



# COVID-19 Health and Safety Plan

## Introduction

Temple University is designated by the Carnegie Classification of institutions of Higher Education in the “highest research activity” category and is a university with boundless educational opportunities for nearly 39,000 students. As an economic powerhouse for Southeastern Pennsylvania, Temple’s contribution to the region’s economy is inarguable. In the fight against COVID-19, Temple brings many resources to the table: expertise in diseases, a respected healthcare enterprise, world-renowned leaders in the scientific community, and a cohort of talented and experienced practitioners. As a university, we are determined in our fight against this pandemic. Temple is prepared to mitigate risks, provide a quality education and offer safe housing to our students. This plan outlines our approach to providing a safe work environment for Temple’s employees, including staff and faculty.

**Temple's motto is Perseverance Conquers. That's the drive we bring to this effort.**

## Purpose

This document is intended to prepare our community for a return to on-campus operations, which includes a safe environment for our students to learn and our employees to work. Our knowledge and understanding of the COVID-19 virus continues to evolve, and our policies and plans will be updated as appropriate as more information becomes available. We can assume that our operations must continue into the foreseeable future with a strong emphasis on public health measures such as wearing facial coverings, hand hygiene, health monitoring, and physical distancing. We will also put into place tracking and containment measures and other public health solutions to curb the risks inherent in the pandemic. Together, we will safeguard lives, safeguard Temple and continue to provide a quality education to our students.

## Scope

This Health and Safety plan pertains to spaces owned, occupied and controlled by Temple University, and it applies to all campus activity beginning at the start of our Summer II academic semester, or June 23, 2020, until such time as university leadership deems that COVID-19 is no longer a risk to our population.

## Authorities and References

Directives and guidance from public health professionals and local, state and federal government authorities will steer our planning for a gradual return to in-person campus operations. For example, Governor Wolf has outlined a [three-phase plan for Pennsylvania](#) that will be instrumental to our plans to resocialize our campuses.

Guidance will likely change over time, due to changes in the spread of the virus, new positive tests for COVID-19 in the region, new hospitalizations and pressure on our local health system, and other metrics. It is critically important that we remain open to being adaptable to these changes. As we follow the guidance of our nation's experts, we will be resilient throughout this crisis.

## Local Partnerships

Temple University has a strong alliance with Philadelphia Department of Public Health (PDPH). As we develop our own contact tracing unit, our protocols are in sync with those developed by PDPH. Our partnership will enable complete transparency between the university and our city public health agency as we seek to identify any close contacts of positive test results and put into place plans for containment.

## A Phased Return

Temple has been instituting a phased return of our population in a coordinated process as permitted by state and local regulations. Work spaces must be prepared and physical distancing must be maintained during the course of a work day. Safe resumption of on-campus operations will also result in a need to amend staffing schedules or academic instruction protocols accordingly. As staffing on-site increases and operations expand, the university will closely monitor and assess the potential spread of the virus and reevaluate existing policies and procedures designed to mitigate it. If localized outbreaks emerge, we may need to return to tighter restrictions, reduced staffing and remote instruction. It is our hope that by phasing in our operations with consideration and care, we will enable a safe environment for the whole community.



### Government

- Protect and restart the economy
- Mandate certain public health measures
- Coordinate response
- Enforce policies



