

ALL

BISONS

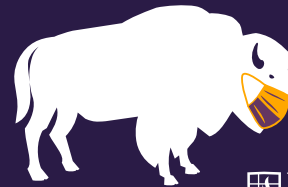
CARE PLAN

SUMMER 2021

BE SMART. DO YOUR PART.



ALL BISONS CARE.



LIPSCOMB
UNIVERSITY

ALL BISONS CARE

As we approach the successful completion of the 2020-21 academic year, we are thankful for the diligent work of every member of the Lipscomb community following the health and safety protocols in place and doing their part to protect the Bison Herd. The end of the spring semester is on the horizon, and it is time to turn our attention to plans for the summer term and the fall 2021 semester.

In May, the **CDC issued new guidelines for those who are fully vaccinated and Metro Public Health Department removed all COVID restrictions** on gathering size and mask requirements, and has allowed each individual business in Nashville to set its own policies for appropriate mask and distancing protocols. As we have done since the beginning of this pandemic, we will continue to make informed decisions in the best interest of the health and well-being of our community, regardless of the minimum standards set by governmental agencies.

The good news is that with the increasing number of fully vaccinated individuals the relaxing of many of the previous protocols is possible. We will continue to monitor the local, state, federal and higher education guidelines and the science surrounding the COVID-19 environment and will provide any updates as needed in these guidelines and recommendations. To protect the health and safety of the Lipscomb community, we will: expect each member -- faculty, staff and student -- to assume personal responsibility to follow the All Bisons Care Plan and to protect themselves and every member of the Bison Herd; make changes in health and safety protocols and practices as needed by the changing circumstances; and anticipate and plan for contingencies.

Web Resources

Students, employees and parents can find full information regarding Lipscomb's health and safety protocols as well as its continued response to the COVID-19 pandemic on the Lipscomb University Health Center [website](#).

Guiding Factors

The Bison Incident Management Team monitors local, state and federal guidelines as well as higher education specific guidance to create a safe campus environment for students and employees. The All Bisons Care Plan is built on this guidance, as well as that of outside medical experts, and includes the following sources:

- **Metro Nashville Dept of Health**,
- **Advisory Committee on Immunization Practices (ACIP)**, and
- **Centers for Disease Control and Prevention**.

Updates on the COVID-19 situation for the Metropolitan-Nashville area may be found [here](#). The Centers for Disease Control and Prevention (CDC) has the most up-to-date information regarding the COVID-19 pandemic and updates can be found [here](#).

Assumption of Risk

Lipscomb University holds as paramount the health, safety and welfare of every member of its community. The university is engaged in numerous efforts to prevent, mitigate, and respond to the spread of COVID-19 on campus, and has put in place certain safety rules and precautions, which may be updated from time to time. Minimizing the spread of COVID-19 is a shared responsibility, and the university expects and requires all members of the Lipscomb community to do their part by following proper protocol. Despite the university's best efforts, however, it is impossible to eliminate the risk of positive cases or an outbreak of COVID-19 on campus. The university cannot guarantee a COVID-19-free environment. Students, employees and guests who are physically present on the university's campus or interact with other members of the Lipscomb community may be exposed to and contract COVID-19, which could result in severe illness and death, and voluntarily assume all risks related to exposure of COVID-19.

Mask Policy Update

Our current and future policies will be informed by the percentage of vaccination within our community which will determine our ability to return to less restrictive gatherings, activities and other policies, such as mask requirements. You can read the full mask policy [here](#).

Here are the current face covering guidelines for Lipscomb University:

- **Children 5 and Under:** Face coverings are not required for children ages five and under.
- **Everyone Outdoors:** Face coverings are not required when outdoors. Physical distancing is encouraged when outdoors, especially when not with individuals from one's immediate family.
- **Everyone Indoors:** Face coverings are required indoors. Exceptions include:
 - * Face coverings may be removed while actively eating and drinking.
 - * Face coverings may be removed when alone indoors. This includes private offices, dorm rooms or suites.
 - * Face coverings may be removed in small group gatherings of fully vaccinated individuals.
 - * Face coverings may be removed when engaged in vigorous exercise while indoors and maintaining a physical distance of at least 6 feet.

