

CURRY COLLEGE

COVID-19 Policy (2023-2024 Academic Year)

A. SUMMARY OF KEY COMPONENTS OF COVID-19 POLICY

Curry College is committed to safety and to reducing the risk of COVID-19 infection in the Curry College Community. Curry College has and will follow recommendations and guidelines of the Centers for Disease Control and Prevention (CDC), Food and Drug Administration (FDA), World Health Organization (WHO), Massachusetts Department of Public Health (MDPH), Massachusetts Department of Higher Education (MDHE), Milton Board of Health (MBOH), and other local, state, and federal agencies/officials related to COVID-19 guidelines and recommendations. The Massachusetts Governor's Office declared the state's COVID-19 public health emergency ended on May 11, 2023. Below are Curry College's current guidelines for Students, Faculty, Staff, and other person(s) subject to this Policy:

- Recommend (but do not mandate) you stay up-to-date with COVID-19 vaccines and booster doses.
- Should wear a mask if you have COVID-19-like symptoms.
- Test if you are not feeling well and have COVID-19-like symptoms.
- If positive for COVID-19, Staff and Faculty report positive test result on Curry's reporting form, <https://forms.office.com/r/XrgVyKLKwr>.
- Students report positive test result online via email to covidclinic@curry.edu reporting with picture of positive test.
- Any Curry College Community member testing positive for COVID-19 should take precautions set out by the CDC's and other authorities' guidance and isolate. On campus Isolation housing is limited to those students living greater than 200 miles from campus, all others must implement their departure plan. (Link to CDC guidance: <https://www.cdc.gov/coronavirus/2019-ncov/your-health/isolation.html>).

For more information about COVID-19, students can call/email/visit Student Health Services, healthservices@curry.edu.

This policy applies to Students, Faculty, Staff, and persons employed by certain vendors identified herein.

COVID-19 Test Kits are Available on Campus

Students who need to test for COVID-19 can pick up free antigen COVID-19 test kits on campus at Health Services and the Student Center. Students should schedule an appointment at Student Health Services if they cannot test independently.

Employees can pick up free antigen COVID-19 test kits outside the Human Resources Office. Employees who need PCR testing should seek out PCR testing through urgent care facilities or their personal healthcare provider offices.

B. POLICY DETAILS FOLLOW:

I. Definitions

1. The term **“Students”** shall mean all persons who are enrolled full-time and/or part-time at Curry College, including those auditing classes, irrespective of their academic standing, who seek education and shall include all returning, new, and transfer students, Undergraduate students, Continuing Education students, Graduate students, International students, and Dual Enrollment Program students (high school students studying at Curry College).
2. The term **“Faculty”** shall mean all persons employed full-time and/or part-time by Curry College to teach subjects matter, as defined in the Curry College-Curry College Chapter AAUP Agreement (Collective Bargaining Agreement).
3. The term **“Staff”** shall mean all employees and all persons performing any work directly for Curry College, whether full-time, part-time, part-time casual, temporary, exempt, non-exempt, intern/internship, or volunteer. The staff of third-party vendors, who appear on Curry College’s campuses on a weekly basis or more frequently, including Sodexo, McGarr, and Follett, are subject to all requirements applicable to Staff under this Policy (“other person subject to this Policy”). Nothing in this Policy creates an employment relationship with Curry College for staff of vendors.
4. Currently, Curry College is an open campus. In the event COVID-19 infection rates rise on campus, Curry College reserves the right to close off the campus (Milton and Plymouth campuses) to visitors for the safety of our community. Should Curry College become a closed campus in the future, the following provisions may take effect: All Visitors and Vendors not subject to the requirements of “Staff” as defined in Paragraph 3, above, will be required to follow all current Curry College safety processes and procedures in effect

to be admitted to campus, including being sponsored or hosted on campus by a particular department of Curry College and submitting any then in-effect screening questionnaire.

