

COVID-19 Health and Safety Preparedness Plan Academic Year 2021-2022

Last updated: 12/2/2021

INTRODUCTION – THADDEUS STEVENS COLLEGE OF TECHNOLOGY OVERVIEW

Founded in 1905 by bequest from the will of Thaddeus Stevens, US Congressman, Pennsylvania attorney, and abolitionist, Thaddeus Stevens College of Technology continues to provide no cost education to under-resourced students, and is traditionally one of the lowest priced institutions in Pennsylvania for those who pay tuition. The College has one of the highest job placement rates in the state with an overall placement of 99% for the Class of 2020.

Its mission is two-fold. First, to provide the opportunity for individuals who are underrepresented and under-resourced to change the circumstances of their lives by obtaining a college degree resulting in an in-demand career at a family-sustaining wage in one or two years, to break the cycle of poverty many of our students have experienced, and to give back to the communities in which they live. Second, to support the critical technical, manufacturing and construction workforce needs in Pennsylvania.

While the mission of the College has not changed since its inception, the trajectory of student success continues to arc upwards. The result is an ever-increasing demand for an education at Thaddeus Stevens College by students and an equally urgent demand by industry to hire the College's graduates.

The Impact of COVID-19 on Thaddeus Stevens College

The realization of a highly infectious COVID-19 outbreak at Thaddeus Stevens College would be detrimental to the entire Lancaster community, especially to our student population, their families, and our employees. Thaddeus Stevens College provides housing as part of our mission, so this Health and Safety Plan gives considerable weight to the safety of communal living for our students. In addition, with our focus on technical and trade majors, time in shops and labs is foundational to student learning and mastery of skills.

This plan emphasizes prevention and mitigation across the campus community, putting the health and safety of our campus community, and rigorous instructional programming, at the center of the plan.

Notable in our decision making for the 2021-2022 academic year is an assumption that the College will operate with a mix of vaccinated and unvaccinated students, faculty and staff. The plan is informed by the <u>Centers for Disease Control and Prevention (CDC) Guidelines for Institutions of Higher Education – Section 3: Guidance for IHEs Where Not Everyone Is Fully Vaccinated</u>. The College will follow these guidelines as a minimum, but may exceed these guidelines where the college deems it to be in the best interest of the health and safety of our

campus community. The plan also aligns with guidance from the DOH, and national and state legal mandates.

This plan outlines Thaddeus Stevens College's strategy in preparing for, responding to, and recovering from the COVID-19 pandemic in a collective, community approach. It serves as the guide for the operations across all College locations, and the expansion of in-person learning at Thaddeus Stevens College.

This is a living document based on local, state, and federal guidelines and pandemic conditions that will continue to develop and change over time.

Purpose of Health and Safety Plan

The intent of this Health and Safety Plan is to provide guidelines for the 2021-2022 academic year at Thaddeus Stevens College of Technology. The plan will achieve the following goals:

- Maximize the protection of our students, faculty, staff and the community at large, while minimizing educational and social disruption;
- Enable Thaddeus Stevens College of Technology to continue to provide services as normally and effectively as possible with minimal academic disruptions;
- Align strategies with the CDC, the Pennsylvania Department of Health and the Pennsylvania Department of Education's direction and guidance. This plan coordinates with federal, state, and local agencies;
- Continue the essential core operations of Thaddeus Stevens College of Technology in the event of increased employee/student absences and/or isolation or quarantine due to exposure to coronavirus, the virus that causes COVID-19;
- Establish and maintain a coordinated command system to enable effective, timely, and sensitive decision-making regarding continuity of student learning needs to remain the core value and focal point;
- Develop a communications process to ensure that students, faculty, and staff receive timely and accurate information related to the College's COVID-19 strategies, including mitigation, self-care, and continuity of education;
- Prepare and provide resources for mental health/crisis service needs of faculty, staff, students and families.

Assumptions

While the course of the COVID-19 pandemic remains somewhat unpredictable with the introduction of new variants, and advances in science related to diagnosis, treatment and prevention, we believe that there are some likely realities that our students, faculty, staff, and their families can anticipate. Some of those will help our plans to operate throughout the academic year, while others may make it more challenging and constrain our efforts. It is important as we plan, for everyone to work from same foundation about what we assume to be likely so we can focus most of our effort on those circumstances, while still ensuring that we plan for the various "what if" scenarios.