This policy applies to off-site events and leased building space, as well as on Lipscomb University campus.



SUMMER 2021

As conditions surrounding the status of the COVID-19 pandemic continue to improve in the Nashville area, Lipscomb University's plans for the summer term include the following:

- Summer class offerings in the following formats:
 - * **On-Ground with Remote Option** - Students attend on-ground and/or remotely. This delivery method also covers classes that must be delivered on-ground.
 - * **Online Synchronous** - Attendance for all students is virtual in real-time during specific times and days. (Content presented this summer should not be recordings of previous class sessions recorded during fall or spring semesters.)
 - * **Online Asynchronous** - Content is delivered to students during a specific summer 'mester' or term, but without the requirement for students to attend at particular times and days. This delivery method includes courses that have been intentionally developed for online delivery.
 - * **Lipscomb Online** - Courses that have been developed for and are offered through Lipscomb Online. Lipscomb Online courses will be made available to traditional students this summer as has been the case during fall 2020 and spring 2021 semesters
- Housing for undergraduate students enrolled in summer courses will be available on campus as is typical in a normal summer term.
- Limited offerings of non-residential summer academies, camps and workshops.
- Employee remote work and cohorting will end July 6. All employees will be expected to return to their regular in-person, on-campus office operations for normal office hours effective July 6 to continue preparation for an in-person start to the 2021-22 academic year. Employees who have a medical condition may apply for an accommodation through the Office of Human Resources by emailing hr@lipscomb.edu or contacting Lynn Chappin at **615.966.7015**. Once the request has been received, the Office of Human Resources staff will send the employee a request for medical certifications through the interactive process of the Americans with Disabilities Act Amendments Act (ADAAA). When the requested documentation is received, the Office of Human Resources staff will review the request with the employee's manager to determine whether there are accommodations that can be made to meet their request without causing undue hardship.

HEALTH AND SAFETY PROTOCOLS AND RESOURCES

Because *All Bisons Care* about every member of the herd, we expect every member of the Lipscomb community to continue to practice personal responsibility and follow the health and safety protocols and practices in place. *At this time, the following protocols are in place, but are subject to change depending on federal, state and local health guidelines.*

Required Reporting before Returning to Campus

Students who return to on-campus classes or living in the summer must submit one of the following in MedProctor before returning to campus in the summer:

- **proof of completing the required series of COVID-19 vaccinations** (i.e., two doses for Moderna and Pfizer or one dose for Johnson and Johnson) at least two weeks before returning to campus,
- **a negative PCR COVID-19 test** taken within **five days** prior to moving into the dorm or attending any on-campus classes, or
- **evidence of a positive COVID-19 test result within the last 90 days but before the last 14 days prior to returning to campus.**

Students who present documentation for a complete vaccination series will not be required to quarantine after exposure to a COVID-19 positive case (unless they are exhibiting symptoms) and will not be included in any random surveillance testing throughout the semester.

Students who present proof of a negative PCR COVID-19 test and those who are more than 90 days past a positive COVID-19 test result may be required to participate in university COVID-19 surveillance testing throughout the semester and will not be allowed to be on campus following an exposure to a positive COVID-19 case for the time period specified by the Health Center.

A PCR COVID-19 test requires submission of the sample to a certified laboratory for analysis and the **results typically take between 24-72 hours**. Please note that this is **not** a “rapid point of care” test where results are available within an hour or so. The PCR COVID-19 test is the most reliable test to diagnose positive cases where individuals are asymptomatic. While results are typically provided within 24-72 hours, increased testing in areas may cause additional and unexpected delays in receiving test results. Students should seek testing at their home location prior to returning to campus. This test is available at various COVID-19 testing locations sponsored by public health departments in your home counties or state and at private medical facilities. Some testing sites have a fee for testing. Students living in Tennessee can locate testing sites [here](#) prior to returning to campus. **Students should prepare for any unexpected delays in their COVID-19 test results and make plans to study from home until their PCR COVID-19 test result is received.**

