



BELLARMINE  
UNIVERSITY

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# **Bellarmino University COVID-19 Response Plan**

Fall Semester 2021

Revised August 24, 2021

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## **INTRODUCTION**

As an educational institution, our goals are to facilitate optimal learning and working in a safe environment. Bellarmine University is committed to providing a healthy and safe environment for every member of our community. Our policies and protocols for responding to the COVID-19 pandemic will be rooted in the university's commitment to safety for our staff, faculty, and students and for the public with whom we interact. Recognizing that each of us experiences the impact of the pandemic differently, we will give each other grace as we discuss and make decisions about our ongoing transitions on campus.

The 2020-2021 academic year presented challenges unlike any we have experienced before, but the Bellarmine community rose to meet those challenges with care and concern, following health and safety protocols grounded in scientific guidance from the Center for Disease Control, Louisville Metro Public Health and Wellness, the state Governor's office, and our own faculty and staff experts.

With the availability and proven safety and efficacy of vaccines, health and safety protocols have been updated and some areas of change include masking, testing, and quarantine/isolation protocols. Please review the plan and reach out to Sean Ryan ([sryan@bellarmine.edu](mailto:sryan@bellarmine.edu)) or Nancy York ([nyork@bellarmine.edu](mailto:nyork@bellarmine.edu)) with any questions.

## **RETURN TO WORK GUIDELINES**

Healthy at Work guidelines from the state have been updated to allow full capacity in offices as of June 11, 2021.

We are currently in Phase 6 of our re-opening plan.

### **PHASE 7 (August 1 – May 31, 2022)**

#### Telework

- All telework should be approved through a Flexible Work arrangement.
- All employees should return to work as normal unless arrangements have been documented and approved by supervisors, vice-presidents, or deans.

## OPERATIONAL NORMS

Physical Distancing	According to the CDC, social or “physical distancing” means keeping a safe space between yourself and other people who are not from your household. Physical distancing is recommended when possible, but not required.
Face Coverings	<p>Vaccinated Individuals: In compliance with recommendations from the CDC, while counties are in the substantial to high transmission rate range, face coverings are to be worn by everyone, regardless of vaccination status, while indoors and physical distance cannot be achieved. Masks should be worn regardless of physical distancing in classrooms. You can check transmission rates here - <a href="https://covid.cdc.gov/covid-data-tracker/#county-view">https://covid.cdc.gov/covid-data-tracker/#county-view</a>;</p> <p>Unvaccinated Individuals: In compliance with recommendations from the CDC, individuals who are not vaccinated must wear a face covering indoors, unless actively eating, and outdoors unless physical distance can be achieved.</p>
Vaccines	Bellarmino requires all faculty, staff, and students to be vaccinated against COVID-19. Exemptions may be requested for religious or medical reasons.
Health Screening	Employees and students are encouraged to monitor symptoms at home before coming to work each day, including temperature readings. If you feel sick or are exhibiting symptoms, please stay home and call your supervisor and health services.
Testing	Unvaccinated individuals will be required to participate in weekly COVID-19 testing. Testing will be provided on campus, or you may be tested off-campus and provide your test results.
Public Safety & Transportation	Face coverings will be required to ride in any Bellarmine transportation vehicle, regardless of physical distancing.

## REPORTING MECHANISMS AND PROCEDURES

### Personal Health Concerns

Faculty and staff with health concerns related to COVID-19 policies should contact their Human Resources Business Partner. Students with a health concern related to Covid-19 policies should contact the Office of Student Health Services.

### Non-Compliance

Please report faculty and staff non-compliance using the [Faculty and Staff Non-compliance Form](#)

Please report student non-compliance using the [Student Concern Form](#) found on Engage or the Dean of Students’ office website.

### Employee Time-Off

Any available personal, sick or vacation leave can be utilized as needed in relation to absences due to COVID-19. For any time away from work, employees must first discuss with their supervisor and receive approval to use accrued leave.

Employees in need of a workplace accommodation due to a disability or medical condition should reach out to their HR Business Partner.

The policy is supported by our Equal Employment Opportunity (see 9.2.1.2) policy; accordingly, any forms of retaliation during this process will not be tolerated.

