Remain at Catawba Plan
2021-2022
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Introduction

After successfully completing on-campus residential living and in-person instruction during the entire 2020-2021 academic year, the 2021-2022 *Remain at Catawba Plan* sets forth significantly eased restrictions. This 2021-2022 *Remain at Catawba Plan* (the “Plan”) builds upon the strategies implemented and learned over the past twelve months and supersedes the Fall, 2020 *Return to Catawba Plan* and the Spring 2021 *Remain at Catawba Plan*.

The Plan signals Catawba’s emphasis on a relationship-driven and engaged learning model and a return to normalized, more regular operations. While we will utilize some adapted operations and events, Catawba continues those practices that maintained and protected the safety of the Catawba community since the beginning of the COVID-19 pandemic.

Catawba’s *Remain at Catawba Committee* (formerly the Return to Work Committee), Cabinet, and faculty leadership will actively monitor and update this *Plan* as dictated by the needs of the campus community and with guidance from local, State, and Federal authorities. Catawba will implement the strategies described in this *Plan* individually, collectively, or in other combinations. Our ultimate strategies balance our primary concern for the safety of all campus constituents with our mission of providing a vibrant on-campus learning and living environment for the students we serve – and our strategies will be no more or less restrictive than necessary to support both of those important interests.

Catawba’s policies and protocols for responding to this pandemic are and will continue to be rooted in safety for our students, faculty, staff, and guests. Our primary goals are to protect Catawba’s community while meeting our Mission to provide students an education rich in personal attention that blends the knowledge and competencies of liberal studies with career preparation.

This *Remain at Catawba* plan will remain aligned and in concert with the State of North Carolina’s Phased Reopening Model, Governor Cooper’s relevant Executive Orders, and guidance from local officials, the North Carolina Department of Public Health and other agencies, and Federal officials such as the Centers for Disease Control and Prevention (“CDC”).

*Catawba will update these policies and plans as appropriate and as more information continues to become available.*

Remain at Catawba Plan  Catawba.edu/remainatcatawba
A. With rare exception, Catawba classes will be in-person and face to face. Catawba will utilize a traditional, unmodified academic calendar.

B. Catawba students will fully occupy on-campus living spaces. Catawba will not reserve on-campus residence hall and living spaces to isolate and quarantine students.

C. Campus spaces, facilities, and offices will be open, utilizing customary operations, hours, and capacities.

D. Parents, alumni, and guests are welcome on campus and at events when appropriate.

E. Catawba will continue to emphasize student and employee safety, require distancing, and, for vaccinated and unvaccinated persons, face coverings in accordance with guidelines from our health partners.

F. Catawba will continue to promote efforts to achieve the highest level of community vaccination.

G. Catawba will hold in-person events on campus, including Homecoming, Convocations, Family Weekend, athletic, fine arts, and cultural events, and Commencement.
A. Compliance Expectations. Catawba students and employees are to comply fully with all policies, protocols, and guidelines outlined in this Plan. A student's failure to do so may result in discipline, up to and including dismissal from Catawba. An employee's failure to do so may result in discipline, up to and including dismissal from employment.

B. Pre-Arrival Recommendation and Requirement. Catawba requires all unvaccinated students quarantine at for at least five (5) days prior to return to or arrival on the Catawba campus to begin the Fall, 2021, semester. For unvaccinated students who do not reside on campus, Catawba strongly recommends quarantine for at least five (5) days prior to their first on-campus interaction with other students, whether a class, meeting, or other gathering. Student-athletes returning to campus shall follow any quarantine directives implemented by Catawba Athletics staff.

C. COVID-19 Vaccination Recommendation and Notification Requirement. Effective January 1, 2022, Catawba requires all students and employees to complete the required dosage of a COVID-19 vaccine, unless Catawba approves a request for exemption.

D. Symptom Monitoring Requirements. Even if vaccinated, no member of the Catawba community should attend work or class, or otherwise be present on campus, when sick or exhibiting COVID symptoms.
Students and employees are required to conduct a daily self-health monitoring prior to arriving on campus or engaging in on-campus activity. Catawba has developed a self-health questionnaire for students and employees to complete each day, which you may access here and which is accessible through the COVID-19 icon on the Catawba app. Based on answers to the questionnaire, the on-line form will clear each person to report to class or work or will direct the person to contact the Proctor Student Health Center or his/her primary care provider for further guidance. Students and employees who do not receive clearance through the daily self-health questionnaire must be free of any symptoms potentially related to COVID-19 or have been cleared to report to class or work before arriving on campus by the Proctor Health Center or a medical professional. The information entered into the daily self-health questionnaire will not be retained or accessed by Catawba and is for sole, individual use of the student or employee.