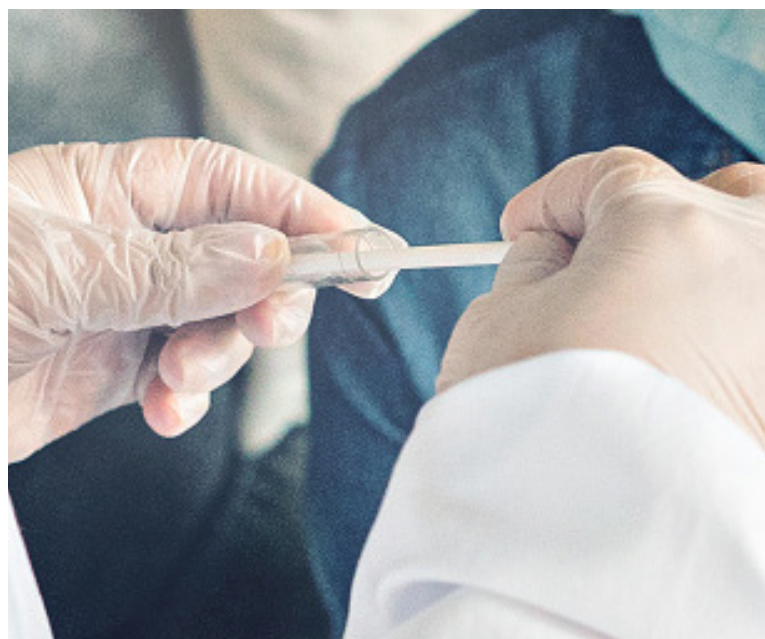
After taking the PCR COVID-19 test and while awaiting the test results, students and employees should take additional precautions to limit their exposure to others and reduce their activities to lessen the likelihood of an exposure after taking the test.

Students should submit proof of their vaccination, negative PCR COVID-19 test results or positive COVID-19 test through **Med+Proctor** using their established student account before they return to campus for summer. [Click here](#) for step-by-step instructions for uploading information to Med+Proctor. Students who live in the dorm should also bring proof with them and present it to their Residence Hall Director before returning to their dorm.

Example Testing Schedule for Summer Return

If this is your anticipated arrival date on campus...	...then take your PCR COVID-19 test on or after this date.
Monday, May 10, 2021	Wednesday, May 5, 2021
Tuesday, May 11, 2021	Thursday, May 6, 2021
Wednesday, May 12, 2021	Friday, May 7, 2021

Please follow this same calendar timing for any initial return to campus for classes or other events throughout the summer term.



Vaccine Benefits

Lipscomb University Health Center has been certified as a leading facility to receive and distribute the COVID-19 vaccination series. University students over 18, faculty and staff can contact the health center to schedule an appointment to receive the vaccine.

Students, faculty and staff are strongly recommended to receive the COVID-19 vaccination to be able to fully engage in in-person activities on campus.

The benefits from being vaccinated assist in mitigating the virus to protect the health of our community and will limit disruptions to day-to-day activities. Safe and effective vaccines for COVID-19 help reduce negative effects from the coronavirus pandemic. The vaccines:

- help fewer people be infected.
- lower the number of people who have to be cared for in the hospital.
- reduce the long-term effects of COVID-19.
- lower the number of deaths from COVID-19.

Read more information about the COVID-19 vaccine [here](#).

The institution reserves the right to institute surveillance testing at any time for all or for any group or segment of the Lipscomb community. The CDC has provided guidelines for fully vaccinated asymptomatic individuals here that includes exemption from screening tests, if feasible. Additionally, students, faculty and staff who require **isolation or quarantine will be required to do so off campus.**

Basic COVID-19 Protocols

These protocols are in place for the health, safety and wellbeing of our community. Following [health protocols](#) is everyone's responsibility and creates a caring environment where we are all doing our part to help keep our community healthy.