## CONTACT TRACING AND CASE MANAGEMENT

- **Any student or employee who receives positive diagnosis should report it to the Office of Health Services.** This will be identified as a “case” i.e. an ill person who has or is presumed by a provider to have COVID-19. Cases will be instructed to isolate to prevent transmission of the virus. Employees should also notify their Human Resources Business Partner and supervisor.
- **Any student or employee who has been exposed should report it to the Office of Health Services.** This will be identified as a “contact” i.e. a well person who has been exposed to a case or a case’s environment such that they had an opportunity to acquire the infection (<6 feet for ≥15 minutes over a 24hr period). Contacts will be instructed to quarantine if unvaccinated by separating themselves from others to prevent transmission and restrict activities outside of their home. Vaccinated individuals will be instructed to wear a face covering and test 3-5 days after exposure.
  - Students who are in healthcare clinical settings, caring for COVID-19 patients, have different guidelines defining an exposure. Please reference the CDC guidelines for the complete definition. ([CDC Guidelines](#))
  - Employees should also notify their HR Business Partner and supervisor.
- Health Services staff will call students and human resources will call staff and faculty directly to have live discussion.
- Employees who are experiencing symptoms of COVID-19 should quarantine and contact their healthcare provider and health services. They will need to be released back to work by their healthcare provider.
- Escalation process for specific university groups:
  - University Employee – Contact Human Resources/Supervisor
  - University Resident – Contact Residence Life Director
  - Student Athlete – Contact Athletic Director
  - Student Employee – Contact Supervisor
  - Enrolled in Healthcare or Education Practicum – Contact Program Chair
- Encourage/Require follow up testing as directed by CDC and local health authority guidance (Health Services can provide information on available testing)

## Requirements for Ending Isolation or Quarantine

According to the health department, all universities are considered as “congregate living”, which extends isolation times.

***Cases with COVID-19 symptoms who have not tested positive*** and were directed to quarantine and care for themselves at home may discontinue quarantine under the following conditions:

1. At least 14 days since symptoms first appeared **AND**
2. 24 hours with no fever without the use of fever-reducing medications **AND**
3. At least 10 days of improvement in respiratory symptoms (e.g., cough, shortness of breath)

***Cases with a positive COVID-19 test who are asymptomatic*** and were directed to isolate at home may discontinue isolation 14 days after the date of their first positive test.

***Contacts who have been exposed to confirmed COVID-19 cases who have been experiencing COVID-19 symptoms*** and were directed to quarantine at home may discontinue quarantine under the following condition:

1. At least 14 days since the last close interaction with the case.

*However, anyone who has had close contact with someone with COVID-19 and meets the following criteria does NOT need to quarantine at home*

- Someone who has been fully vaccinated and shows no symptoms of COVID-19  
-OR-
- Someone who has COVID-19 illness within the previous 3 months **AND**
- Has recovered **AND**
- Remains without COVID-19 symptoms (for example, cough, shortness of breath)

If symptoms begin, contacts may be asked to quarantine longer or be tested for COVID-19 based on their illness.

***Unvaccinated contacts who have been exposed to confirmed COVID-19 cases who have not experienced symptoms*** may adhere to guidance from the CDC and Louisville Metro Public Health and Wellness. Each case will be evaluated individually, but other options may include ending quarantine after:

1. Day 10 without testing and daily monitoring of symptoms with none reported.
2. Day 7 after receiving a negative test result (test must occur on day 5 or later) and daily monitoring of symptoms with none reported.

After stopping quarantine, you should:

- Watch for symptoms until 14 days after exposure.
- If you have symptoms, immediately self-isolate and contact your healthcare provider
- Wear a mask, stay at least 6 feet from others, wash hands frequently, avoid crowds, and take other steps to [prevent the spread of COVID-19](#).

***Vaccinated contacts who have been exposed to COVID-19 cases and have not experienced any symptoms*** must wear a face covering in any setting and be tested for COVID-19 3-5 days past exposure.

The CDC continues to endorse quarantine for 14 days and recognizes that any quarantine shorter than 14 days balances reduced burden against a small possibility of spreading the virus. It is recommended that you quarantine for 14 days if you are around those who are high-risk: the elderly, people with co-morbidities, and those who are immunocompromised.

***Contacts who have been severely ill with Covid-19 or have a severely weakened immune system due to health condition or medication*** may need to follow longer periods of quarantine and may require testing to be around others. Please talk to your healthcare provider for more information.

## **EXTERNAL EVENTS**

In general, special events and conferences will follow the existing guidelines for students, faculty, and staff being on campus that are set forth in this planning document.

Any special event or conference will follow the prevailing guidance from the Governor's [Healthy at Work](#) plan as well as guidance from the [CDC for Colleges, Universities, and Higher Learning](#).

