



AVE MARIA SCHOOL OF LAW

Community Health and Safety Policies and Protocols

July 2021
(Updated December 2021)

TABLE OF CONTENTS

- 1. INTRODUCTION**
- 2. GENERAL POLICIES**
 - A. Return to In-Person Instruction
 - B. Vaccination for Covid-19
 - C. Masking/Face Covering and Social Distancing
 - D. Duty to Report and Contact Tracing
 - E. On-Campus Housing
 - F. Event Planning and Travel
 - G. Visitors
- 3. PREVENTIVE MEASURES**
 - A. Hygiene
 - B. Symptoms
 - C. Mental Health
- 4. POLICY VIOLATIONS**

1. INTRODUCTION

Our mission is to help keep the Ave Maria Law environment safe and healthy for our community of students, faculty, staff, and visitors. We have looked to the appropriate organizations such as the Centers for Disease Control (CDC), OSHA, the Roman Catholic Diocese of Venice in Florida, and other agencies and universities for guidance. Our Catholic, social, and moral values and commitment to the community we serve have helped us recognize the need to respect that people have different viewpoints about health concerns during this time. Ave Maria School of Law will continue to rely on federal, state, diocesan and local guidance in formulating its plans, policies, and procedures as we move forward.

Returning to in-person activities inevitably increases the potential for exposure. It is important that everyone is considerate of their health and the health of others; this includes being conscientious and taking personal measures to prevent the spread of all communicable illnesses, not just COVID-19.

The following priorities have been taken into consideration while establishing policies and protocols for Ave Maria School of Law to return to work and return to classes:

- Promoting health and safety measures that reduce Coronavirus (COVID-19) cases on campus.
- Providing an atmosphere where all students can get a comprehensive academic experience and in-person instruction.
- Providing clear guidance for the law school community to observe health and safety measures and remaining flexible for changes as needed.
- Recognizing the need to respect that people have different viewpoints regarding health concerns during this time.

These policies may be revised in the event of changing conditions, updated knowledge or CDC guidance.

2. GENERAL POLICIES

A. Return to In-Person Instruction

- Classes will return to in-person instruction beginning with the start of the Fall 2021 semester.

B. Vaccination for COVID-19

- Ave Maria School of Law will not require students, faculty, or administrative staff to be vaccinated in order to return to campus.
- Ave Maria School of Law will not ask students, faculty, or administrative staff if they have been vaccinated.
- Faculty and administrative staff who need to take time off to be vaccinated will be paid for the time.

C. Masking/Face Covering and Social Distancing

- Beginning January 3, 2022, masks and social distancing shall not be required.
- Hand sanitizer, disinfectant wipes, and other supplies will be widely available on campus. Individuals are advised to clean the immediate area they will occupy.
- Individual faculty and staff members may prefer that individuals who enter their office or work space observe distancing/masking protocols and will communicate their preference. These individual preferences shall be respected. Any refusal to respect such preferences shall be reported to the Dean.
- Masks may not feature characters, graphics, images, logos, or words contrary to Catholic values and cannot contain profanity, political-related content, or any message deemed inappropriate or distracting.
- Any future decision to re-impose mask and distancing requirements will be made with reference to the standards followed by the Diocese of Venice in Florida, CDC and/or other public health authorities.

D. Duty to Report/Contact Tracing

- Individuals who are not feeling well must not come to campus and shall get tested if their symptoms are consistent with COVID-19. Individuals must remain off campus and housing residents must not attend in-person classes until they receive a negative test result. Individuals receiving a positive result must follow the policies in this document.
- Requirements for quarantine and isolation will be conducted with reference to CDC guidelines.
- Faculty and students testing positive must contact the Associate Dean for Academic Affairs, Maureen Milliron, at mmilliron@avemarialaw.edu. Staff testing positive must contact their supervisor and the Director of Human Resources, Kathleen Sheldermine, at ksheldermine@avemarialaw.edu.
- All classes will have seating charts to facilitate contact tracing should a student contract COVID-19.
- Faculty, staff and students who may have been in close contact with someone who tests positive for COVID-19 will be notified.

E. On-Campus Housing

- Students who move into on-campus housing shall delay their arrival if they or those who may help them move into housing are not feeling well. Arrangements may be made by contacting housing@avemarialaw.edu.
- Housing residents shall communicate with their roommate concerning social distancing and masking. They shall work together to respect each other's preferences.
- During the first 14 days of occupancy, a minimum of 3 feet of social distancing is advised among those sharing housing. After that period, roommates are considered one household unit. Physical distancing and face coverings are not needed among household members unless someone begins to show signs of a communicable illness.
- Students testing positive must contact Dean Milliron at mmilliron@avemarialaw.edu.

F. Event Planning/Travel

- Events will be planned in consultation with the event organizer and relevant campus staff to minimize crowding and exposure to germs for all participants. Planning must take place well in advance of the event.
- Consideration must be given to food service on campus during the planning process to minimize transmission of germs.
- Travel for school business will resume. Travellers are advised to follow the requirements set forth by the means of transportation utilized.

G. Visitors

- Visitors to campus are required to follow the policies set forth in this document.
- It is the responsibility of faculty, staff and students hosting visitors to inform them of these policies.

3. PREVENTIVE MEASURES

A. Hygiene

- All students, faculty, and staff are expected to follow proper hygiene recommendations, such as frequent handwashing and covering coughs and sneezes. Hand sanitizer and sanitizing wipe stations will be placed around campus for use as needed in classrooms and conference rooms and high-touch areas such as copiers.
- All students, faculty, and staff are advised to wash and sanitize their hands frequently throughout the day.

B. Symptoms

Faculty, staff, and students are expected to stay home or in their room and keep track of symptoms if they exhibit any potentially related to COVID-19. People with COVID-19 have had a wide range of symptoms reported, ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. **For the most up-to-date list of COVID-19 symptoms, please visit the CDC website.** www.cdc.gov

People with these symptoms may have COVID-19:

- Fever or chills
- Shortness of breath or difficulty breathing.
- Muscle or body aches
- New loss of taste or smell
- Congestion or runny nose
- Diarrhea
- Cough
- Fatigue
- Headache
- Sore throat
- Nausea or vomiting

C. Mental Health

Students: Ave Maria School of Law provides access to confidential personal/psychological counseling for all students. Appointments can be scheduled through Dr. Cohen; contact information is available on Ave Central.

Employees: Employees of Ave Maria School of Law have a free counseling benefit under the Employee Assistance Program through Mutual of Omaha. www.mutualofomaha.com/eap or call 800-316-2796 for a confidential consultation and resource services.

4. POLICY VIOLATIONS

- It is expected that all members of the Ave Maria School of Law community will follow these policies and treat others with civility and respect. Harassment of any kind directed at individuals who choose to wear a mask or otherwise follow these policies will not be tolerated. Any observed harassment shall be reported to Dean Czarnetzky by e-mailing his Executive Assistant at pkramer@avemarialaw.edu.
- Violations of these policies may result in the initiation of disciplinary procedures and, if appropriate, the imposition of sanctions. Faculty, staff, or students with concerns regarding these policies or their violation may report them to the appropriate administrator: faculty, to Associate Dean Milliron, or Dean Czarnetzky; staff, to the individual's immediate supervisor or Director of Human Resources, Kathleen Shelmerdine; students, to Associate Dean O'Keefe, or Associate Dean Milliron.