1. Wear a mask. Review the face mask policy [here](#).
2. Physically distance yourself.
3. Wash your hands.
4. Answer health screening questions daily.
5. Continue monitoring your own health and note any abnormal findings to the Report an Illness reporting system.
6. Stay home when you are sick or exhibiting any COVID-19 symptoms.
7. **Report an illness** promptly.

Failure to adhere to any requirement may result in disciplinary action, including up to expulsion or dismissal for students and termination of employment for employees, depending on the facts and circumstances. Student violations will be reported to **Tasha Coleman**, director of community standards, and will be processed in accordance with the Student Handbook. Employee violations will be reported to their supervisor and will be processed in accordance with the Employee Handbook.

Basic COVID-19 Protocols

The quick identification and isolation of those with positive cases and quarantining of those who have been exposed to someone with an active COVID-19 case are essential in minimizing the spread of the virus on campus and will help us continue to manage and minimize its spread successfully. As we did during the fall we will continue to follow CDC guidelines, which requires students and employees to complete an appropriate self-isolation period under the following circumstances.

- **Isolation Period.** Students and employees who test positive for COVID-19 will be required to complete an isolation period for a minimum of 10 days and must be fever free for 24 hours before being approved to return to campus. Students must make arrangements to complete this isolation period off campus. There will be limited space on campus for students who need a few hours to make travel arrangements to transition to their planned off campus location.
- **Quarantine Period.** Students and employees who have not completed the COVID-19 vaccination series or had a confirmed case of COVID-19 within the last 90 days and who were in close contact with a positive COVID-19 case for a total of 15 minutes over a 24 hour period are recommended to complete a 14-day quarantine period and will be required to complete a quarantine period for a minimum of 10 days without any symptoms reported during the quarantine period. "Close contact" is defined as being within six feet of a COVID-19 positive person, with or without a mask, for a total of 15 minutes over a 24 hour period. Students must make arrangements to complete this quarantine period off campus. There will be limited space on campus for students who need a few hours to make travel arrangements to transition to their planned off campus location.
- Any student or employee who has received a COVID-19 vaccination and who is not exhibiting symptoms will not be required to complete the quarantine period if exposed to an individual who has tested positive for the virus. Documentation of vaccination is required.
- **Students will be required to have a viable plan for isolation or quarantine in off-campus locations as there will be very limited on-campus options available.**



Report an Illness

Students, faculty and staff who are experiencing symptoms that may be related to COVID-19, must stay home and report your illness immediately using the [Report an Illness form](#). This form is monitored and will be kept strictly confidential on a need-to-know basis, and your submission will be responded to by a member of the Lipscomb University Health Center staff. Lipscomb University Health Center is staffed by a dedicated team including nurses, nurse practitioners, a physician, a pharmacist, case managers and contact tracers.

The Lipscomb Health Center is available to any student experiencing any illness symptoms and will provide appropriate medical care and supplies. The clinic staff may use telehealth to contact students to check on their progress. Students who need more extensive medical care than can be provided by the Health Center will be referred to a local hospital. To contact the Lipscomb Health Center, email healthservices@lipscomb.edu or call **615.966.6304**.

Mental Health and Counseling Services

For many, the COVID-19 pandemic has been a time filled with anxiety, fear, isolation, challenges and changes over the last few months. Lipscomb's University Counseling Center is a free resource available to any student who would like to access their services. The counseling center is available both in person and via telehealth as the medical governing boards allow. To contact the University Counseling Center, email counselingcenter@lipscomb.edu or call **615.966.1781**.

PROTECTING THE VULNERABLE

Student and Employee Accommodation Criteria

It is important during this unique time in our community that we establish clear criteria and processes for accommodation requests to make them easily accessible for those who need them most.

