, but is not limited to, living in the same household with a person infected with COVID-19, caring for a person infected with COVID-19, or being in direct contact with the bodily fluids of person infected with COVID-19 (such as being coughed on, kissed, sharing utensils, etc.).

Contact Tracing is a method of identifying individuals who may have had close contact with a person who has tested positive for COVID-19.

COVID-19 Symptoms are indicators that a person may be infected with COVID, including the following symptoms that have been identified by the Centers for Disease Control: flu-like symptoms; a cough; shortness of breath/difficulty breathing; a fever of 100.4 or higher; a sore throat; chills; body or muscle aches; nausea, vomiting, or diarrhea; or a loss of taste or smell.

Employee is any individual employed by Fort Lewis College including, but not limited to, faculty, administrative professional employees, state classified employees, student hourly employees, and temporary hourly employees.

Face Covering is a cloth, paper or disposable material, including, but not limited to, a mask or other covering that fits snugly and securely with no gaps over the face and, at a minimum, extends from the bridge of the nose to below the chin and can be safely secured in place (e.g., looped around ears or around the head) while in use. Face coverings are not a substitute for surgical masks needed in health care settings or personal protective equipment ("PPE"), such as N95 respirators. PPE should be reserved for those with job-specific PPE requirements.

Physical Distancing also referred to as "social distancing," means keeping a safe space between individuals who do not live together in a shared living space (e.g., in a dorm room, apartment, house, etc.). To properly practice physical distancing, individuals should stay at least six (6) feet (about 2 arms' length) from other individuals with whom they do not live.

Public Space is any indoor or outdoor space other than a private office used by a single person, residence including residence hall room or apartment, or personal vehicle occupied by a single person. Public spaces include, but are not limited to, classrooms, laboratories, outdoor sidewalks and spaces, lobbies, library, student center, campus buildings, restrooms, cafeterias, hallways, stairwells, elevators, conference rooms, break rooms, common areas, shared vehicles, or any outdoor space where people are not able to reliably maintain at least six (6) feet of distancing.

Quarantine is separating a person from others based on that person's possible exposure to COVID-19. *A person may be quarantined for reasons including, but not limited to, having Symptoms, the person's own knowledge of a possible exposure to someone infected with COVID-19, or because the person has been identified through contact tracing as a close contact of person who is infected with COVID-19.* Quarantine helps prevent spread of COVID-19 that can occur before a person knows they are sick or when they are infected with the virus without feeling symptoms. People in quarantine must stay home, separate themselves from others, monitor their health, and follow directives from the College public health office as well as county or state health departments.

Recent Exposure refers to close contact or exposure to an individual who is COVID-19 positive in the previous fourteen (14) days.

Self-Isolation is separating someone who has tested positive for COVID-19 from others. People in self-isolation must stay home, separate themselves from others, monitor their health, and follow directives from the FLC Health Center, San Juan Basin Public Health department or your healthcare provider.

Campus Visitor is any individual visiting any College property including, but not limited to, academic guest speakers, members of the public, guests, vendors, agents, contractors and subcontractors.

III JURISDICTION & APPLICABILITY

This policy applies to all members of the College community who are subject to the jurisdiction and authority of the College with respect to matters of behavior and conduct, including employees and students. Visitors are subject to this policy while on College property. All College business units, wherever located, are covered by this policy.

IV COMPLIANCE WITH THIS POLICY

Compliance with this policy is required of all employees, students, and visitors. Failure to do so endangers the health and welfare of the FLC community as well as the communities in which FLC's employees and students live and serve. Any employee or student who knowingly and intentionally violates this policy is subject to College discipline, including but not limited to, disciplinary action pursuant to the Academic Faculty and Exempt Staff Handbook, State of Colorado Personnel Board Rules, or Student Conduct Code. Any visitor to campus who knowingly and intentionally violates this policy will be asked to leave College property and may be excluded from College property.

V EXPECTATIONS AND REQUIREMENTS

All employees, students and visitors shall meet the following expectations and requirements:

1. **Public Health Orders:** In addition to complying with this policy, employees and students are required to comply with all federal, state, and county public health orders related to COVID-19.
2. **Public Health Guidelines, Directives, and Instructions:** In addition to complying with this policy, employees and students are required to comply with all federal, state, and county public health guidelines, directives, and instructions related to COVID-19, including, but not limited to:
 - a. wearing a face covering in all public spaces (see Section 5, Part 4)
 - b. engaging in physical distancing;
 - c. washing hands regularly with soap and water for at least twenty (20) seconds or, if soap and water are unavailable, clean hands with an alcohol-based hand sanitizer that contains at least sixty-percent (60%) alcohol;
 - d. avoiding close contact with people who are sick;
 - e. covering coughs and sneezes;
 - f. cleaning and disinfecting frequently touched surfaces as often as possible but not less than daily, including but not limited to, doorknobs, light switches, desks, countertops, handles, phones, keyboards, and faucet handles.
3. **Individuals Who Have Tested Positive for COVID-19 or have COVID Symptoms,** person who has tested positive for COVID-19 in the previous fourteen (14) days or has COVID-19 symptoms, is waiting for the results from a COVID-19 test, shall avoid close contact with other individuals and follow all orders, directives, or instructions from campus, county and/or state public health offices, including directives to quarantine or self-isolate. In addition, to these requirements, the following apply:
 - a. **Employees:**
 - shall not report to work or otherwise be in public spaces on College property;

- shall contact their supervisor as soon as possible to notify their supervisor that they will be absent from work;
- shall contact their direct supervisor or the Human Resources office (970)247-7428 to report and receive guidance and direction.
- shall fully cooperate and with contact tracing by College and/or county public health officials;
- shall not return to work until allowed by the FLC Health Center, San Juan Basin Public Health office or their healthcare provider.

b. Students:

- shall not attend in-person classes, gatherings, meetings or any other events off or on campus;
- shall not be in public spaces on College property;
- shall contact the [FLC Health Center](#) (970)247-7355 to report and receive guidance and direction.
- shall comply with all directives to quarantine or self-isolate;
- shall fully cooperate and with contact tracing by College and/or county public health officials;
- shall not return to classes until isolation has ended.

Visitors who have tested positive for COVID-19 in the previous fourteen (14) days, have COVID-19 Symptoms, or are waiting for the results from a COVID-19 test shall not be on College property.

No person shall attempt to pressure, coerce, intimidate or otherwise influence an individual who has tested positive for COVID-19 in the previous 14 days, has COVID-19 Symptoms, or is waiting for the results from a COVID-19 test to engage in any activity or behavior that may cause the spread of COVID-19, including but not limited to:

- violate any College policy, guidance, instruction, or directive;
- violate any public health order, guidance, or directive;
- report to work in-person;
- attend class in-person;
- participate in activities, gatherings, or meetings in-person

No Employee or Student shall attempt to dissuade or prevent another person from participating in Contact Tracing or from reporting COVID-19 Symptoms or Recent Exposure, seeking medical advice regarding such Symptoms or exposure, or otherwise receiving a diagnosis for COVID-19.

VI RESOURCES

- [Centers for Disease Control](#)
- [Colorado Department of Public Health and Environment](#)
- [San Juan Basin Public Health](#)
- [FLC COVID Resources](#)
- [FLC Health Center](#)
- [FLC Counseling Center](#)
- [Student Disability Services](#)
- [Human Resources](#)

REFERENCES AND LEGAL AUTHORITY

- COVID-related Executive Orders Issued by Governor Polis
- COVID-related Public Health Orders Issued by the Colorado Department of Public Health and Environment
- COVID-related Public Health Orders Issued by San Juan Basin Public Health Department