

UNLV COVID-19 Response Policy

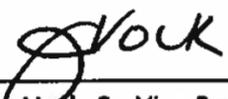
Responsible Administrator: Ericka Smith, Vice President and Chief Human Resources Officer

Responsible Office: Human Resources

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Approvals:

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Jean Voek, Sr. Vice President and CFO Date

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Christopher L. Heavey, Interim Executive Vice President and Provost Date

 5/19/2020

Marta Meana, President Date

Statement of Purpose

The safety and wellbeing of every member of UNLV's community are paramount, and UNLV must remain vigilant in mitigating the impact of COVID-19. The purpose of this policy is to provide guidance for faculty and staff returning to the workplace as the university prepares for students to return to campus.

Entities Affected by this Policy

Entities affected by this policy include all UNLV students, faculty, staff, vendors, contractors, and anyone interacting with UNLV during the COVID-19 pandemic.

Who Should Read this Policy

All UNLV employees, including faculty, staff and student employees should read this policy and make it available to visitors, vendors, contractors and anyone interacting with UNLV during the COVID-19 pandemic.

Policy

The wellbeing of faculty and staff is of primary concern for UNLV. Based upon the governmental guidelines for organizations, employers must participate in decreasing the spread of COVID-19 in the workplace. During times of a pandemic, the university will adhere to all recommendations as set forth by the Center for Disease Control and Prevention (CDC), the Southern Nevada Health District (SNHD), the State of Nevada, and other public health officials and agencies.

Potential Actions in Response to COVID-19

- Closing of one or more parts of the university by order of the Governor.
- Closing of one or more parts of the university as authorized by the Chancellor or President.
- Isolation of an ill or symptomatic employee(s) as directed by a public health official (e.g., physician, SNHD, CDC guidelines, etc.)
- Self-isolation of ill or symptomatic employee(s)

Responsibilities of Managers and Supervisors

All managers and supervisors must be familiar with this policy including guidelines, [Managing in a Time of Social Distancing](#) and [Working During the COVID-10 Pandemic](#), as set forth by the Office of Human Resources in order to be prepared to answer or address questions from employees. All vice presidents, deans, directors, managers and supervisors must follow this policy at all times, understanding that guidelines may change in accordance with directives from the Governor, Chancellor, or President. The general areas included in [Managing in a Time of Social Distancing](#) guidelines are:

- Hygiene Etiquette
- Work Flexibility
- Employee Vulnerabilities
- Leave during COVID-19 & Families First Coronavirus Relief Act (FFCRA)
- When in Doubt

Responsibilities of Employees

All faculty and staff play a role in preventing COVID-19 from spreading in the workplace. As such, the university has instituted various housekeeping and cleaning regimens, social distancing protocols, face covering requirements and other best practices in the workplace. All employees must familiarize themselves with the related [Managing in a Time of Social Distancing](#) and [Working During the COVID-10 Pandemic](#) guidelines and understand that the guidelines will be subject to changes, in accordance with directives from the Governor, Chancellor or President. The general areas included in the [Working During the COVID-10 Pandemic](#) guidelines are:

- COVID-19 Self-Monitoring
- What to Do If I am Sick
- Social Distancing During Phased Re-Entry
- Attending Meetings and Gatherings
- Hygiene and COVID-19
- Face Coverings and COVID-19

- Travel during COVID-19

Verification and Confidentiality/Privacy

Employees who have symptoms of COVID-19 are required to stay at home as directed by the You and Working in a Time of Social Distancing guidelines and should not return to work until the proper CDC protocols under How to discontinue home isolation (<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>) have been followed. The University may require verification that the employee is able to return to work from a health care provider.

The university has a responsibility to provide information to public health officials to aid in tracing to minimize the spread of COVID-19. Except for this situation and other circumstances in which UNLV is legally required to report workplace occurrences of COVID-19, the confidentiality of all medical information will be maintained in accordance with applicable law and to the extent practical under the circumstances.

Enforcement and Discipline

Violations of [Working During the COVID-10 Pandemic](#) and [Managing in a Time of Social Distancing](#) guidelines may result in the immediate removal from your worksite and/or include corrective action procedures. Shaming, bullying, or other similar acts are not appropriate conduct related to UNLV COVID-19 Policies and Guidelines. Acts of xenophobia or intolerance are not conducive with the values of UNLV and should be reported to the Office of Equal Employment and Title IX.

Related Documents

[Working During the COVID-19 Pandemic](#)

[Managing in a Time of Social Distancing](#)

[CDC – Get the Facts About Coronavirus](#)

[SNHD – Coronavirus Disease 2019 \(COVID-19\)](#)

[Families First Coronavirus Response Act: Employee Paid Leave Rights](#)

[Coronavirus and COVID-19](#)

[Nevada United Roadmap to Recovery](#)

Contacts

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Definitions

COVID-19 Pandemic – A disease spread over multiple countries.

COVID-19 - Coronavirus (COVID-19) is an illness caused by a virus that can spread from person to person.