This plan is based on the following assumptions:

- 1. The coronavirus that causes COVID-19 will remain a factor in academic year 2021-2022, within our campus communities, locally, across the Commonwealth of Pennsylvania, throughout the United States, and globally. Its pattern of spread may change, and new variants are expected to present, resulting in localized hotspots. COVID-19 will be present in our community and across the Commonwealth throughout academic year 2021-2022. Thaddeus Stevens College serves residents of Pennsylvania only (with the exception of US veterans from across the country). The size and localization of a COVID-19 outbreak will be impacted by factors including vaccination rates, prevalence of virus variants, access to testing, effective contact tracing, and adherence to CDC and DOH guidelines, especially as they relate to Institutions of Higher Education. The College is committed to closely monitoring the spread of the virus, and adjusting its approach to operations based on fact and science.
- 2. This plan prioritizes the health and safety of Thaddeus Stevens College of Technology students, staff and faculty. This plan assumes that all laboratories and shops will be fully open and in-person on campus. General Education courses will be virtual for the fall 2021 semester, and will return to in-person learning for the spring 2022 semester. The campus will remain closed to outside groups and events with exceptions to support the business operations of the college, including recruitment, advancement, and career services as noted in this plan. All visitors must follow mitigation guidelines, including symptom screening, masking, and social distancing, regardless of vaccine status. Beginning spring 2022 semester, faculty and staff may invite groups of up to five (5) individuals, to visit their shops, labs, and classrooms in alignment with the above exceptions. Requests to host groups greater than 5 visitors should be presented to the Health & Safety team via email: info@stevenscollege.edu for consideration

and approval at least one week prior to finalizing the visit. In addition to ensuring visitor compliance with the College's mitigation guidelines set in this Health & Safety plan and noted above, the instructor or staff member who is hosting the visit will complete a Visitor Contact Tracing Form, listing the name contact information for each individual in the group. Completed forms will be emailed to Health Services (meshey@stevenscollege.edu). In the event a positive case is identified in the class, lab, or shop, this form will be used for contact tracing.

- 3. COVID-19 vaccines are strongly encouraged for students, faculty and staff of Thaddeus Stevens College for academic year 2021-2022. The College believes that a highly vaccinated campus is the best opportunity to return to a "normal" campus experience. This plan will include a focus on education, on-site vaccine clinics, and mitigation measures to limit the spread of coronavirus within the campus community, and maximize in-person learning for all students.
- 4. Robust mitigation efforts will continue as specified in the plan. These mitigation efforts and guidelines will be specified in this Health & Safety Plan, and will evolve throughout the academic year as pandemic conditions and CDC guidance evolves. COVID-19 is still spreading throughout communities across the country. Masking, social distancing, surface cleaning, and other mitigation efforts including mandatory random testing, daily symptom checking, contact tracing, and quarantine are needed to slow potential spread within our campus community.

II. THADDEUS STEVENS COLLEGE HEALTH & SAFETY TEAM

The Thaddeus Stevens College of Technology Health and Safety Team provides executive leadership to develop and implement a plan to operate Thaddeus Stevens College under anticipated continuing COVID-19 pandemic conditions for Academic Year 2021-2022. This plan will prioritize the health & safety of students, faculty, staff and the community, and will support the mission of the College, addressing equitable access to all qualified students. The Health & Safety Team will reach consensus, and will be the decision-making team for a final plan to present to the President of the College for resourcing and final approval.

III. ACADEMIC YEAR 2021-2022 COVID-19 HEALTH & SAFETY PLAN

The health and well-being of our community is our priority and the standards we are putting in place should be read carefully and followed by all on campus. The following outlines the health

and safety measures, protocols and policies for the academic year 2021-2022. Information will be added and updated as the pandemic continues to evolve and new guidance is received.

Education and Awareness

Education and Training

The success of the College's plan for academic year 2021-2022 during the COVID-19 pandemic depends on the behavior of every member of the Thaddeus Stevens College community, including students, faculty, staff, and contractors. Understanding how COVID-19 spreads, and learning about and adhering to prevention strategies, including early recognition of symptoms, is of utmost importance.

Education about COVID-19 and the College's Health & Safety Plan will be developed by Thaddeus Stevens College Health Services. Information is based on the latest guidance provided by the DOH, the CDC, and the Pennsylvania Department of Education.