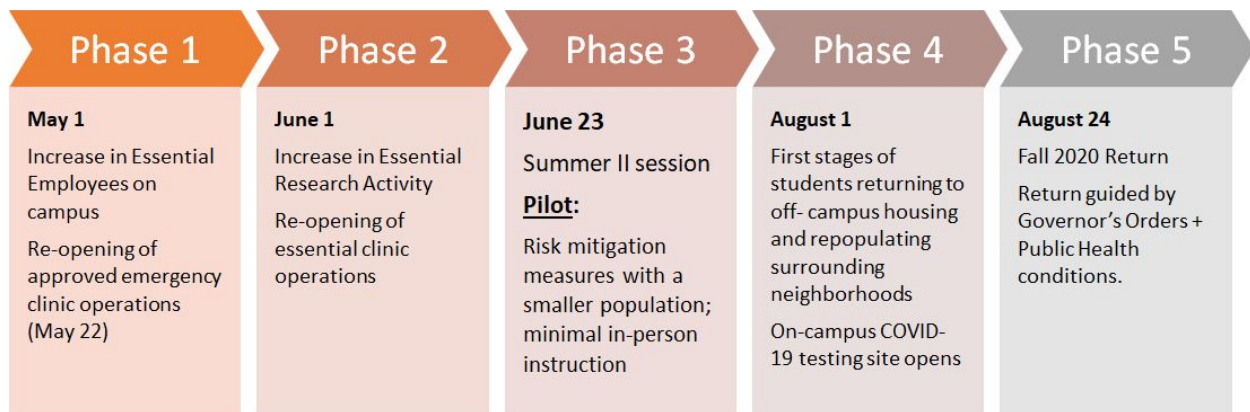
### Public Health

- Contain viral spread
- Test, Trace, Treat
- Distribute vaccine
- Protect the public
- Guide government actions



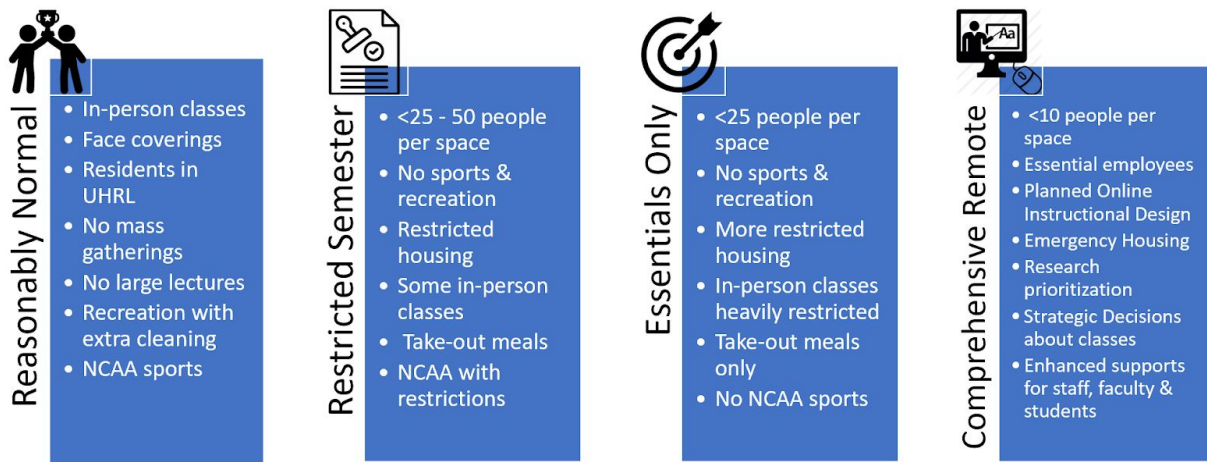
### Universities

- Provide a quality education
- Resume sustainable operations
- Protect employees + students
- Ensure a safe environment
- Follow government mandates
- Follow public health recommendations



## Using Scenarios to Plan for What may Occur

It is our intention to return to a level of campus-based operations for the fall 2020 semester. Scenario planning anchors our thinking in realistic possibilities and provides a framework by which we can meet our goals. Exploring all possible variables allows for new policies, communication strategies and action steps that we can take. In this effort, the university's planning team has been exploring four scenarios that may be evident in one form or another over the next 18 months. Though no single scenario is likely to play out exactly as imagined, there will be components that we can draw from each as needed or directed by government officials. The four scenarios we are planning for follow.



## Public Health Precautions and Standards

During a public health emergency, **identification, prevention, education and communication** are necessary for success. We are focusing on these broadly applied

measures to prevent the spread of COVID-19 within our population. As a baseline, and in conjunction with other measures, the four public health pillars described below are essential for all operations until a vaccine is available.