II. Rationale for this Policy

Curry College's COVID-19 Policy is informed by information and recommendations of the CDC, FDA, and federal and state and local departments of health and/or higher education, and/or WHO. The CDC continues to recommend COVID-19 vaccinations as a primary way of reducing the risk of transmission.

III. Particular Requirements of Curry's COVID-19 Policy:

- Masks should be worn by any individuals with COVID-like symptoms; otherwise, masks are not required at this time;
- Social distancing is not required at this time;
- If exposed to COVID-19, one should get tested and wear a high-quality mask for 10 days;
- If positive for COVID-19, current CDC guidelines recommend that students, faculty, and staff who test positive for COVID-19 during the academic year, isolate at home for 5 full days, returning to campus on day 6. When staying at home, isolate from others in your home. (For resident Students whose homes are 200 miles or greater from the Milton campus, they will be provided space in which to isolate.)
- Any student, faculty, or staff member testing positive for COVID-19 must report the test result on the on-line positive test reporting form <https://forms.office.com/r/XrgVyKkLkwr>. A return message from Curry College will set out current isolation protocols and steps necessary to later safely return to campus. (Past requirements and current best practices guide Curry's need to keep track of positive COVID-19 cases.)
- Each student, faculty, and staff member who does not feel well and is experiencing any COVID-19 symptoms, may pick up free antigen tests available at Health Services, at the Student Center, and outside the Human Resources Office and for the safety of the community is expected to test to determine if COVID-19 positive.
- The current Collective Bargaining Agreement as amended states: "A faculty member may at their own discretion allow an individual student to attend an in-person class by videoconference in the case of illness or other serious reason."
- Any student, faculty, or staff member testing positive for COVID-19 should notify their close contacts to test as per CDC guidelines.

IV. Request for Exemption (Waiver) for Medical/Disability or Religious Reason or Accommodation Is No Longer Required

Due to the nature of Curry College's updated COVID-19 Policy herein, including its recommendations and guidance, there is no need for Students, Faculty, or Staff to seek any request for exemption (waiver) from this Policy; accordingly, exemptions (waivers) are unnecessary and will not be issued.

V. Confidentiality

The College maintains the confidentiality of all information and documentation related to COVID-19. All such confidential information will be kept in individual Confidential Student Medical Files or Confidential Employee Medical Files. Confidential information is only used and disclosed to those who need to know the information or possess it to perform a health-related or job-related function for the College. Also confidential are any records of requests for exemptions from testing or mask wearing based on religious or medical/disability reasons.

VI. Retaliation is Prohibited

Discrimination and Retaliation are prohibited at Curry College.

Any person who has received an exemption from COVID-19 Policy requirements under prior versions of Curry's COVID-19 Policy may be members of a protected class or otherwise may have exercised rights under federal and state laws; accordingly, such persons are to be free of discrimination and retaliation in the workplace and the academy. Under Curry's current COVID-19 exemptions (waivers) are not required or necessary. **See Section IV, above.**

There may be people who choose to continue to wear masks and/or distance from others for personal safety, illness, or allergies. Assumptions and speculation as to why a person is wearing a mask should not be made; moreover, such matters should not be the subject of discussion or comment in the workplace or in the academy. **See Section V, Confidentiality, above.**

Treating Students, Faculty, and Staff differently because they wear a mask or may be labelled as not having taken any COVID-19 test under this Policy may be viewed by the College as discriminatory conduct and/or retaliatory conduct subject to discipline under workplace and academy rules, including applicable collective bargaining agreements, Employee Handbook, and Student Handbook.

VII. Notice of Curry College's Right to Modify Vaccination Policy

COVID-19 creates challenges for our College Community and society at large. News of developments in science and medicine regarding COVID-19 and variants is frequently occurring and being updated. Accordingly, Curry College reserves the right to update or modify this COVID-19 Policy as often as the leadership team of Curry College considers it in the best interests of the safety of our College community and campuses, and the leadership of the College may act immediately/swiftly by issuing and implementing directives to the Curry College Community that adjust, modify, or amend the policy herein prior to any formal revisions to this full policy from being published or electronically posted.