The education plan includes:

- A COVID-19 training presentation that was developed by Health Services, with messaging customized for students, faculty, and staff.
- Faculty: Fall 2021 training sessions for faculty were held as scheduled by Academic Affairs; faculty will receive an updated copy of the training presentation prior to the start of the spring 2022 semester for review.
- Students: Within the first week of classes for fall 2021 and again for spring 2022, technical faculty will review the COVID-19 education presentation with students. At the end of the presentation at the start of the spring 2022 semester, students will be required to sign an attestation form to confirm their understanding of the basic facts about COVID-19 and the expectations of each student per the guidelines of the Health & Safety Plan.
- Resident Students: Residence Life will present a training module specific to students who will be living on campus. This session will be held via Zoom at the start of each semester.
- Department-specific education and training will also be conducted on an ongoing basis as needed. Custodial staff will be trained on cleaning, sanitizing, disinfecting, and ventilation protocols specific to COVID-19, in addition to normal cleaning protocols. Staff will be trained by supervisors according to CDC recommended policies and best practices.

Awareness

In addition to initial education and training that will be provided to students, faculty, and staff at the start of each semester, the College will implement a comprehensive ongoing awareness

campaign to reinforce our health and safety strategies for COVID-19 across the College communities.

Campus signage will be installed to remind students, faculty, and staff to social distance while on campus and to practice good personal hygiene habits, such as frequent hand washing, coughing or sneezing into elbows instead of hands, and hand sanitizing. Faculty, residence life, and all members of the College community will reinforce these measures as the best way to limit transmission of the virus and stay on campus in labs, shops, and on-campus housing for the semester. Education will also be provided on an ongoing basis educating students, faculty, and staff about the facts and benefits of the COVID-19 vaccine.





COVID-19 Testing



All unvaccinated students (students who do not have a vaccine card on file with Health Services) are required to participate in a COVID-19 screening test on Wednesday, December 1.

Check your college email for more info.



GET YOUR SHOT

Find a COVID-19 vaccine near you: www.vaccines.gov











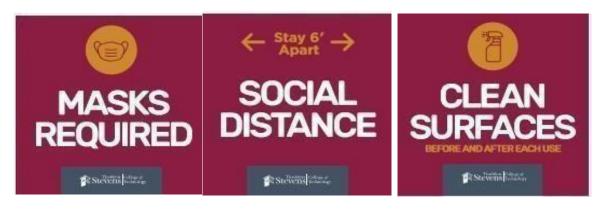
Please stay home!

Contact Health Services and your instructor.

Health Services Main Campus: 717-299-7769 Health Services Orange Street: 717-606-1560









Hand Washing Mirror Sign

Safeguards, Protocols, & Mitigation

Labs/Shops: For the safety and well-being of our faculty and students, classrooms and other spaces on campus have been reconfigured to provide appropriate social distances within these spaces to the greatest extent possible.

Each instructor may identify expanded protocols or guidelines specific to their lab or shop. Students are expected to abide by these procedures to ensure a safe and sanitary work environment.

Expanded In-person Model: The model for fall 2021 expanded the on-campus experience by providing for in-person learning for all labs and shops (on campus), while General Education classes were virtual. General Education classes will return to in-person classes beginning spring 2022 semester. Student activities and clubs will resume in person, and athletics will resume within the guidelines set by NJCAA, the Seaboard Conference, and other national collegiate sports organizations, and in compliance with this Health & Safety plan.

Custodial and Sanitation: Following summer and semester breaks, custodial services will conduct a deep cleaning of campus offices, dormitories, classrooms, and labs, including common areas, stairwells, showers, restrooms, and other spaces.

Instructors will have cleaning supplies to wipe down high-touch areas between classes as well. Resident Advisors will also have cleaning supplies to wipe down common areas and high-touch areas in the dorms.

The College has developed protocols to clean and disinfect throughout each day, including more frequent cleaning and disinfecting of high-traffic areas and high-touch surfaces as indicated by the CDC.

Custodial staff will be trained on cleaning, sanitizing, disinfecting, and ventilation protocols as needed. Staff will be trained by supervisors and/or vendors following CDC recommended policies and best practices.

Water and Ventilation: Water and ventilation systems will be closely monitored and regulated by facility maintenance in accordance with DOH and related regulatory guidelines.

Common Areas: Common spaces for students will be open in dorms and other locations throughout the campus, with limited capacity to support social distancing. Supplies will be available for students to wipe down high-touch surfaces in common areas following each use.