Life during a global pandemic necessitates a change in our behavior. As members of the Temple community, **we must rely on one another** to create a safer environment and protect those who are most at-risk. These pillars will be in effect for all work and common spaces on campus, regardless of intended use. These standards will be the personal responsibility of each individual on our campuses to minimize the spread of the novel coronavirus. All staff, faculty, students and visitors are expected to fully comply with the policies, protocols and guidelines outlined in this document. Our (COVID-19) Community Health Management Policy (No. 04.64.02) [is available online](#).

## Four Public Health Pillars



1. **Use a face covering:** Face coverings, which may be homemade or commercially available, must be worn while on campus in building entrances, lobbies, hallways, classrooms, common areas, and in any and all locations where physical distancing of six feet cannot be maintained. You are permitted to bring your own face covering. Departments will make face coverings available to employees and there will be distribution points for students who come to campus without one. Outdoors, face coverings should be worn in any location where physical distancing cannot be maintained. Further guidelines will be posted in [TUportal](#) for the Temple community.

2. **Practice physical distancing<sup>1</sup>:** Keep a minimum of six feet apart, or two arms' lengths, from others at all times to minimize the chance of breathing droplets from an infected individual.
  
3. **Practice hand hygiene:** Wash hands at least hourly with soap and warm water for at least 20 to 30 seconds. In between hand washings, use hand sanitizer. Dispensers are available throughout campus in common areas, lobbies and on each floor of campus buildings. The whole community must take care to avoid handshakes, touching one's face and touching common surfaces as much as possible.
  
4. **Monitor your health:** It is imperative that each member of the Temple community and guests and visitors gain an understanding of their own health as well as the signs and symptoms of COVID-19 disease. Check your temperature before reporting to university spaces every day. If you are an employee and have a temperature of 100.4 or greater, or any other symptoms of COVID-19, please report this to your supervisor and do not report to work. If you are a student, contact Student Health Services for an assessment and do not report to class or any other activities. Please see the [Employee Safety Protocol](#), [Student Safety Protocol](#), and the [Guest, Visitor and Vendor Safety Protocol](#) on [TUportal](#) for more detailed information.

## Additional Public Health Measures

In conjunction with our four public health pillars, the university is developing new capabilities to contain and mitigate risks due to COVID-19 exposure, infection and potential spread.

<b>COVID-19 Testing</b>	<a href="#">Student</a> and <a href="#">Employee</a> Health Services is creating a new COVID-19 Testing and Treatment facility that is separate from normal Health Services operations. Staffed by experienced clinicians, this center will be coordinated with testing at Temple Hospital and clinics operated by the city. Visits will be by appointment only, and pre-screening will be conducted via telemedicine. Health Services has been testing staff and students continuously since February and is working to bolster rapid-testing capabilities. Additionally, Temple Hospital has the capacity to test 10,000 people per day.
<b>Contact Tracing</b>	Because of its critical value as a containment measure, Temple is partnering with PDPH to develop an internal Contact