## **ACADEMICS**

### **Classroom Instruction**

Bellarmino has communicated its intent to resume in-person classes with regular seating capacity in multiple venues and correspondence to students, faculty, and staff since February 2021. This commitment has been operationalized through classroom scheduling, advising, housing preparation, facilities management, and dialogue between enrollment management personnel and prospective students.

The overwhelming majority of undergraduate courses will be delivered in-person. Exceptions include courses designed to serve our new degree completion program, our new software and data engineering program, distance MLS degree program, and undergraduate courses delivered online prior to the COVID pandemic. Graduate programs that were in-person pre-covid will resume in-person instruction. Those that were online pre-covid will continue online. Several graduate programs have used the online instructional experience to consider or implement all online program and hybrid delivery programs. Please consult your program coordinator or department chair for more information on the delivery method for your graduate courses.

The commitment to in-person instruction does not preclude the use of digital technology in any way. For example, faculty may decide to add virtual office hours to compliment their in-person office hours, record and post their lectures, or make better use of Kaltura to provide supplemental learning opportunities. The commitment is designed to communicate to students and faculty that our predominant mode of instruction will be in-person.

Bellarmino will remain vigilant in tracking COVID guidance updates and, as always, the current situation is subject to change.

## **STUDENT ENGAGEMENT**

### **Housing and Residence Life**

Professional cleaning will occur in common spaces, students will experience compulsory education campaign which empowers them to take responsibility for their personal spaces (i.e. residence hall rooms and bathrooms) as well as how their behaviors in community spaces impact others.

### **COVID-19 Screening, Vaccinations, Gateway and Community Testing, Quarantine & Care Policy**

Bellarmine University is requiring COVID-19 gateway testing for unvaccinated residential students arriving to campus for Fall 2021. We will have testing free of charge at all check-in events.

#### **Support for those with positive results:**

In the event a commuter student tests positive, they should follow the non-residential student protocol.

In the event a residential student is symptomatic or tests positive for COVID-19, the student should follow the residential student protocol. Positive results would also trigger contact tracing protocol.

### **On-Going Community Testing**

After the initial gateway screen, students will report to the Health Services office if they are symptomatic or feel that they have another risk factor through a web-based form. Health Services staff will conduct a telehealth visit for assessment and testing referral. Both Norton Health Care and the State of Kentucky have testing sites set up within 2 miles of campus.

Unvaccinated students, faculty and staff who will be on-campus for instruction, work, or living in a residence hall will be required to participate in weekly testing for COVID-19 on campus.

### **Residential Student Isolation/Quarantine Protocol**

In the event a residential student is symptomatic or tests positive for COVID, the student will depart for their permanent residence (off campus) if practical or be moved to designated on-campus quarantine/isolation spaces until clear from symptoms 14 days from onset or test negative for COVID-19. If a student suspects they have been exposed to COVID, they are encouraged to quarantine in their space if possible. For more information, please reference the [CDC guidance for Quarantine/Isolation](#).

We have identified five isolation/quarantine spaces that have limited access and private or semi-private bathrooms for students who are unable to return home to quarantine or isolate.

Bellarmine staff members will attend to basic students' needs of those isolating or quarantining on campus, including custom daily food delivery, bi-weekly laundry, and weekly delivery of

essential supplies including paper products, groceries, and cleaning supplies. Staff members will communicate daily with students and will coordinate the above efforts. Students may have the option to continue to participate in class, via on-line delivery of courses. The Dean of Students office will work with their faculty members to accommodate class absence.

A local hotel has also agreed to house students should all other space be exhausted.

### **Commuter Student Isolation/Quarantine Protocol**

In the event a commuter student is symptomatic or tests positive for COVID, they must notify Health Services and isolate in their home. Students may have the option to continue to participate in class, via online delivery of courses. The Dean of Students office will work with their faculty members to accommodate class absence.

## **Campus Life and Student Activities**

Campus life will continue to be vibrant with program and activities focused on building connection and community, whether that is through student organizations, late night and weekend programming, or campus traditions. To help better connect students to engagement opportunities this fall and personalize their student experience, we invite all students to complete the [Student Activities Interest Questionnaire](#) if they have not already done so. We will continue to use [Engage](#) to promote campus events and student organization happenings -- there is a feature noting if the experience is in-person or virtual.

Student activities, programs, and events are imperative for student engagement and a highlight of the campus experience. Bellarmine will strive to maintain these elements of our campus culture, while keeping members of our community safe and healthy.

## **RSO Sponsored Events**

- All campus events should reflect [University values](#) and follow the Student Code of Conduct.
- Students will adhere to all university guidelines, such as, face coverings, which must be worn in indoor public spaces on campus, where social distancing is not possible.
- Students hosting events will clearly communicate to participants expectations of health safety.

