



Christian Brothers University Sesquicentennial



THE CBU COMPACT 2021

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, having been vaccinated* in order to protect the health and safety of all members of our campus community and minimize 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.

Directions for signing The CBU Compact can be found on the signature card inserted in this document or at www.cbu.edu/compact.

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 continues to evolve, 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.

**Persons granted exemptions from the vaccine requirement for medical or religious reasons are subject to additional requirements, including but not limited to a requirement to wear a mask indoors and to participate in regularly scheduled testing.*

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.

COVID-19 VACCINE REQUIREMENT



COVID-19 vaccinations are required for all persons who live, learn, and work on the Christian Brothers University campus beginning this fall. This requirement applies to all of the following, unless an exemption or reasonable accommodation is approved:

- Students living on campus
- Students attending classes on campus
- Student athletes
- Faculty teaching classes on campus
- Staff working on campus

Our vaccine requirement is intended to keep our community healthy, but we all belong to many communities beyond campus. CBU encourages you to talk with your friends, family, and coworkers about the importance of getting the COVID 19 vaccine to mitigate the spread of the virus. If you need helpful suggestions for these conversations, please see cbu.edu/vaccine to stay up-to-date on how to get a vaccine and address common facts and misconceptions.

VACCINE EXEMPTIONS

Exemptions to the vaccine requirement have been approved due to a medical reason or because of a sincerely held religious doctrine. Persons receiving exemptions are subject to additional requirements:

- Mask-wearing is required at all times in indoor settings and is also required in outdoor settings when physical distancing is not possible.
- Weekly COVID testing is required with Christian Brothers University Health Services. A mandated weekly time and date will be established by Health Services. Failure to participate in a weekly testing session and/or abide by the other guidelines listed will result in disciplinary action which can include immediate removal from campus.



DELTA HEALTH ALLIANCE

Mississippi RIVER Project

CBU is partnering with Delta Health Alliance (DHA) to meet the needs and challenges of those who call the Mississippi Delta and surrounding area their home. DHA works to ensure that all residents have the best health and educational opportunities in a region historically distressed by a lack of these essential components.





FACE COVERINGS, PHYSICAL DISTANCING, AND BEHAVIORAL REQUIREMENTS



Faculty and staff will be required to follow all face covering and physical distancing 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 Library, and dining facilities when I am not eating or drinking.
- I will follow CBU's recommended guidelines for physical distancing whenever possible.



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 Office of Human Resources 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 the Office of Human Resources. 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 or seek an exception under CBU policies.

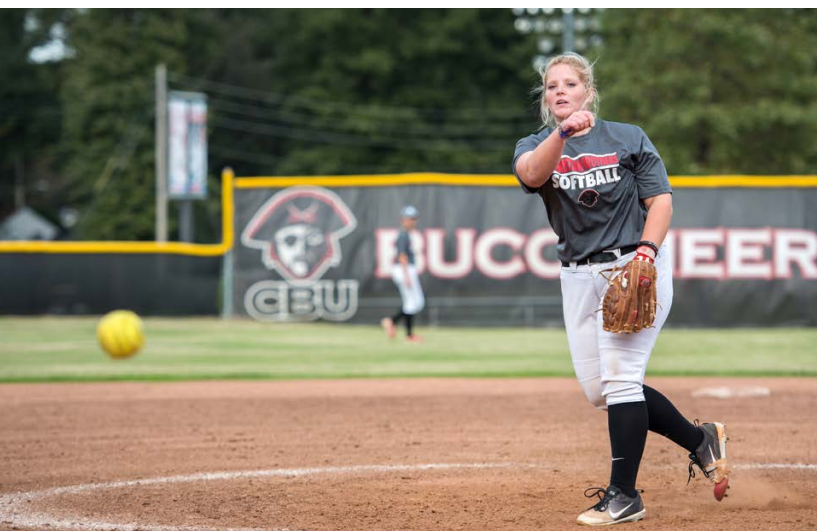
HYGIENE

Christian Brothers University will continue to implement and modify its 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.





EVENTS AND SOCIALIZING



As a Christian Brothers University Employee,

- I will follow all guidance set forth in the CBU Event Guidelines regarding Registered Student Organization meetings and events.

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 the dining facility if I am experiencing any COVID-19 symptoms.