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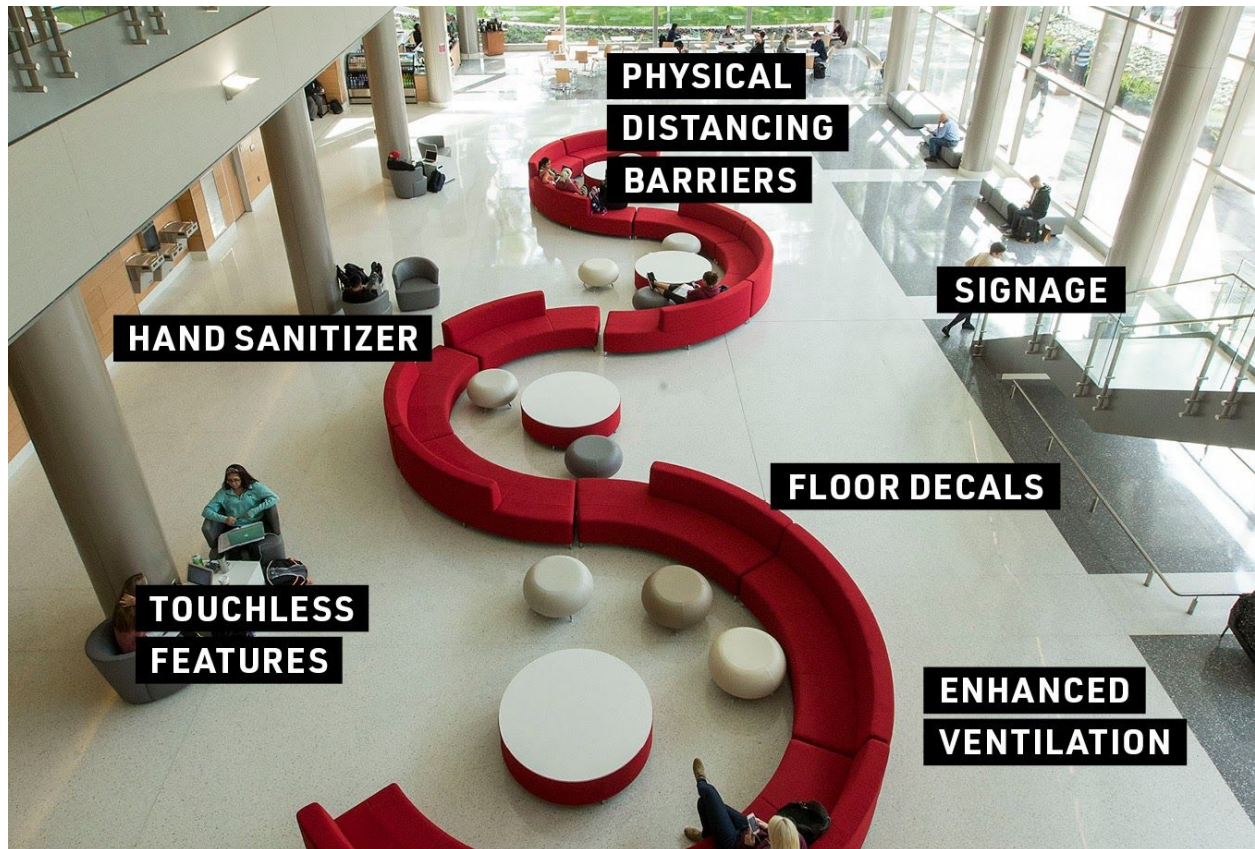
<sup>1</sup> Physical distancing is also referred to as “social distancing.” Both terms refer to maintaining a physical distance of six feet apart between individuals. This distance has been determined by public health authorities as the safe distance to avoid infection between persons, one or more of whom may be infected with COVID-19. [Reference](#).

	<p>Tracing Unit. Our protocols have been developed in parallel with those that PDPH is using. The unit will be responsible for identifying those who test positive for COVID-19 and determining those with whom they have had close contact. Our College of Public Health (CPH) is also developing a training program that is free and available online to the university community and the public at large. A collaborative survey between CPH and PDPH has identified hundreds of interested volunteers in our community, and we continue to build a team of trained contact tracers who can assist in this important measure.</p>
<p><b>Serological (“Immunity”) testing</b></p>	<p>Though the global scientific community has not yet created a serological test for the presence of antibodies that is wholly reliable, we trust that research will continue to advance toward a practical solution. Being able to test for the presence of SARS-CoV-2 antibodies may help us assess what portion of our population may have already experienced COVID-19 infection and what portion remains at risk.</p>
<p><b>Isolation and Quarantine</b></p>	<p>Providing safe and supportive on-campus housing for our students is a crucial part of our mission. Those who test positive for COVID-19 in university residence halls will be separated from the population for a 14-day period. Those who have been in “close contact” (within six feet for more than 10 minutes without a mask) to someone infected with COVID-19 will need to self-quarantine for 14 days and will need to monitor their health for the emergence of symptoms. Members of the contact tracing unit will provide case management for those who are isolated and quarantined, including daily check-ins to assess physical and mental health.</p>
<p><b>Travel Restrictions</b></p>	<p>Travel continues to be challenging during this time, but our international risk management team continually assesses both international and domestic travel risk profiles to evaluate how and when we might lift restrictions while ensuring the safety of our population. Information regarding the latest travel restrictions for students, faculty and staff is updated regularly on the <a href="#">international travel website</a>. The Centers for Diseases Control and Prevention (CDC) advises international travelers to self-quarantine for 14 days upon their return and prior to visiting campus.</p>
<p><b>Occupancy and</b></p>	<p>Local and state government, along with public health</p>

