



## COVID-19 Policy Summary for Employees Fall 2021

### Overview:

Consistent with Hanover College principles of building a caring and respectful community, we are committed to the safety and wellbeing of students and employees, while providing the best possible college experience.

Hanover College strongly encourages all students, faculty and staff to be vaccinated as soon as possible. Our campus vaccination and testing positivity rates will affect campus policies moving forward. Hanover College also acknowledges that no set of policies will satisfy all perspectives on the issues of testing and vaccination; nor will it address every possible scenario.

The **following policies take effect on August 1** and are subject to change based on the evolving status of the pandemic.

### Fall 2021 Policy Highlights:

- **Hanover College is strongly recommending – but not yet requiring – the COVID-19 vaccine for employees or students as the vaccine only has FDA Emergency-Use Authorization. Once the vaccines have received full FDA approval, Hanover College will review - and potentially revise - this policy.**
- Due to the stringent testing and vaccination guidelines set by the NCAA, athletes will need to be fully vaccinated by August 1 or take weekly PCR tests at their expense.
- Un-vaccinated employees and students will be required to be tested regularly and will be required to quarantine following a known exposure.
- Face coverings will be optional for all employees and students, and strongly encouraged for un-vaccinated individuals. However, employees have the right to ask others to wear face coverings in their offices or in their classrooms.



### Fall 2021 Policies and Guidelines for Employees:

- **Vaccination Policy:** Employees who are fully vaccinated **and** have uploaded their proof of vaccination will be exempt from COVID-19 screening testing. Fully vaccinated employees will also be exempt from quarantine requirements. All vaccinated employees should [upload their vaccination records](#) as soon as possible. Vaccinated employees will need to receive all future booster shots (when developed) to maintain their “fully vaccinated” status.
- **Screening Testing Policy:** Beginning on August 1, all **un-vaccinated employees** must be tested every other week at Health Services. As this is a requirement for employment, the College will cover the cost of employee testing. Failure to report for required screening testing will result in disciplinary action and may lead to termination.
- **Quarantine/Isolation Policy:** The College will continue its practice of requiring isolation for any employee who tests positive for COVID-19. **Un-vaccinated employees** will be required to quarantine following a known exposure; and use sick leave or vacation for this time away.
- **Face Covering/Mask Policy:** Face coverings will be optional for all employees and students, and strongly recommended for those who are not fully vaccinated. However, employees have the right to ask others to wear face coverings in their offices or in their classrooms. In addition, employees may choose to wear a face covering at any time in any campus location.
- **Social Distancing Policy:** Following the most recent CDC guidance, social distancing is still recommended for people who are un-vaccinated.
- **Academic Policy:** We are looking forward to again being face-to-face in the Fall. Please note the following:
  - We will no longer provide full-term COVID-specific remote learning adjustments.
  - Faculty will work out individual arrangements with students in quarantine or isolation.
  - Classrooms will continue to be spaced out as much as possible, but some may have increased density due to demand.
  - Based on their health status or personal preference, faculty may require students to wear face coverings while in their classroom.



- The Gladish Learning Center and faculty will work directly with students as other COVID-related issues arise.
- The College will work with international students who are unable to reach campus due to visa or travel restrictions.
- **Event Policy:** The College is planning to return to a full schedule of activities and events, such as athletics, performing arts, and other student life programs. We anticipate that parents and other outside guests will be able to attend events. Specific policies regarding visitors, size limits for indoor gatherings, use of face coverings and other restrictions will be determined closer to the start of event season and based on the status of the pandemic.

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 and COVID-19 vaccines are changing rapidly as new information becomes available, further research is conducted, and additional vaccines are approved, distributed, and/or recommended. The College reserves the right to modify these policies at any time in its sole discretion to adapt to changing circumstances and needs, consistent with its commitment to protecting the health and safety of its students, employees and other campus visitors.