

SAFE RETURN TO CAMPUS  
DRAFT POLICY  
APRIL 19, 2021

Policy Applicability and Scope

This policy applies to all employees, students, student spouses, and visitors who intend on entering the campus.

Purpose of Policy

Just as we left the campus in March of 2020 in order to keep the community safe, we now contemplate a safe return to campus as the country opens up again. We call on the staff to exercise the same commitment and creativity with which we left to establish a new normal for our return. Our goal is to serve the students who will be returning to in-person classes and facilitate in-person contact with a variety of external constituents off campus. We recognize and thank those who have been coming to campus throughout the crisis because their presence was essential to serving the students in the dorm, maintaining the physical campus and discharging business functions.

Wesley Theological Seminary intends on re-opening its campus. We foresee this return to occur in phases, guided by CDC guidelines, DC law and practices within the DMV higher educational community. The first phase of this new policy commences August 15 and encompasses the fall semester.

Vaccination Requirements

As is currently the case, all who enter public spaces on the campus will be required to wear masks and abide by CDC physical distancing protocols (at least 6 feet from other people who are not from your household in both indoor and outdoor spaces). Additionally, effective August 15, unless there is an exception, all employees, students, and student spouses who will be living on campus, and/or attending or teaching in-person classes, and/or serving as on-campus staff, will be required to show proof of vaccination, or, a recent negative COVID-19 test (within 72 hours). Proof of vaccination includes a signed proof of vaccination, or a signed statement from an authorized healthcare provider. Visitors to the campus will also have to comply with these requirements.

Exceptions/Accommodation Requests

If an Employee, Student, or Student spouse has a disability-related reason, or a religious objection that prevents them from receiving the vaccination, they must request a reasonable accommodation from the Office of Student Life for students and visitors, and the Office of Human Resources for employees, to obtain an exception to the vaccination requirement. To request an accommodation for a disability-related reason, the individual(s) should provide a signed statement from a physician that the vaccination would be injurious to the individual's health and well-being (without disclosing a diagnosis). To request an accommodation due to a sincere religious objection, the individual must provide written materials describing the religious belief or practice. Wesley will work with the individual to determine whether it can provide the requested accommodation by relying on federal and local guidelines.

### Reservation of Rights

The Administrative Council reserves the right to continue to set regular business hours and holidays. And to identify those employees who are essential to in-person campus services and off-campus personal contact with constituents. The Council will work with supervisors in this first phase to establish staggered schedules when necessary and adjudicate any appeals.

Failure to comply with this policy could result in denial of access to the workplace and/or campus, including being precluded from using campus facilities.