<b>Gathering Restrictions</b>	authorities, continue to provide guidelines as to the number of people permitted in a space with physical distancing measures in effect. We will continue to evaluate safe occupancy levels for our classrooms, office spaces and residence hall rooms. We also expect to continue to receive guidance on how many people may gather outdoors in one space.
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**The New Normal: How Things Might Be Different on Campus**

In concert with the four pillars of public health outlined above, building safety measures will be in effect this summer and fall. Our facilities management professionals have created a plan for enhancing building safety in many ways. As a member of the Temple community, you will notice small changes, such as water fountain bubblers being deactivated in favor of automatic bottle refill options, and you will notice more obvious changes, such as plexi-glass physical distancing shields placed at all security desks and other reception areas. Hand sanitizer dispensers will be placed in numerous locations, including all lobbies and common areas; signage will be placed both indoors and outside to encourage adherence to public health measures; floor decals and markings will be placed throughout campus to help guide physical distancing and safe traffic flow; and building ventilation will be increased, including the installation of new HVAC filters for the best possible internal air quality. Enhanced cleaning and disinfection is a key feature of all protocols, and we are already using products that are effective against COVID-19. Whether you are in a building, shuttle bus, classroom or fitness facility, there is a new regime for creating a healthy environment for our community. Templates of our COVID-19 signage package can be found on [TUportal](#) for departmental use. Members of the Temple community can also refer to our detailed [Building Safety](#) and [Cleaning and Disinfecting](#) protocols posted on TUportal's Return to Campus tab.



## Academic Instruction

The mission of Temple University is to provide “excellent, affordable higher education that prepares our students for careers, further learning and active citizenship.” No matter what the circumstances are when the fall semester begins in late August, providing meaningful educational experiences and high-quality instruction are crucial to fulfilling our mission and serving our students. Although we are proud of how successfully we moved online this spring and learned from that experience, we know that planned, intentional and flexible instructional design and pedagogy are necessary for all courses. Over the spring and summer, we have been focused on teacher training. The Center for the Advancement of Teaching and schools and colleges are hard at work offering training and support for our faculty as they develop their fall courses. Assuming that the incidence of COVID-19 will place at least some restrictions on our ability to conduct in-person coursework, we are preparing for all options.

We assume, for example, that physical distancing measures will be in effect for any and all in-person instruction in the near future, or until a vaccine for COVID-19 becomes available. We have been assessing all of our classroom spaces to see how we might provide essential academic coursework on campus in a way that is both safe and effective. Experiential learning is also critically important to the education of our students, including laboratory science, performance classes (music, dance and theater), studio art, internships, field placement and clinical work. We must strike a balance that



prioritizes both the health of our whole population, including those most at risk, and the learning experience afforded to all of our students. Schools and colleges are in the process of evaluating many different options for instruction, all of which are dependent on the circumstances that face us when the semester begins.

## **Attendance**

In order to address the health and safety needs of the university community, we have adopted a [COVID-19 Class Attendance and Engagement Protocol](#) available in [TUportal](#), which sets a standardized attendance policy across the university and accommodates students who are ill or are required to isolate during the semester. If you are exhibiting symptoms consistent with COVID-19, or have been in close contact with others who have symptoms and are engaging in self-quarantine at the direction of the Health Department or your healthcare professional, you should not attend in-person classes and will not be penalized for absences. If you are able, you may attend remote courses, but if you miss classes or activities, you will not be required to provide formal documentation from a healthcare provider.