If a student or employee experiences any symptoms, he/she is to remain home or in his/her residence hall. To initiate the College's contact tracing and cleaning protocols, a student who tests positive for COVID-19 or begins experiencing symptoms, or his/her representative, shall notify the Proctor Student Health Center as soon as possible after receipt of the positive test results using the Student Self-Reporting Form. An employee who tests positive or becomes symptomatic for COVID-19 shall complete the Employee Self-Reporting Form. Catawba will maintain the confidentiality of this information to the extent required by law. Catawba will require isolation or quarantine of students and employees with confirmed, presumed, or suspected cases of COVID-19 in accordance with federal, state, and local health guidelines, which may occur on or off campus as required by Catawba.

Athletics symptom and health monitoring protocols are additional to these student self-health monitoring protocols and requirements.

Employees who have symptoms (i.e., fever, cough, or shortness of breath) should notify their supervisor, should contact their healthcare provider, and utilize leave to stay home.

Employees with confirmed cases of COVID-19 and have symptoms should follow CDC-recommended steps, should use leave, and are not allowed on campus until the criteria to discontinue home isolation are met, in consultation with healthcare providers and state and local health departments. To initiate the College's contact tracing and cleaning protocols, an employee who tests positive for COVID-19, or his/her representative, shall notify the College Human Resources Office as soon as possible after receipt of the positive test results. Catawba will maintain the confidentiality of this information to the extent required by law.

E. Student Isolation and Quarantine. Vaccinated students who are exposed to a possible, suspected, or confirmed case of COVID-19 are not required to quarantine. Unvaccinated students who contract COVID-19...
or who are exposed to a possible, suspected, or confirmed case of COVID-19 are required to isolate or quarantine in accordance with Catawba guidance and requirements.

Catawba will not provide on-campus locations in which unvaccinated students will isolate or quarantine. Students who choose not to be vaccinated and who are required to isolate or quarantine as a result of contracting COVID-19, close contact with a presumed, suspected, or confirmed case of COVID-19, or exhibition of COVID-19 symptoms are required to isolate or quarantine off-campus in accordance with this Student Isolation and Quarantine Plan. The off-campus isolation or quarantine shall be at the sole expense of students and will not be borne by Catawba.

Catawba will not provide meal delivery to students who are required to isolate or quarantine off-campus. Catawba will not facilitate make up work for students solely due to their isolation or quarantine status.

Students are responsible for making up any academic work missed due to isolation or quarantine, and are responsible for communicating with their professors.

Students who require financial assistance with the costs of off-campus isolation or quarantine may apply for the Emergency Support Fund: Catawba.edu/emergencyfund. For more information about eligibility, contact the Administrative Assistant to the Dean of Students at snewsome@catawba.edu or 704-637-4410.

F. Testing of Unvaccinated Persons. Effective beginning the week of August 16, 2021, Catawba requires weekly testing of all students and employees who are unvaccinated. This testing requirement is directly linked to your vaccination status. Employees who complete their vaccination after August 16 are to notify Human Resources at hr@catawba.edu, and student who complete their vaccination status after August 16 are to notify the Proctor Student Health Center at healthcenter@catawba.edu. Failure to complete the weekly testing requirement subjects students and employees to discipline, up to and including dismissal from Catawba.

G. Contact Tracing. Catawba students and employees are required to fully cooperate with and participate in contact tracing conducted by Catawba staff and/or local health officials. The knowing and/or intentional failure to provide full and complete information in response to a contract tracing request will subject students and employees to discipline, up to and including dismissal from Catawba.

H. Residence Hall Guests. To assist with Catawba’s enhanced housekeeping procedures and to limit the potential spread of COVID-19, students are allowed no more than one (1) additional guest per resident in their residence hall rooms. For example, a double room with two (2) occupants may have no more than four (4) total persons in the room at one time. A single room with (1) occupant may have no more than two (2) total persons in the room at one time.

Catawba places no limitations on the number of persons who assist students with moving into or out of their residence hall rooms.

Catawba requires any off-campus guests be screened and logged as visitors, as set forth in this Plan. Persons who are not Catawba students or employees are prohibited from being present in a Catawba residence hall, unless present to assist with student move in.
I. Enhanced Housekeeping Procedures. Catawba will continue enhanced housekeeping procedures and disinfection practices as a result of this pandemic. Catawba housekeepers will continue to clean and disinfect restrooms, offices, classrooms, and work spaces per CDC guidelines. We will clean high-touch objects such as doorknobs and handrails with greater frequency.

