

# INTERIM ADDENDUM TO CODE OF COMMUNITY STANDARDS

COVID-19 Health and Safety Expectations Policy

## 1 POLICY STATEMENT

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Salisbury University's [Code of Community Standards Policy](#) sets out the standards of behavior for all Students and Student Organizations that promote the safety and welfare of the University Community. As the academic year starts in the midst of a pandemic, we must all follow a shared set of behavioral expectations to make a safe return to campus. In order to minimize the risks associated with COVID-19, the requirements below are incorporated on an interim basis into the Code of Community Standards and are applicable to all students. The University reserves the right to update and make edits to this document to comply with the guidance from local, state, and national public health agencies and government officials.

Please note that the [Code of Community Standards](#) remains in effect. Alleged violations of the requirements below will be addressed in accordance with the policies and procedures outlined in the Code.

## 2 REQUIREMENTS

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### 2.1 FACE COVERINGS AND PHYSICAL DISTANCING

To reduce the spread of COVID-19, the Centers for Disease Control and prevention (CDC) recommends that masks be worn in public settings, especially when other social distancing measures are difficult to maintain. In accordance with CDC guidelines, students are required to obtain and wear masks/face coverings as outlined in the University's [COVID-19 Masking Protocols Policy](#). Any student wishing to request a disability-related accommodation in connection with this Policy, must contact the Disability Resource Center by phone at 410-543-6087 or via email at [disabilitysupport@salisbury.edu](mailto:disabilitysupport@salisbury.edu).

In addition to wearing a face mask, students are expected to maintain a safe physical distance of at least six (6) feet to limit the spread of COVID-19 by reducing opportunities for close contact between people. Classrooms, residence hall rooms, the dining hall and other campus areas will be set up so that individuals can observe safe social distancing between one another. The University recognizes that maintaining 6 feet of physical distancing may not be possible in all situations, but expects all students to make every effort to comply.

In order to adhere to physical distancing guidelines and to reduce density in spaces, certain buildings and spaces have been closed and/or have posted capacity limits. Students are expected to adhere to all conditions regarding building and space capacity and will be considered unauthorized to be in a space or building if their presence is in violation of posted signage.

Additionally, the University expects students to follow CDC guidance and State of Maryland requirements regarding physical distancing and use of face coverings while off-campus. This off-campus requirement is necessary due to the University's interest in and need to prevent infection being introduced to the campus community by unsafe off-campus behavior, as well as to prevent spread of the virus in the broader community.

## **2.2 DAILY SELF-MONITORING FOR SYMPTOMS**

The University requires all students to abide by the electronic self-screening process to assess their risk and record their status **daily prior to coming to campus**. Students are required to provide proof of completion of the self-screening process whenever directed to do so by a University official.

At the first sign of symptoms or illness, students are expected to immediately self-isolate, consult with a health care provider, and follow the directions from that health care provider. Students are also required to notify Student Health Services, at <https://myhealth.salisbury.edu/> or 410-543-6262 and follow the instructions of Student Health Services.

## **2.3 EVENTS AND GATHERINGS**

Specific expectations for student behavior outside of the classroom when participating in student events, programs & activities are outline in the Center for Student Involvement and Leadership [website](#). These expectations include, but are not limited to, event registration processes, contactless event check-in, social distancing, sanitizer stations, masks & face coverings, sanitizing, specific event signage/directions, and regulations related to food & drinks.

Additionally, the University expects students hosting events off-campus to follow all applicable public health guidance and federal, state and local governmental requirements regarding gatherings. This includes, but is not limited to, the size and location of gatherings, use of masks and physical distancing.

## **2.4 HOUSING AND RESIDENCE LIFE REGULATIONS**

Living on campus is a privilege that comes with additional requirements. Students residing in campus housing are required to follow specific regulations outlined in the [Addendum to Salisbury University 2020-2021 On-Campus Housing and Dining Agreement](#), [Move-In & Residence Hall Guidelines](#), and any signage posted within residence halls.

## **2.5 SOCIAL HOST RESPONSIBILITY**

Under the University's Social Host Responsibility community standard, students residing within the local community are expected to exercise good judgment, be sensitive to the needs of the local community, and take responsibility for the conduct of their guests. The State of Maryland and local governments, including the City of Salisbury and the City of Fruitland, may issue guidelines for personal behavior during the COVID-19 pandemic that create additional responsibilities for students, and the University requires students to comply with such requirements and guidelines. These requirements and guidelines may change as the COVID-19 situation evolves, and it is the student's responsibility to ensure that they understand and comply with any applicable public health directives and guidelines when hosting events or gatherings at their off-campus residences.