## **Enforcement of Policies**

Bellarmino acknowledges the existence of both rights and responsibilities of each student and the role each member plays in ensuring the vitality of our community. Students are individually and collectively responsible for their behavior and fully accountable for their actions both on and off campus. Any student, faculty, or staff member may submit a report to the Dean of Students (502.272.8150) against any student believed to be in violation of any of the guidelines or policies from the University, Louisville Metro Public Health Department, or Center for Disease Control (CDC).

## **SuRF Recreation Center**

The SuRF Center is open and has implemented the following measures to support safe and holistic wellness.

Patrons of the SuRF must wear face coverings in common areas and while working out. Additionally, there are sanitizer stations and locker rooms are open for hand washing. All equipment must be wiped down before and after use with provided wipes.

## **Student Enrollment Roadmap**

Navigating our new normal together means we have had to reimagine how we deliver some of our services, and it is important to us that you know what to expect on campus. To make this a little easier, we have developed an '[Enrollment Roadmap](#),' which is designed to help students anticipate the changes made to keep our community safe. New and returning students can follow a step-by-step guide at <https://www.bellarmino.edu/road-map/> to learn about how we are delivering our services safely and make sure they are prepared for the start of the semester.

## Athletics

Bellarmino University Athletics is dedicated to protecting the health and safety of its student-athletes and employees. The purpose of this document is to provide student-athletes, coaches, and staff with a guide they can use to assist them with complying with their return to training programs in the context of COVID-19. Many of the recommendations rely upon rules and regulations set forth by the Centers for Disease Control (CDC), the Kentucky Department for Public Health (KDPH), and Bellarmine University officials. This document is intended to cover daily operations for Athletics personnel. A separate plan is available for athletic game days.

Bellarmino University Athletics has identified specific risks for our athletic facilities as it relates to COVID-19. The following precautions and procedures are in place to ensure our student-athletes, coaches, administrators, and staff's safety to reduce the spread of SARS-CoV-2 (COVID-19 or Coronavirus).

The current timeline for return to campus for some teams begins on August 4, 2021, and other team arrivals at designated times after the 4th and before the beginning of classes on August 19, 2021.

- **Education and Training:** Both Athletic staff personnel and student-athletes will be educated on proper procedures and expectations before the onset of the activity. This education will be revisited prior to the start of training in the Fall semester.
- **Physical Distancing:** In accordance with CDC and KDPH, and University guidelines, personnel are required to practice safe social distancing procedures. Avoid large, social gatherings and maintain a 6-foot social distancing protocol for all interactions. Cloth face coverings will be required of all individuals when indoors and unable to physically distance. These recommendations will be updated as needed.
- **Isolation and Quarantine protocols:** Those deemed eligible for isolation/quarantine will be reported to Bellarmine University Health Services. Coordination of their isolation/quarantine location will be determined by the person's housing situation. Bellarmine University Policies will be dictated by their circumstances and coordinated by Athletics, Student Health Services, and Bellarmine University Housing. University policies will be applied.
- **Cleaning Procedures:** Bellarmine University Athletics has multiple facilities that undergo routine cleaning and sanitation before, during, and following their use. For the health and safety of our student-athletes and employees, it is important to continue the process of cleaning our facilities with appropriate chemicals and procedures based on their use and exposure. Each facility has a specific process. The procedures for each facility will be reviewed and updated based on CDC, KDPH, and University policies throughout the progression of this resocialization plan.
- **Testing:** Those that have not been vaccinated will be subject to testing protocols determined by the CDC, KDPH, University policies, and Bellarmine University Team Physicians. Symptomatic testing of those experiencing illness or COVID-19 symptoms will be determined by CDC, KDPH, University policies, and Bellarmine University Team Physicians. Ongoing testing of "inner bubble personnel" and the frequency of that testing will be established with guidelines and recommendations from the NCAA and the ASUN conference policies.
- **Return to Activity and Acclimatization:** Due to the circumstances that may have limited the student-athletes ability to consistently train over the past several months, considerations for an acclimatization period have been recommended by the NCAA,

ASUN, and consulting medical professionals. Per these recommendations, and under the guidance of our Team physicians, Athletic Training Staff, and Sports Performance staff, a deliberate and measured approach to returning to activity will be integrated before the onset of competition.

**This policy is subject to change at any time based on new data and recommendations from any of the governing bodies that legislate these policies and procedures.**