J. Personal Disinfection. Catawba requires students wipe down their classroom and lab spaces before and after each use. Catawba instructors will notify and remind students of this requirement. Catawba will provide disinfecting wipes in classrooms and station them throughout campus. This includes any shared-space location or equipment such as copiers, printers, computers, audio-visual equipment, other electrical equipment, coffee makers, desks and tables, light switches, and doorknobs.

K. Physical Distancing. Keeping space between you and others is one of the best ways to avoid exposure to COVID-19 and slowing spread of the virus. Since you may spread the virus before you know you are sick, it is important you stay away from others when possible, even if you have no symptoms. Physical distancing is important for everyone, particularly those who are at higher risk of getting sick. Unvaccinated persons are to:

- Not gather in groups of more than six (6) persons when physical distancing cannot be achieved.
- Stay away from crowded places and avoid mass gatherings.

Catawba will arrange and space classrooms and other instructional spaces in accordance with CDC guidelines. In order to protect the Catawba community, students and employees are not to move furniture in instructional spaces and are to maintain the instructional space layout as set by Catawba.

To promote physical distancing, Catawba continues to support virtual activities, hosting activities outdoors in areas accommodating physical distancing, spacing out shared indoor spaces, and limiting occupancy and requiring face coverings in vehicles and indoor spaces for unvaccinated persons.

L. Handwashing. Wash your hands often with soap and water for at least twenty (20) seconds especially after you have been in a public place, or after blowing your nose, coughing, sneezing, or
touching your face. If soap and water are not readily available, use a hand sanitizer containing at least 60% alcohol. Cover all surfaces of your hands and rub them together until they feel dry. Avoid touching your eyes, nose, and mouth, and wash your hands after touching your face.

M. Hand Sanitizer. Catawba will provide hand sanitizer to employee offices and departments and refill dispensers as needed. Catawba continues to add additional hand sanitizing stations in all buildings.

N. Face Coverings. All persons are required to wear a face covering at all times while inside any Catawba building. Persons are not required to wear a face mask while outdoors on campus. However, when in areas of substantial to high transmission outdoors, Catawba requires persons wear a face covering in crowded outdoor settings or during activities involving close contact with persons who may not be vaccinated. All face coverings must meet the following criteria:

- Fit snugly and securely over the mouth and nose and against the side of the face;
- Be secured by ties or ear loops;
- Allow for unrestricted breathing; and
- In the case of cloth face masks, be able to be laundered and dried without damage or change to shape.

Limited circumstances exist in which a face covering is not required while inside a Catawba building.

- In your residence hall room/suite/apartment: Students living in Catawba housing are not required to wear a face covering while in your assigned residence hall room/suite/apartment, but must wear a face mask while in residence hall lobbies, hallways, elevators and other common areas.
- In your private office: Catawba employees are not required to wear a face covering while working alone in your private office. A face covering must be worn in common workspaces or when others are present in the employee’s work space and in all common areas including elevators, hallways, restrooms and break rooms.
- Eating or drinking on campus: While actively eating or drinking on Catawba property.
- Vaccinated Faculty may remove their face covering while teaching as long as three to six feet of physical distancing is maintained.
- Accommodations: An exemption to the face covering wearing community standard will not typically be considered as a reasonable accommodation. Individuals with a disability or health condition preventing them from safely wearing a face covering may seek alternative accommodations through Human Resources (employees) or the Office of Student Academic Success (students).
- Medical attention: An individual who needs medical attention or services requiring temporary removal of the face covering.
- Such other limited exceptions as may be expressly approved by the President of the College, Provost, or their designees in consultation with public health and infectious disease experts or as may be required by law.
Persons are also expected to comply with any requirement to wear a face covering issued by state and municipal authorities for any off-campus location.

Professors will ask a non-compliant student one (1) time to properly wear his/her face covering in an educational setting. Should a professor have to request a student a second time, whether in the same or subsequent class or lab period, the professor shall require the student exit the educational setting and complete a student conduct report. Professors will include this requirement in their syllabi provided to students.

Catawba prohibits face masks or coverings with valves or vents and discourages any face covering with a single layer, such as a gaiter.

Please note your face covering is not a substitute for physical distancing, but is to be worn in addition to physical distancing, hand washing, and the use of hand sanitizer.

You may find instructions for properly wearing a face covering from the World Health Organization (WHO) or the Centers for Disease Control (CDC). The CDC also provides guidance for washing your cloth face covering.

