



# THE CBU COMPACT 2020

Faculty/Staff Community

CHRISTIAN BROTHERS UNIVERSITY

**AS A LASALLIAN INSTITUTION,** Christian Brothers University is committed to the core principle of “Respect for All Persons.” Thus, we are all returning to campus with caring hearts and respect for one another, protecting the health and safety of all members of our campus community and minimizing the potential spread of disease on campus. In response to the current health crisis and in accord with public health guidance, community members will need to put “Community First” and pledge to do their part to keep each person healthy and safe.

In that spirit, the following **Christian Brothers University Faculty/Staff Community Compact** outlines behaviors and guidelines to protect us all. All members of the CBU community are asked to sign the appropriately designed version of The CBU Compact and commit to these shared behaviors and practices.

The Compact is not intended to be a complete list of all rules, guidelines, and behaviors or to replace CBU policies found in The Compass Student Handbook, the faculty or employee handbooks, or our policy and procedures manuals. Likewise, the Compact does not replace or supersede any ordinances, regulations, or guidance from local, state, and national public health officials. Instead, the Compact establishes a set of norms that we will all adhere to out of respect for one another. As the public health crisis evolves, we will evolve too and provide updated guidelines should they become necessary. Any questions about specific policies should be directed to us via email at [COVID19-info@cbu.edu](mailto:COVID19-info@cbu.edu).

**IT IS UP TO ALL OF US** to mitigate the spread of COVID-19 within our community. By modifying our daily behaviors, we can best prevent illness while we pursue our studies and enjoy our time together as a Lasallian community. The months ahead will require a renewed commitment to each other as our smiles may be hidden behind masks and our favorite campus events are moved to online formats, but together we will do all that we can to ensure not just a safe return to campus but a fulfilling, enriching, and rewarding fall semester for all.



## PHYSICAL DISTANCING AND FACE COVERINGS

Faculty and staff will be required to follow all physical distancing and face covering guidelines and are expected to act in a manner that demonstrates respect and consideration for those within our CBU community.

***As a Christian Brothers University Employee,***

- I will wear a face mask or facial covering in any public areas on campus. This includes, but is not limited to, classrooms and hallways, public spaces such as the Swashbuckler or Library, and dining facilities when I am not eating or drinking.
- I will follow CBU's guidelines for physical distancing in classrooms and other campus buildings and spaces.





## REQUIRED TESTING, EDUCATION, AND CONTACT TRACING

All faculty and staff are prohibited from creating a health or safety hazard on the University campus. CBU may request or require an employee to leave the campus if they pose a health or safety risk for community members.

### ***As a Christian Brothers University Employee,***

- I will participate in COVID-19 testing as requested and will undertake daily wellness checks as mandated by the University.
- If I test positive for COVID-19, I will immediately share truthful information with the Director of Health Services and contact tracers about others who may be at risk.
- I will complete all COVID-19 education mandated by the University.
- I will complete my Emergency Contact Form and maintain updated information at all times.

## SELF-ISOLATION, QUARANTINE, AND PREVENTATIVE HEALTH



At any time, the University may require an employee to leave campus when that employee's continued presence poses a health or safety risk for community members.

### ***As a Christian Brothers University Employee,***

- If I test positive for COVID-19, I will immediately comply with the public health and self-isolation guidelines of the University, Shelby County, and State of Tennessee.
- Promptly upon discovering any symptoms of COVID-19, I will immediately contact Health Services (on weekdays between 8:30 a.m. and 4:30 p.m.) or the Department of Campus Police & Safety (after 4:30 p.m. on weekdays and on weekends), so immediate medical follow-up can occur to determine if diagnostic testing is necessary. I will comply with the medical instructions I am given.
- If I am found to have been in contact with someone who has tested positive, I will comply with all self-quarantine protocols.
- I will take advantage of the opportunity to receive the seasonal flu vaccine when one becomes available at Health Services where applicable.

## HYGIENE

Christian Brothers University will continue to implement its enhanced cleaning protocols to address COVID-19 or other public health emergencies in the interest of minimizing the spread of disease.

### **As a Christian Brothers University Employee,**

- I will practice good hygiene, including thorough and frequent hand washing and the use of hand sanitizer, especially when returning from outside, after using a restroom, and before meals.
- I will do my part to help keep my workspace as clean as possible by cleaning and disinfecting workstations and surfaces in common use.
- I will avoid using others' phones, desks, offices, workstations, tools, and equipment.
- I will disinfect and wipe down shared office and classroom equipment (e.g., printers or fax machines) prior to and following use.



## FOOD SERVICES

### **As a Christian Brothers University Employee,**

- I will adhere to social distancing and the queuing system in all dining facilities.
- I will not move chairs or tables in any dining facility, as they adhere to social distancing guidelines.
- I will limit the time I am sitting while eating in order to allow everyone the opportunity to dine during each service period. The dining hall will not be accessible during non-service periods to allow for proper cleaning and sanitation of the area.
- I will not enter a dining facility if I am experiencing any COVID-19 symptoms.



## EVENTS AND SOCIALIZING



### **As a Christian Brothers University Employee,**

- I will pursue virtual socializing as my first option for social contact.
- I will follow all guidance set forth in the CBU Event Guidelines regarding meetings and events.
- I will not participate in non-CBU, off-campus events or visit off-campus establishments that do not comply with the COVID guidelines set forth by local government and the health department.
- I will maintain a list of people and locations I visit each week.

## TRAVEL

Faculty and staff are strongly discouraged from leaving the Memphis area during this time period.

### **As a Christian Brothers University Employee,**

- I will make an effort to remain in the Memphis area for the fall semester. Leaving the local area increases the likelihood of exposure to infectious individuals and locations.
- If I must travel during the fall semester, I will notify the University and comply with any return policies or directives, which may include testing and quarantining.



## CBU COMMUNITY COMPACT

- If at any point I find I am unable to comply with the rules set forth in this compact, I will remove myself from campus and work remotely for the rest of the semester. I understand that if I do not do this voluntarily, I may be denied access to campus by the University.
- I acknowledge that these rules and guidelines may change as life on campus and public health guidance across the country evolves and as new testing and tracing methods emerge.
- I agree to abide by any new rules and guidelines as put forth by the University.
- I acknowledge that any alleged violations of this compact will be reviewed by the University, and that it will have authority to prevent an employee's access to campus.



### CAMPUS SECURITY AND ACCESS

#### ***As a Christian Brothers University Employee,***

- I will not visit any residential room, apartment, or suite on campus. I understand that the only persons permitted in an individual room, apartment, or suite are the residents assigned to those spaces and CBU staff performing relevant duties.
- I understand that many common lounges and community spaces will remain closed due to classroom and event needs.
- I will not provide access to the CBU campus or buildings to anyone.





[cbu.edu/coronavirus](https://cbu.edu/coronavirus)