

## **1.0 POLICY STATEMENT**

- 1.1 The University is committed to taking all steps necessary to protect the health, safety and well-being of all Members of the University Community while on University Property. The University is required to implement appropriate measures in response to a Pandemic in order to help prevent the further spread of a Communicable Disease and protect and support all Members of the University Community while on University Property.

## **2.0 PURPOSE**

- 2.1 The purpose of this Policy is to set out obligations and authorities to assist the University in responding to a Pandemic in order to limit the spread of a Communicable Disease and thereby help protect the health, safety and well-being of all Members of the University Community while on University Property.

## **3.0 APPLICABILITY**

- 3.1 This Policy applies to all Members of the University Community.

## **4.0 DEFINITIONS**

### **Communicable Disease**

An infectious illness in humans that is caused by an organism or micro-organism or its toxic products and is transmitted directly or indirectly from an infected person or animal or the environment.

### **Members of the University Community**

Those persons involved in conducting University affairs or operations, or using or visiting University Property, including all students, employees, agents, contractors, volunteers and members of the public.

### **Pandemic**

An outbreak of a Communicable Disease that occurs over a wide geographic area and affects an exceptionally high proportion of the population due to people having little or no natural immunity.

### **University Property**

All land or buildings owned and controlled by the University, including but not limited to classrooms and meeting rooms.

## **5.0 POLICY ELEMENTS**

### **5.1 Authorities and Responsibilities**

- 5.1.1 The University's Executive Council has the authority to implement policies, standards, protocols, procedures and other requirements relating to the health, safety and well-being of all Members of the University Community while on University Property, operations of University services and programming, and operations of University Property, at any time in response to a Pandemic, provided that they do not conflict with existing University policies.
- 5.1.2 At any time and as deemed appropriate, Executive Council may modify or revoke any policies, standards, protocols, procedures and/or requirements implemented in accordance with section 5.1.1 in order to respond to changing circumstances, including but not limited to the characteristics of a Pandemic, availability of new information and any other related factors.

- 5.1.3 In exercising the powers set out in section 5.1.1 and 5.1.2, Executive Council must consider recommendations made by public health authorities, applicable laws, and best practices.
- 5.1.4 Without limiting section 5.1.1, and following up to date medical and public health orders, the Human Resources department has the express authority to require employees who demonstrate symptoms of, or have been exposed to, a Communicable Disease to leave University Property and not return to work until clear of health concerns related to the Communicable Disease.
- 5.1.5 The University will follow or exceed requirements of local, provincial and federal health agencies and government authorities, which may include quarantine or isolation periods when a Member of the University Community is not allowed on University Property. The University may depart from or modify specific recommendations received from those authorities in order to ensure they apply appropriately to the university setting.
- 5.1.6 In accordance with the University's Travel Policy, the University may restrict domestic or international travel of employees and students based on applicable local, provincial and federal travel advisories.

## **5.2 Compliance**

- 5.2.1 The University will manage compliance and enforcement of this Policy in accordance with existing processes in place. Students are subject to the Student Non-Academic Misconduct Policy, employees are subject to collective agreements (if applicable), the Employee Code of Conduct and employment policies, contractors are subject to contracts and applicable University policy, and visitors are subject to applicable University policy and municipal and provincial legislation.

## **6.0 ASSOCIATED PROCEDURES**

- Mask or Face Covering Standard
- Vaccination and COVID-19 Rapid Test Standard

## **7.0 RELATED POLICIES, FORMS, AND OTHER DOCUMENTS**

- Health, Safety and Environment Policy
- Student Non-Academic Misconduct Policy
- Student Rights and Responsibilities Policy
- Employee Code of Conduct
- Human Rights and Accessibility Policy
- Employee Accommodation Procedure
- Students with Disabilities Procedure
- Travel Policy
- Campus Security Policy
- MacEwan University – Facilities: Infection Prevention Procedure
- MacEwan University – Facilities: Pandemic Cleaning and Disinfection Procedure
- MacEwan University – Facilities: Use of Disposable Face Masks Work Instruction
- MacEwan Staff Association Collective Agreement
- The Faculty Association of Grant MacEwan University Collective Agreement

## 8.0 ACCOUNTABILITY

### Policy Sponsor

President

### Responsible Office

Office of General Counsel

## 9.0 HISTORY

### Relevant Dates

Approved: **20.08.04**

Effective: **20.08.05**

Next Review: **25.08**

### Modification History

- 20.08.04:** New policy effective August 5, 2020 approved by the President as per section 5.4 of the Establishing University Policy Documents policy.
- 20.10.08:** New policy previously approved by the President on 2020.08.04 approved by Board motion #02-10-08-2020/21.
- 21.07.01:** Minor revision to remove reference to a revoked associated standard effective July 1, 2021. Approved by the Vice-President and General Counsel on behalf of the Policy Sponsor.
- 21.09.28:** Minor revision to add reference to two associated standards. Approved by the Acting Vice-President, Safety, Risk and Internal Audit on behalf of the Policy Sponsor.