O. Proctor Health Center. Two (2) registered nurses staff the Proctor Health Center, which also offers on-campus physician hours for our students. You may contact the Proctor Health Center at 704-637-4404 or healthcenter@catawba.edu.

P. Using Elevators. No more than one (1) person shall be in an elevator at a time, unless a second person is required for the care and safety of the other elevator passenger. Unless required to use an elevator due to your physical condition, you are to use stairs. Catawba reserves the right to inquire into the medical condition requiring a student or employee utilize an elevator. If you use an elevator and are unvaccinated, wear a face covering.

Q. Health and Safety Guidance.
   1. Gloves. Employees who are healthcare workers and others in high-risk areas shall wear gloves as part of their PPE. According to the CDC, gloves are not necessary for general use and do not replace good hand hygiene. Washing your hands often remains the best practice for common everyday tasks.
2. **Goggles/Face Shields.** Catawba employees do not need to wear goggles or face shields for general activity on campus. Good hand hygiene and avoiding face touching are sufficient.

3. **Personal Disinfection.** Catawba urges employees to take additional care to wipe down commonly used surfaces in your work areas. Catawba will provide disinfecting wipes to employees upon request and station disinfecting wipes throughout campus. Before you begin and before you leave a work area shared by others, employees shall wipe down all work areas. Employees must further direct all Catawba student employees to follow the same practices. This includes any shared-space location or equipment such as copiers, printers, computers, audio-visual equipment, other electrical equipment, coffee makers, desks and tables, light switches, and doorknobs.

4. **Coughing/Sneezing Hygiene.** If you are in a private setting while not wearing your face covering, always cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow. Throw the tissue immediately in the trash and immediately wash your hands with soap and water for at least twenty (20) seconds. If soap and water are not readily available, clean your hands with a hand sanitizer containing at least 60% alcohol.

R. **Guidance for Specific Scenarios.**

1. **Public Transportation or Ride Sharing.** If you must take public transportation or ride share, wear a face covering before entering the vehicle and avoid touching surfaces with your hands. After disembarking and before you remove your face covering, wash your hands with soap and water for at least twenty (20) seconds. If soap and water are not readily available, clean your hands with a hand sanitizer containing at least 60% alcohol.

2. **Required Quarantine After Mass Transit.** Catawba requires all unvaccinated students and employees who travel via mass transit, i.e. airplane, train, or public bus, to quarantine for five (5) calendar days prior to returning to campus or work.

3. **Working in Office Environments.** If unvaccinated and you work in an open environment, maintain at least six (6) feet of distance from your co-worker(s). If possible, have at least one (1) work station separating you from the nearest co-worker.

Departments should assess open work environments and meeting rooms to institute measures to physically separate and increase distance between employees, other coworkers, and customers.

A face covering should be worn by all employees in a reception or receiving area, when walking in hallways, when traveling to the restroom or break rooms, and in conference, and meeting rooms.

4. **Meetings.** Meeting in groups increases the risk of spreading COVID-19. When feasible, meetings should be held in whole or in part via the College’s on-line meeting tools.
In-person meetings should be limited and should avoid possible transmission between unvaccinated persons. Departments and employees are to remove or rearrange chairs, table, and furniture or add visual cue marks in meeting rooms and shared spaces to support physical distancing between attendees.

Catawba encourages unvaccinated employees to communicate via electronic mail, telephone, or other Catawba technology rather than meet face to face.

5. Meals. Before and after eating, wash your hands thoroughly to reduce potential spread of the virus.

If dining on campus, all employees are to wear a face covering until ready to eat and replace it afterwards. Catawba and its food service vendors retain the right to control access into any campus eating establishment to promote proper physical distancing.

S. Visitors. All vaccinated and unvaccinated visitors and invitees to the Catawba campus shall be required to wear a face covering at all times indoors on campus. Unless specifically excepted by Catawba’s Visitor Screening Procedures, Catawba requires all visitors and invitees complete a health screening prior to being present in a Catawba building or at a Catawba event.

T. Mental and Emotional Wellbeing. Catawba realizes this pandemic creates stressful situations for students, employees, and their families. Should students need assistance, we urge you to contact Catawba’s Office of Counseling Services by calling 704-637-4307 or visiting the counseling center located in the Student Affairs Office in the Cannon Student Center.

Should an employee need assistance, we urge you to contact Catawba’s Employee Assistance Program (EAP) for free support services. The Work Life Matters EAP may be accessed at eapcounselor@ibhcorp.com or 1-800-386-7055.

U. Frequently Asked Questions. Catawba drafted and will continue to update its COVID-19 FAQs.