## **2.6 NOTIFICATION OF COVID-19 DIAGNOSIS OR EXPOSURE**

To allow the University to take appropriate steps to mitigate further spread of the virus, the University requires all students – whether living on or off campus – to notify Student Health Services immediately if they are diagnosed with COVID-19 by any health care provider in any jurisdiction, or believe they may have been exposed to COVID-19. Upon doing so, students will be required to stay in their residence hall room if living on campus or remain off campus if not currently residing on campus, until given further instructions by Student Health Services.

Notification to Student Health Services will initiate outreach from University staff. For students living on campus, notification will also prompt a review of the student's living situation; meal delivery; distribution of supplies to support isolation; and potential support for close contacts (e.g., roommates).

Please note that, consistent with applicable laws and regulations governing the confidentiality of health records, the University will not share any patient's private medical information, except with public health agencies as required by law.

## **2.7 QUARANTINE AND ISOLATION**

Students who are diagnosed with or believe they may have been exposed to COVID-19 are required to remain in quarantine or isolation for the time period determined by the student's health care provider or Student Health Services. **Students will not be permitted to quarantine or isolate in University housing unless prior approval is received from the Office of Housing and Residence Life in consultation with Student Health Services.** Students approved to quarantine or isolate in campus housing will be asked to temporarily move to a different room and must abide by all applicable University regulations and will be expected to maintain ongoing contact with University officials while doing so.

## **2.8 RETURN TO CAMPUS**

A student exposed to or diagnosed with COVID-19 may return to campus following quarantine or isolation only with approval of Student Health Services, after the student provides documentation to Student Health Services from their health care provider or public health agency that indicates they are no longer contagious and may resume normal activities. After receipt of documentation, Student Health Services will make the determination as to whether a student may return to campus and the extent to which they may resume activities.

## **2.9 CONTACT TRACING AND SURVEILLANCE TESTING**

To allow the University and public health agencies to take appropriate steps to mitigate further spread of the virus, students are expected to fully cooperate with contact tracing efforts and surveillance testing if they display symptoms of the COVID-19 virus, or if requested to do so by Student Health Services or another public health agency.

## **2.10 OTHER PUBLIC HEALTH DIRECTIVES**

Students are subject to all guidelines for individuals related to the COVID-19 pandemic established by the Centers for Disease Control and Prevention (CDC). In addition, the State of Maryland and local governments, including the City of Salisbury, have issued regulations and guidelines for personal behavior during the COVID-19 pandemic, and students must comply with such regulations and guidelines at all times. These regulations and guidelines may change as the situation evolves, and it is the student's responsibility to ensure that they understand and comply at all times.

# **3 PROCEDURES**

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Compliance with these requirements is essential to assisting the University in minimizing the risks to the campus community. Occasional mistakes and inadvertent non-compliance may happen from time to time. In those instances, the student is expected to abide by any reasonable request to observe the requirements above.

However, pursuant to the University's [Code of Community Standards](#), when a student refuses to comply with a reasonable direction of University Officials (including University Police, faculty and/or staff), law enforcement agents, emergency or public health officials, or officials at other colleges and universities that are necessary for the proper conduct of the University and University community, the following may occur:

- The student will be asked to comply by the appropriate University Official (a person employed by the University or having official duties at the University, including, but not limited to, Salisbury University Police, Faculty and/or Staff) and be verbally warned that continuing such behavior may result in action under the Code of Community Standards;
- If the behavior continues, the student may be asked to leave the classroom or other University property, and the University official will notify Student Accountability & Community Standards by completing a [Public Report Form](#);
- If a student refuses to leave the area after being instructed to do so by a University official, the student should be informed that this refusal may constitute a separate violation subject to additional penalties under the [Code of Community Standards](#);
- If, in the University official's best judgment, the student refuses to comply with public health directives, refuses to leave the classroom or other University property, and/or the behavior creates an imminent public health or safety risk, a University official is authorized to contact Salisbury University Police (SUPD) at 410-622-0022 for assistance.

## 4 POSSIBLE OUTCOMES

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Compliance with these requirements is paramount to protect the health and safety of the campus community by reducing the risk of transmitting and/or being infected by the COVID-19 virus. The University is committed to student learning and will, whenever deemed appropriate, handle non-compliance issues through an educational approach that promotes student learning and community health. However, serious and/or continued failure to comply with any of the above requirements may result in sanctions, including immediate removal from campus housing and/or suspension or dismissal from the University.