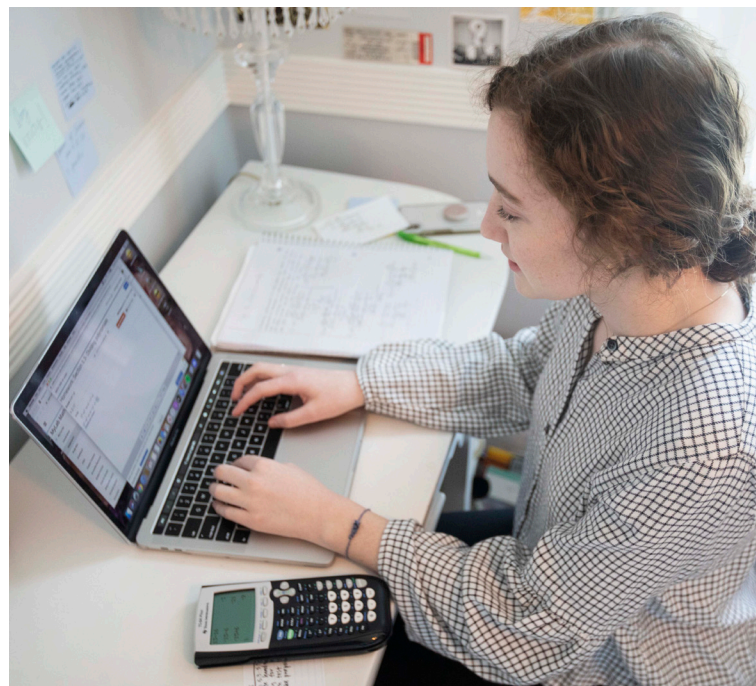
- Students and employees will self-assess and self-report their vulnerability level, with appropriate and necessary accommodations requests.
- A secure process for intake of accommodation requests is established that is respectful of healthcare privacy concerns.
- Students request accommodations through the [ACCESS Ability Program](#) and employees request accommodations through the [Office of Human Resources](#).

Remote Work Accommodations

Due to the continued improvement in the number of positive COVID-19 cases in Nashville and in the availability of the vaccines to all adults in Tennessee, **employee cohorting will end July 6**. All offices are expected to return to their regular in-person, on-campus office operations effective July 6. Any remote work requests after July 6 must be approved by the Office of Human Resources.

Employees who have a medical condition may apply for an accommodation through the Office of Human Resources by emailing hr@lipscomb.edu or contacting Lynn Chappin at **615.966.7015**.

If an employee has any questions about his or her specific work situation or needs to request workplace accommodation, please contact the Office of Human Resources by emailing hr@lipscomb.edu or contacting Lynn Chappin at **615.966.7015**. Family and Medical Leave (FMLA) or accommodations under the Americans with Disabilities Act Amendments Act (ADAAA) will be made available to employees, as appropriate. Please review the [CDC guidance for high-risk groups and special populations](#).



FALL 2021

It is our plan for the return to a fully in-person learning, living and working campus experience for the fall 2021 semester.

Our current plans for the fall semester include

- teaching in classrooms at capacity,
- additional residential housing capacity,
- open dining halls and eating venues,
- fully staffed campus student services,
- expanded slate of student events, activities and programming, and
- more fans attending athletic and campus events.



Fall classes begin on Monday, August 23. We will continue to monitor federal, state and local health guidelines as we make plans to return to a full in-person experience in the fall. For the fall 2021 academic calendar, click [here](#).

Our priority from the beginning of this pandemic has been to provide a safe learning and living experience for our students and employees. That goal will not change as we prepare for our return this fall in a much more robust way. We will continue to monitor federal, state and local health guidelines as we make our plans to return to a full in-person experience in the fall and will communicate with you in advance of the fall semester. Any changes in these plans will be communicated at least 30-days in advance unless changes in governmental regulations or CDC recommendations require more immediate action. Our plans and protocols will remain flexible throughout the summer planning process to be able to be responsive to guidance from health experts as we near the start of school and continue to work in partnership with officials from the Metropolitan Public Health Department of Nashville and Davidson County to implement and follow the best protocols and practices to protect the health and safety of everyone in our community.