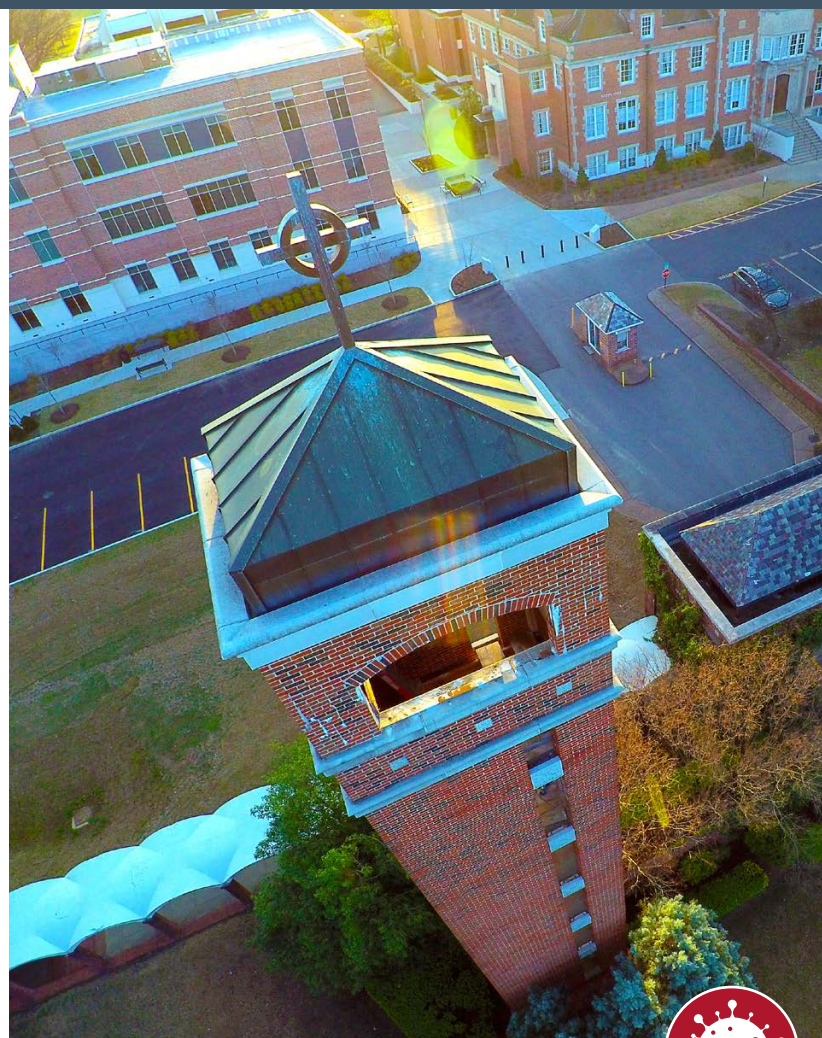


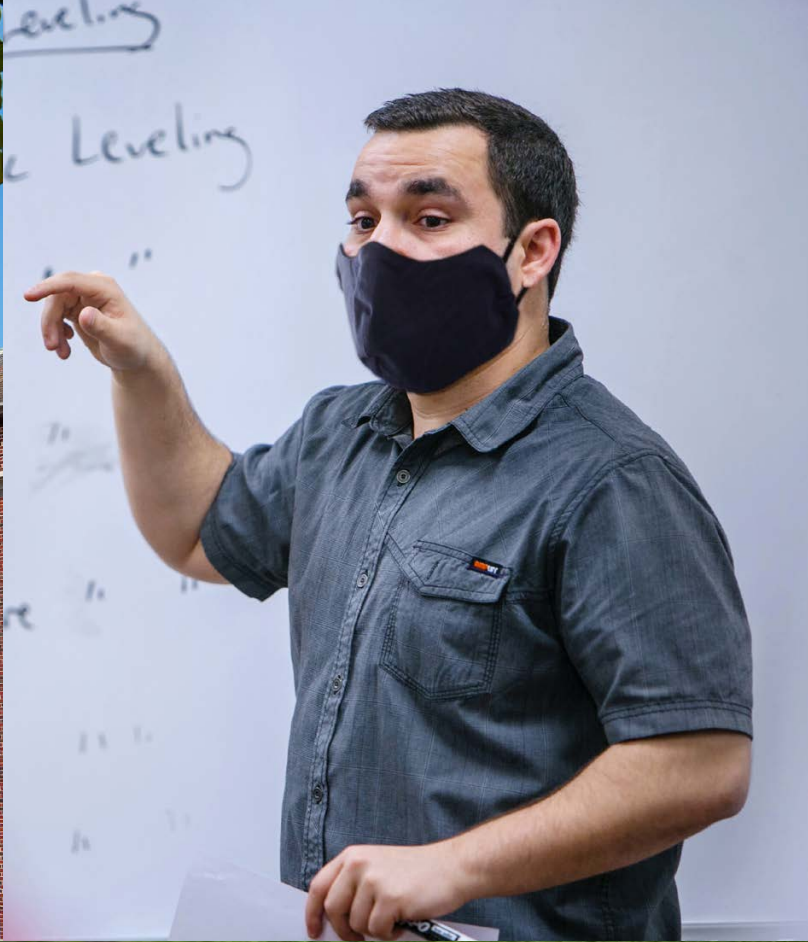
CBU COMMUNITY COMPACT

- 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. I understand that if I do not do this voluntarily, I may be subject to removal by the University. I also understand that if I am removed from campus, either voluntarily or involuntarily, and the campus remains otherwise open, the University will review my employment status and notify me accordingly.
- 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 a student's access to campus.

GUESTS, SECURITY, AND ACCESS

As a Christian Brothers University Employee, I will not visit any residential room, apartment, or suite on campus unless it is in performance of my job. I understand that only CBU students (on-campus and commuter) are allowed to visit University residences as guests of the resident.





cbu.edu/coronavirus