If due to illness you are unable to attend an in-person class or course activity, or are unable to participate in an online class or course activity, you should notify your instructor in advance and call Student Health Services at 215-204-7500. You should keep up with your coursework as much as possible and work with your instructors to reschedule any synchronous exams, labs and other critical activities. Though increased flexibility will be granted, course assessments such as assignments, tests and exams must be completed for learning goals to be reached.

Faculty will be required to record attendance for each in-person or synchronous class using an online attendance system. This is to facilitate contact tracing if a student or instructor tests positive for COVID-19.

The attendance protocol relies on the honor and good faith of all university community members. It requires absences to be reported truthfully and in a timely fashion, and it requires instructors to trust the word of their students when they say they are ill.

## **Student Life**

Throughout the past several months, students have shared how much they value co-curricular experiences alongside their academic work and the benefits of an integrated life on campus. Students across the nation have made clear they have great appreciation for the engagement activities and developmental opportunities that result in lifelong bonds with their colleges and universities. While the inherent nature of a university is to bring students together, to learn and grow alongside faculty, advisors, coaches and mentors, the challenge of COVID-19 is that it dismantles the physical connections between students and their colleges. Our mission is to find new ways to engage, develop and retain students in the face of this challenge. While student life may not look or feel the same temporarily, we will explore and establish new ways to create

meaningful relationships between students and their peers, faculty, the community and all at the university whose mission it is to ensure their success.

Upon arrival on campus, university services, programs and events will be offered both virtually and in person as health guidelines allow. Smaller cohorts of students, designed with intentionality, will create a sense of community and connection. In order to prioritize health and safety, the university is embracing innovative strategies to offer appealing and valuable activities to students and our efforts are bolstered by those of many external partners who have found that they too need to adapt their engagement efforts to accommodate small group and virtual experiences.

## **University Housing and Residential Life**

Remaining dedicated to their mission of cultivating responsible community members by developing inclusive living and learning environments has positioned University Housing and Residential Life (UHRL) to dynamically respond to the needs of students, staff and family. While the specific in-hall experience and living situations are still being determined in accordance with federal, state and local guidelines, UHRL has modeled and prepared for a number of scenarios to ensure readiness for whatever shape the on-campus experience will take in the fall. Staff have maintained flexibility and creativity regarding policy and procedure, allowing for advanced maintenance and cleaning schedules, a new fall move-in procedure, room assignment adjustments, in-depth staff training and preparedness, and revisions to the conduct policy regarding behavior and guests. The focus on existing services such as reliable in-hall WiFi, professional and student staff accessibility, a consistent on-call rotation, and dedicated housekeeping staff remains crucial to respond to any scenario.

A commitment to UHRL's curricular approach ensures that the in-hall experience remains a place for students to develop outside the classroom in the areas of self-exploration, relationship development, and social and cultural awareness. UHRL has focused on these existing elements that make the in-hall experience unique to the Temple Campus, adapting engagement plans, bolstering student and professional staff training, and ensuring an approach that still allows students to fully integrate into their community, while maintaining safety, security and wellness. While this may be a new version of the residential experience, UHRL is well-prepared to ensure the needs of students, staff and families are met with thoughtful attention and care.

## **Athletics and Campus Recreation**

Collegiate athletics will resume in-person activities in accordance with the guidance of state, local and federal government agencies as well as the NCAA. The full plan is available as [a separate document](#). Campus recreation and other fitness facilities will implement a staged open, dependent upon the guidelines and directives from local and state government.

As campus recreation and intramural sports return to activity, additional information will be made available. Check the [Campus Recreation website](#) for more information. Before

the end of the summer, new protocols for fitness facilities and campus recreation activities will be posted on TUportal.

