

COVID-19 GUIDANCE & RECOMMENDATIONS FOR FACULTY AND STAFF UPDATED AUGUST 18, 2021

The University's Office of General Counsel and its designated Assistant Attorney General for DSU have clarified some additional COVID-19-related 2021 legislation regarding faculty and University liability — SB 3007 and 5003 — that were enacted to clarify that various entities, including governmental entities such as the University, do not have legal liability related to COVID-19. The bills reference “willful,” “reckless,” and “intentional” infliction of harm, but none of these would apply where the University and its employees are merely complying with state law and local health department regulations. If a complaint were brought by one of our students against the University or one of its employees, it is anticipated that the case would easily be resolved on a motion for summary judgment based on this newly passed legislation.

Be sure to refer to the most current pandemic-related information on the [University's COVID webpage](#) regarding vaccinations, masking, and other COVID-19 related items, and cover this information with your students at the beginning of the semester and as the information changes and is updated.

- Please use the following standardized informational language on your course syllabi and Canvas pages:

University leadership urges all faculty, students, and staff to model the vaccination, testing, and masking behaviors we want to see in our University community. These include:

- Be vaccinated.
 - Get a COVID-19 vaccination if you have not already done so. Vaccination is proving highly effective in preventing severe COVID-19 symptoms, hospitalization, and death from coronavirus. Vaccination is the single best way to stop this COVID resurgence in its tracks. Many in the University community are already vaccinated, and those who aren't can get vaccinated visit www.vaccines.gov/search to schedule their vaccinations. The University is also hosting vaccination clinics on September 1 and 2, as well as October 20. No appointments are necessary; see the [University's COVID webpage](#) for details.
 - If unvaccinated, obtain weekly asymptomatic coronavirus testing at your own expense. This is a helpful way to protect yourself and those around you, especially children under 12 who cannot currently obtain vaccines, because asymptomatic individuals can unknowingly spread the coronavirus to others. Asymptomatic testing centers are open and

convenient: <https://www.washco.utah.gov/departments/emergency-services/covid-19-test-sites>.

- Wear a mask indoors in classrooms, other group settings, and public areas.
 - Wearing masks during community surges in COVID-19 transmission, indoors in group settings or public areas, and in close group settings outdoors helps keep in-person classes and University events viable. While masks are not currently required on campus in accordance with Utah state law, please note that CDC guidelines now call for everyone to wear face masks indoors to prevent the spread of the more highly contagious Delta variant. Please refer to the CDC website periodically for updated guidance: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinatedguidance>.
- Self-report to the University's Booth Wellness Center if you test positive for COVID-19 via this website: <https://wellness.dixie.edu/covid-19-self-reporting>.
- Be aware of available student mental health resources. Rates of burnout, anxiety, depression, isolation, and loneliness have noticeably increased during the pandemic. If you need help, please reach out to the University's Booth Wellness Center for resources, including counseling, trainings, and other support.
- If in-class attendance is a necessary component of the course for pedagogical reasons (e.g., laboratories, studios, or artistic training), use this standard language: Given the nature of this course, attendance is required, and adjustments cannot be granted to allow nonattendance. However, if you need to seek an Americans with Disabilities Act (ADA) accommodation to request an exception to this attendance policy due to a disability, please contact the [University's Disability Resource Center](#) (DRC). The DRC will work with faculty to determine what, if any, ADA accommodations are reasonable and appropriate.
 - Faculty must accommodate the instructional needs of a student who is quarantined, self-isolated due to COVID-19 or who have an ADA accommodation. The Disability Resource Center (DRC) has prepared guidelines for working with for a student requesting an accommodation. Review the full guidelines at the [Disability Resource Center Faculty Resource](#) page. In many, if not most cases, a faculty member's regular, pre-COVID-19 approach to accommodating students who miss class or assignments because of an illness will be sufficient. If a student is self-isolated for a longer period of time due to a COVID-19 infection, faculty are encouraged to draw on their most successful strategies from 2020-2021 to accommodate the student. Faculty are encouraged to consult with the DRC to ensure compliance with the ADA. Each course and each student's circumstance will be different. Please be as open-minded,

flexible and reasonable as possible when students need COVID-19-related accommodations, and as you plan your courses and assignments.

- For students participating in programs with clinical requirements, use this standard language: In order to complete your clinical requirements at a preceptor site, you must adhere to all site requirements, including any masking and vaccination requirements. Failure to meet preceptor site requirements may result in a delay or inability to complete your program with your cohort or a future cohort.
- Please follow the following practices to mitigate COVID-19 concerns in the classroom:
 - Take attendance/roll with each class meeting.
 - Use a seating chart.
 - Remind students of the syllabi guidance to please wear a mask in class and other group settings.
 - Encourage students who have not been vaccinated to participate in weekly testing.
- In the case of known or suspected case of COVID-19 that occurs in an academic or administrative building (including a classroom setting) faculty/staff should do the following:
 - Maintain the privacy and confidentiality of the affected individual (i.e., student, faculty, and staff). The identity of the affected individual should only be shared if given express permission to do so. Please note that the Booth Wellness Center is an integrated care clinic and is subject to HIPAA and both state and federal guidelines related to maintenance of Private Health Information. BWC staff and Contact Tracing Team members cannot disclose identifiable information but greatly appreciate receiving information to aid in contact tracing efforts and providing needed resources and guidance to affect individuals.
 - Faculty, staff, and students are notified by the BWC's Contact Tracing Team if they are identified as a close contact through the Case Investigation process.
 - Encourage the affected individual to complete a [COVID-19 Self-Report Form](#), obtain COVID-19 testing and isolate pending test results.
 - Faculty/Staff may also complete a [COVID-19 Self-Report Form](#) to inform the BWC's Contact Tracing Team of suspected or known cases COVID-19, for which the Contact Tracing Team will merge any duplicate reports.
 - Reach out to your department head and/or building manager to inform them of a known COVID-19 case (without disclosing the identity of the affected individual).
- Faculty may ask a student for note of excused absence from a medical professional; however, they cannot ask a student about COVID-19 diagnosis, proof of vaccination, or COVID-19 test results. The BWC Contact Tracing Team provides a letter to all identified

close contacts who have been advised to quarantine and they're encouraged to provide the absence letter to their employer or faculty.

- Follow the University's required [Exposure Management Guidelines](#) when responding to and managing student reports of COVID-19 infection — including contact tracing and prompt reporting of exposure and cases to the Booth Wellness Center. The Contact Tracing Team will help you mitigate and manage the situation.
- The University will continue to accommodate students, faculty, and staff through the Americans with Disabilities Act (ADA). Faculty seeking an accommodation to teach remotely for medical reasons should contact Human Resources about the ADA process, followed by working with their supervisor to complete a Flexible Work Arrangement form. A sample of this form is available under the [HR Forms website](#) (supervisors can request a fillable version from the Executive Director of Human Resources, as needed). For courses classified in the schedule as "in-person," faculty must host in-person classes at the scheduled time in the assigned classroom. Faculty have discretion to determine whether to offer additional modalities: (e.g., live-streaming a class meeting or creating a recording for students to access at home). However, this is not required.
- Consider participating in a QPR or other wellness-themed training available online or provided by the Booth Wellness Center, and share these opportunities with your peers, teaching assistants, and department colleagues. Resources can be found on the Booth Wellness Center web page: <https://wellness.dixie.edu>.
- The Center for Teaching and Learning developed FAQs to answer additional questions and direct you to services available to help with your teaching needs this fall. You can find it at <ctl.dixie.edu>.