Updated Operations and Expectations during the COVID-19 Pandemic

Effective June 1, 2021 – As a result of updated CDC recommendations for fully vaccinated individuals:

Fully vaccinated individuals may:
- Resume on-campus or NIC-sponsored activities without wearing masks or physically distancing, both indoor and outdoor;
- Refrain from quarantine following a known exposure if asymptomatic;
- Contact HR or Student Health for guidance if experiencing COVID-19 symptoms.

Unvaccinated individuals are strongly encouraged to continue:
- Wearing multi-layer face-coverings while inside all NIC buildings when two or more people are present. This includes but is not limited to hallways, stairwells, open areas, restrooms, elevators, lobbies, classrooms, labs, conference rooms, and offices.
- Wearing multi-layer face-coverings outdoors whenever a minimum of 6 feet of physical distancing cannot be maintained.

Building and Classroom Capacities

All buildings and classrooms will return to pre-pandemic capacities with the exception of Schuler Auditorium which will operate at approximately 50% capacity. The external event reservation process will resume. Office areas and workspaces which were adjusted to provide for employees to physical distance, will return to pre-pandemic configurations by July 6, 2021.

Where possible, occupants will be advised to spread out in classrooms and meeting facilities, though there will be no mandatory set spacing between attendees.

Virtual meetings via Zoom and Teams should be considered as an option.

Employee Work Location

Employees will return to their regular, on-site work location on or before July 6, 2021.

Employees with qualified disabilities under the ADA that may impact their return may request accommodations by contacting Human Resources.

Sanitation, Cleaning, and Enhanced Ventilation

Facilities and Custodial Services will continue to follow enhanced cleaning protocols in classrooms, restrooms and other public areas.

Members of the campus community should continue to wipe down break rooms, offices and other high-touch shared surfaces and equipment with disinfectant before and after use.
Frequent handwashing and coughing into a tissue or elbow continue to be one of the most effective ways to prevent disease transmission. Individuals should continue to avoid shaking hands or other direct contact with others.

Plexiglass barriers and other health and safety office enhancements may remain in place as installed until further guidance is issued.

Facilities will continue to install enhanced air circulation and ventilation equipment across campus.

**Symptomatic Individuals**

All employees, students, and visitors are asked to stay home and away from the college if they are feeling ill or experiencing COVID-19 symptoms. Employees and students are to self-report if they have COVID-19 symptoms, have known exposure to or have tested positive for COVID-19, regardless of their vaccination status.

Employees: Self-report to their supervisor and to Human Resources

Students: Self-report to the NIC Student Monitoring and Support team at studenthealth@nic.edu

**Employee and Student Travel**

College-related vehicle travel shall follow the updated travel guidelines.

**Ongoing Evaluation**

President’s Cabinet, along with the NIC Rebounds team, will continue to monitor CDC and PHD recommendations, and track local indicators for changes in conditions that may lead to greater risk.