## **Vulnerable Populations**

One of our guiding principles is to practice concern and consideration for those who may be at higher risk from COVID-19 disease. As such, the university will endeavor to reasonably accommodate staff and faculty who meet a high-risk criteria to the extent possible while maintaining services to our students. Students who may not be able to come to campus because they meet high-risk criteria will be provided with alternative arrangements to allow them to continue with their academic program. According to the CDC, individuals with certain conditions may have a higher risk for COVID-19 infection. Those conditions may include the following.

- Older adults (ages 65 years and older)
- People who are immunocompromised
- Asthma (moderate-to-severe)
- Chronic lung disease
- Diabetes
- Serious heart conditions

Staff or faculty who have been advised by a physician to avoid on-site work and who wish to seek reasonable accommodations related to returning to the workplace should contact their chair, supervisor and/or HR representative as soon as possible (215-926-2298). Students who have a physical or mental health condition that supports the need for reasonable accommodations should contact Temple's Office of Disability Resources and Services for assistance at [drs@temple.edu](mailto:drs@temple.edu) or 215-204-1280. Students who have personal circumstances that lead them to prefer a full or partial online course load for the fall 2020 semester should consult their academic advisors or academic program coordinators for assistance.

## **Our Workforce**

Given vulnerabilities such as increased risk to COVID-19, our workforce must continue to be adaptable to the many demands placed upon us at this time. We will continue to offer high-quality services to our population, and that may require flexibility from staff and managers to find the best options for everyone. Some services will be provided remotely, often using new software applications and technologies, and some will need to be conducted in-person. Each department will need to consider the best possible balance of service delivery, customer satisfaction and safety.

On-Site, Essential	Includes employees who must do their work on our campuses, including, but not limited to, facilities maintenance, campus safety operations, essential researchers, and clinicians
On-Site, Flexible	Includes employees who need to be on campus some of the time, but where flexible scheduling can be used for only certain hours of the day or certain days of the week
Remote, Flexible	Includes employees who are able to continue to perform high-quality work performance remotely but can effectively operate in any location.
Remote, Complete	Includes employees who may be at higher risk and need to continue to work remotely until there is a vaccine or effective antiviral for COVID-19 that is widely available.

## Visitors and Guests

Visitors and guests to campus, including vendors and contractors, are obligated to follow all of our posted policies and guidelines. Upon request for guest access, the university sponsor will be required to certify that guests have been made aware of our COVID-19 related protocols and that they understand that it is necessary for them to comply in order to continue having privileges on our campuses. These protocols will include the necessity of following our four pillars of public health: wearing a face covering or mask, complying with physical distancing, practicing hand hygiene, and monitoring their own health. The [Guest, Visitor and Vendor Protocol](#), posted on TUportal, provides more information for the benefit of Temple hosts and sponsors.

## Culture and Education Campaign

A universitywide public health communication campaign is being developed to enhance community, raise awareness of and foster compliance with public health measures, and emphasize our responsibility to one another. In this way, we hope to promote the importance of fighting COVID-19 together so that we can be together to achieve our goals in education, research and service. The campaign will focus on the four public health pillars and appeal to the five stages of behavior change—knowledge, approval, intention, practice and advocacy—in order to demonstrate what is being asked of our campus community, why it’s important to comply and how the university will support individuals in these efforts.

Through the overarching return to campus campaign, the university will be able to communicate consistent information and set expectations for students, faculty, staff, visitors, and parents by letting them know that they will hear from us, when they will hear from us, and what they can expect to learn as a result of the communication. The strategy outlines ways in which Temple can share clear, actionable next steps, what precautions are and can be taken, and what measures are both in place and under consideration. The key goals of the campaign are to build a universitywide culture

around preserving the health and safety of our community and to strengthen the Temple community's flexibility, agility and resilience.

## **Stay Informed**

You will receive regular updates from the university regarding health and safety measures, university policy and procedures, and other information relevant to COVID-19 and return to campus planning. Visit [temple.edu/coronavirus](https://temple.edu/coronavirus) and use the [TUportal](#) Return to Campus tab to stay informed.

We look forward to a safe return to normal campus operations. As we transition to on-campus operations, we are committed to keeping you and all members of our community safe, healthy and informed.