Travel: Travelers should still practice appropriate public health measures to slow the spread of COVID-19, such as masking, physical distancing, and hand hygiene. Additional guidelines for public transportation and international travel may still be in place.

Dining: Dining Services will be provided by Omni Dining Services, LLC. Omni is committed to offering high-quality dining services with a priority focus on health and safety. Grab-and-Go meals will be available at all three dining facilities (Jones Dining Hall and Bulldog Café at Main campus, and Orange St. Café at the Orange Street location) Mondays through Fridays; Grab-and-Go brunch and dinner will be available at the Jones Dining Hall on the Main campus and at the Orange Street Café on the weekends.

Limited seating will be available at the Jones Dining Hall and at the Orange Street Café. Students are encouraged to social distance while dining-in. Throughout campus, additional outdoor seating will be made available (weather permitting).

Staff will disinfect and sanitize tables and chairs in the Jones Dining Room and will monitor dining facilities to support adherence of all health and safety protocols.

Athletics: All athletics will resume beginning fall 2021. Athletes are encouraged to receive the COVID-19 vaccine to minimize disruption to their practice and competitive schedule due to isolation or quarantine. Thaddeus Stevens College athletes who do not have a COVID-19 vaccine card on file with Health Services will participate in weekly COVID-19 screening testing in Health Services throughout their practice and competitive season. Policies of opposing colleges may impact the College's ability to travel or compete at away venues.

Student Clubs, Activities, and Recreational Facilities: Student clubs and activities will resume with in-person meetings and events. Information will be provided to students throughout the fall and spring after the start of each semester.

The Multipurpose Activity Center (MAC) will open to students beginning November 29, 2021, and will be open to students Mondays through Saturdays, 8 a.m. to 3 p.m. Students utilizing the MAC must adhere to the following mitigation guidelines:

- Students must swipe their Thaddeus Stevens College ID card each time they enter the MAC;
- Access to the MAC will only be permitted between the hours of 8 a.m. and 3 p.m., Mondays through Saturdays;
- Students must sign the contact tracing book as they enter and leave the MAC, noting their time in and time out;
- Masks are required at **ALL** times in the entire building, including on the basketball courts. Bandanas, handkerchiefs, and gaiters are **not** permitted substitutes for a mask;
- No coats, backpacks, gym bags, etc., are permitted in the Fitness Room. Students may
 use the hooks located near the racquetball courts, or they may bring a personal lock and
 store personal belongings in a locker in the locker room. All personal items and the lock
 must be removed when leaving the MAC after using the facility each day;
- Students must exit the MAC by 3 p.m.
- Anyone found not following the above guidelines will be asked to leave immediately and may lose MAC access privileges.

At this time, the fitness center/track in the MAC will remain closed to alumni and guests.

Housing: New students who are moving into campus housing for the spring 2022 semester will be notified of their room assignment and move-in details via their Thaddeus Stevens College portal account.

The College's residential housing is informed by the CDC Guidelines for Institutions for Higher Education with a mixed population of vaccinated and unvaccinated individuals. Social distancing should be practiced within campus housing to the greatest extent that is practical.

Students will follow cleaning regulations in dorm restrooms, including spray/wipe high touch areas used. Residence Life staff will have cleaning supplies for common areas and will reinforce the resident's role in maintaining a clean environment in the dorm setting.

All students will be required to present a negative COVID-19 test, or have proof of COVID-19 vaccination on file with Health Services, prior to move-in day for resident students, or the first day of classes for commuters for the fall 2021 and spring 2022 semesters. Residential students must present a negative COVID-19 test, or have proof of COVID-19 vaccination on file with Health Services prior to move-in. Details will be sent to all students via their @stevenscollege.edu email address, including residents, with details including testing dates and deadlines.

Students with housing security or housing safety concerns should contact Residence Life. All resident students must complete an <u>Alternate Housing Form</u>, which will confirm that the student has a transportation and housing option in the case the student needs to quarantine or isolate due to COVID-19.

Guests, including commuter students, are not permitted in the dorms at this time.

Monitoring and Surveillance

To support the goal of opening and operating the College in a close to "normal" operations model, the College has identified a number of monitoring and surveillance guidelines for early identification of positive COVID-19 cases and patterns of spread at the College.