### 4.1 A TIERED APPROACH TO ENFORCEMENT

In determining the appropriate outcome for a particular report or complaint of non-compliance, the University will consider the nature and severity of the incident, as well as the student's prior disciplinary record. The University also will consider whether the student's behavior was the result of an occasional mistake, carelessness, or deliberate action, and whether the student has demonstrated a pattern of non-compliance. The University will also consider the potential public health impact for individuals and the broader community stemming from the behavior.

#### 4.1.1 Tier 1

Tier 1 violations are "minor" and may occur as a result of occasional mistakes and inadvertent non-compliance. In those instances, the student is expected to abide by any reasonable request to correct their conduct. First Tier 1 violations will typically be resolved through an educational approach that promotes student learning and community health. Repeated violations will result in referral for disciplinary action.

Examples of Tier 1 violations include, but are not limited to:

- Failure to adhere to physical distancing guidelines
- Face covering worn improperly
- Face covering not worn indoors while otherwise maintaining physical distancing

- Failure to display campus ID
- Failure to complete daily self-screening

#### **4.1.2 Tier 2**

Tier 2 violations are those that are considered to be more serious and may occur as a result of carelessness and/or indifference that results in failure to comply with the expectations set in place to protect the health and safety of the campus community and its individual members. Initial Tier 2 violations will typically be resolved through a prescribed process that holds the student accountable, promotes student learning, and may result in a restriction of privileges on a temporary or permanent basis. Repeated violations may result in the student's removal from campus on a temporary or permanent basis.

Examples of Tier 2 violations include, but are not limited to:

- Failure to comply with the guest policy
- Hosting events off-campus where applicable public health guidance regarding gatherings is not observed (excludes large-scale events, which are considered Tier 3 or "egregious")
- Face covering not worn, whether indoors or outdoors, where safe physical distance cannot be maintained
- Failure to comply with building or space capacity

#### **4.1.3 Tier 3**

Tier 3 violations are those that are considered to be egregious and may occur as a result of deliberate failure to comply with the expectations set in place to protect the health and safety of individuals and the campus community. Tier 3 violations are likely to result in the student's immediate removal from campus and/or campus housing.

Examples of Tier 3 violations include, but are not limited to:

- Failure to comply with a University official's reasonable request to comply with University expectations regarding public health and safety
- Failure to notify the University of COVID-19 diagnosis or exposure
- Failure to comply with quarantine, isolation and/or return to campus requirements
- Failure to participate in contact tracing and surveillance testing when requested
- Hosting large-scale events off-campus where applicable public health guidance regarding gatherings is not observed
- Engaging in any course of conduct that has a high potential to put the health and safety of others at risk

## **4.2 SANCTIONS AND CONDITIONS**

In addition to the sanctions and conditions enumerated in the [Code of Community Standards](#), the following sanctions and conditions may be imposed for any student found to have violated the Code of Code of Community Standards or the COVID-19 Health and Safety Expectations Policy:

### **4.2.1 Restriction from the University's Physical Campus**

Intentional failure by a student to comply with the [Code of Code of Community Standards](#) or the COVID-19 Health and Safety Expectations Policy and/or multiple violations of such, may be considered a health or safety hazard within the University community. As a result, the University may restrict a student from the its physical campus, requiring the student to learn remotely, if their continued presence in the community poses a health or safety risk for community members. A student placed on this restricted status will be

required to leave campus for a minimum of fourteen (14) days and may be removed from campus for the remainder of the semester.

#### **4.2.2 Termination of Housing Contract**

Intentional failure to comply with the [Code of Code of Community Standards](#) or the COVID-19 Health and Safety Expectations Policy and/or multiple violations of such, may be considered to create a health or safety hazard within the University community and the University may require a resident to leave the residential community if their continued presence in the community poses a health or safety risk for community members.

#### **4.2.3 Interim Removal from Campus and/or Campus Housing**

In accordance with the provisions in the [Code of Community Standards](#), the University may put interim measures into place when the alleged conduct of a student may threaten the good order or safety of the University, individuals and/or University community. Accordingly, a student may be issued an administrative directive requiring them to learn remotely from home and/or a residential student may be removed from their housing for an interim period pending the outcome of disciplinary action or safety evaluation. The Dean of Students, or a designee, may initiate this action.

The interim requirement to live and/or learn from home is effective without prior notice. Decisions regarding continued academic progress are made at the sole discretion of the faculty member, and it is the student's responsibility to contact their faculty members for consideration.

## **5 RESPONSIBLE DEPARTMENT**

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The University's Dean of Students Office is responsible for interpreting and implementing this Policy. Please direct any questions or comments to the Assistant Dean for Student Accountability & Community Standards at 410-677-0022 or [studentconduct@salisbury.edu](mailto:studentconduct@salisbury.edu).