Daily Screening: All faculty, staff, students will complete a brief COVID-19 health screening each day, utilizing the Live Safe mobile app. The app can be downloaded to android and apple devices. The app presents a series of questions about potential contact with anyone who has the virus, as well as any symptoms the individual may have experienced in the past 24 hours. Individuals who do not have access to a mobile device may use a paper symptom check list, which will be available on the College website and in classrooms, shops, and labs.

Students who have passed the daily COVID-19 symptom screening will show the confirming LiveSafe app notification to their instructor. Students who show a green check mark on the app will be permitted to enter the classroom, shop, or lab. Students who do not pass the initial health screening (app or paper form) will not be permitted to enter the buildings on campus. Students will be referred to Health Services to be assessed, and may be tested on site. A commuter student will be asked to return home for follow up with Health Services.

Employees who do not pass the daily health screening or are experiencing symptoms of COVID-19 are not be permitted on campus and will be required to quarantine until cleared to return to work by their personal health provider and Health Services. Faculty should inform Academic Affairs and Health Services if they are symptomatic, quarantined, or in isolation following a close exposure or positive COVID-19 diagnosis. Employees should notify their supervisor and Health Services if they are symptomatic, quarantined, or in isolation following a close exposure or positive COVID-19 diagnosis. Faculty and staff must use leave time until they are cleared to return to work, unless remote work is approved by their supervisor.

Surveillance COVID-19 Testing

The CDC has issued guidelines for Institutions of Higher Education that call for a robust COVID-19 surveillance testing strategy.

As part of its surveillance testing strategy, the College requires a negative COVID-19 test result for all students prior to arriving on campus for the fall and spring semesters, or to have proof of vaccination on file with Health Services. Students will receive an email via their @stevenscollege.edu email address with details about the pre-arrival testing protocol. The College offers pre-arrival COVID-19 testing on campus, or students may choose to be tested at a valid testing location in their community. Testing timelines depend on the student's arrival date on campus and will be detailed in the pre-arrival testing email. Students who are fully vaccinated for COVID-19, and have submitted proof of vaccine (COVID-19 vaccination card to Health Services) do not need to get a pre-arrival COVID-19 test. Students who do not comply with pre-arrival COVID-19 testing will not be permitted on campus, including in shops/labs, classrooms, and dorms, until a negative test or proof of vaccination are presented to Health Services.

Student surveillance COVID-19 testing will continue on a weekly basis throughout the fall and spring semesters. Testing will be universal (all students) for weeks one a two of the fall and spring semester, and following fall break, and will move to random testing if/when positive cases decline. The decision to move to random testing will be made by the Health and Safety team, and may also consider the rate of community spread. Students who are fully vaccinated for COVID-19, and have submitted proof of vaccine (COVID-19 vaccination card) to Health Services do not need to participate in ongoing surveillance COVID-19 testing. Students who do not comply with universal or random COVID-19 testing will not be permitted on campus, including in shops/labs, classrooms, and dorms, until they receive a COVID-19 screening test, or provide proof of vaccination to Health Services.

The College is contracted with VRL-Eurofins, a third-party testing partner, to provide and process surveillance testing.

Health Services: The College's Health Services is available to students by contacting (717) 299-7769 or emailing StaffNurse@stevenscollege.edu, Monday through Friday, 7 a.m. to 7 p.m.

Students should contact security for urgent concerns after hours. On site point-of-service testing will be available and administered based on assessment of the student by the Health Services staff. Advanced testing is available if the test is negative but symptoms indicate the need for further testing.

Individual Responsibility: All students, faculty, and staff should self-assess their medical condition daily, looking for signs and symptoms of COVID-19. If an individual becomes ill or tests positive for COVID-19, they must self-report immediately to the Health Services, and take precautions to isolate, and seek immediate medical treatment and/or testing.

Face masks: Universal masking is required indoors for all students, faculty, and staff (including contractors and visitors), regardless of COVID-19 vaccination status, across all campus locations.

The mask is not meant as a substitute for social distancing. Face shields and gaiters are not an acceptable substitute for a facemask.

Contact Tracing

Thaddeus Stevens College will maintain a daily record of all faculty, students, and staff who are on campus each day to allow for prompt notification to all individuals in the event of a potential exposure to COVID-19. In the event of a positive COVID-19 test result on campus, Health Services will notify the Health & Safety Team, which will immediately convene to begin contact tracing within the campus community. The DOH will be notified of positive test results by the testing laboratory.

Important components of this process on the College campus include:

Tracking access to campus – Faculty will maintain strict attendance records and will enter those records into the College's Jenzabar system. This information will be used in the case of a positive virus case to support the Health & Safety Team and DOH efforts to identify individuals who may be at risk of exposure. All College faculty and staff are required to complete a <u>contact tracing form</u>, which will include a daily log of visitors, or will note time the individual has spent significant time (15 minutes or more) in an area of the College that is outside of their regularly assigned work area.

All members of the College community are required to comply with contact tracing efforts. Tracing provides information to ensure that members of the community are made aware of potential interaction when someone is confirmed positive with the virus. Students must provide information necessary for contact tracing when requested.

Containment: Isolation and Quarantine

An individual who tests positive for COVID-19 will be required to isolate at home or at another off-campus location for 14 days.

If an individual tests positive for COVID-19 and has been in shop, lab, or in-person class, or in campus housing, students and faculty/staff who have had close contact with that individual up to two (2) days prior to the start of symptoms will be required to quarantine at home or at another off-campus location for 14 days if they do not have proof of vaccination on file with Health Services (students) or Human Resources (employees).

For purposes of this Health & Safety Plan, "close contact" is considered to be students/employees who are simultaneously in the same lab/shop/classroom and/or students who share a dorm floor/unit.

General Education classes, which are relatively short in duration compared to daily shop and lab time, will follow a prescribed seating chart that provides for social distancing to the greatest extent possible. In the event a student tests positive, and has been in a general education class within two (2) days prior to the onset of symptoms or two (2) days prior to the positive COVID-19 test if the individual is asymptomatic, the General Education instructor will provide the seating chart to the Health & Safety Team. The team will refer to the seating chart to identify students who were within six (6) feet of the positive case to evaluate the need for quarantine.

Per CDC guidelines, faculty, staff, and students who are fully vaccinated, and have proof of COVID-19 vaccination on file with Health Services in the case of a student, or Human Resources in the case of faculty or staff, do not need to quarantine after a close exposure. Students who are fully vaccinated may remain on campus, in their labs and shops, and may remain in campus housing.

However, per CDC guidelines, individuals who are vaccinated and have had a close exposure to someone who tests positive for COVID-19 will be required to be tested for COVID-19 three to five days following the exposure. Health Services will inform those individuals who will need to test, and can perform the test on campus.

*For this Health & Safety Plan, a student is considered fully vaccinated if they have proof of COVID-19 vaccination on file with Health Services; faculty/staff are considered fully vaccinated if they have proof of vaccination on file with Human Resources.

Quarantine helps prevent the spread of disease that can occur before a person knows they are sick or if they are infected with the virus without feeling sick or exhibiting symptoms. People in quarantine should stay home, separate themselves from others, monitor their health, and follow directions from their state or local health department. Residential students who have been exposed and directed to quarantine will be required to quarantine at home or another off-campus location.

Detailed information about quarantine is available on the <u>College's COVID-19 webpage</u>.

The College may, at its discretion, assume that an individual is a presumptive positive case based on the circumstances, including symptoms and close exposure to a positive COVID-19 while the individual is awaiting test results. In this case, Health Services may direct students,

faculty, and staff who may have been exposed to this individual to quarantine until the College is informed of the test results.

Isolation is indicated for individuals who have been diagnosed with COVID-19 and need to isolate from others to protect them from possible infection. Students who have tested positive for COVID-19 will need to isolate at home or another off-campus location.

Continuity of Instruction: The College takes its responsibility for continuing to provide instruction to all of its students very seriously. Faculty will be prepared to provide virtual/distance learning in situations where students are required to quarantine due to exposure to a positive individual, or who are on isolation due to a positive COVID-19 test. Students who provide proof of vaccination to Health Services will not be required to quarantine, and will continue with in-person shop/lab instruction.

Communications

COVID-19 Campus Communications: A dedicated webpage is available on the College's website: that includes updates to address COVID-19 throughout the Campus community: stevenscollege.edu/covid-updates. Please visit this webpage frequently to stay up-to-date on COVID-19 information specific to the College. Please email any questions to info@stevenscollege.edu. You should expect to receive email notifications and should be checking regularly. As always, our knowledge and understanding of COVID-19 will continue to evolve, and our policies and plans will be updated as more information becomes available.