

COVID-19 Community Standards Policy for Students: Updated August 2021

I. POLICY STATEMENT

A. Policy Overview

Kean University is an institution of higher education that strives to create and maintain an environment that is healthy and safe for all community members. The COVID-19 pandemic has caused the University to institute protocols for the health and safety of the entire campus community. As such, these protocols and expectations must be adhered to by all Kean students and apply on all Kean University campuses. Effective September 1, 2021, all students who attend classes on campus must receive a COVID-19 vaccination, subject to approved medical and religious exemptions. The University has made a commitment to educate its community about COVID-19 and the importance of getting vaccinated, as well as to implement general safeguarding practices to help prevent the spread on campus. The protocols instituted by the University take into consideration federal, state and local public health guidance, the needs of vulnerable populations, and the mission of the University and are necessary to protect the entire Kean community as we resume face-to-face classes and on-campus activities.

B. Kean University COVID-19 Statement

Kean University's protocols encompass testing, contact tracing, isolation and quarantine, daily health checks, social distancing and face coverings. The implementation of these protocols may change over time depending on the rate of transmission of COVID-19 on campus and in the surrounding community and the recommendations of local and state health officials. Students are expected to prioritize their health and the health and safety of the Kean community, commit to responsible actions on and off campus, and uphold the community values of integrity, fairness, community, respect and responsibility.

C. COVID-19 Protocols

- Students must self-monitor for symptoms of COVID-19 daily.
- Commuter students must stay home and contact Student Health Services or another health care professional if they feel ill or have been exposed to someone who is exhibiting symptoms of or has tested positive for COVID-19.
- Residential students must stay in their assigned residence hall and must contact their Resident Assistant or the Residence Hall Director if they feel ill or have been exposed to someone who is exhibiting symptoms of or has tested positive for COVID-19.
- Students must report positive test results, isolation or quarantine orders to Student Health Services and follow all directions given.
- Unvaccinated students shall test once per week and must report to Downs Hall for testing on the days/times assigned to them. If an unvaccinated student misses a weekly test, it will be considered a Level II offense under this policy. (Sanctions for violations are listed below.)
- Vaccinated students who have been deemed a close contact or who are exhibiting symptoms of COVID-19 may be required to submit to testing, as directed by Student Health Services or other public health officials.

- Students must follow all recommendations for quarantine and/or isolation, as directed by Student Health Services or other public health officials.
- Students must cooperate in the University's contact tracing efforts.
- All students, regardless of vaccination status, must wear masks or other face coverings that cover the nose and mouth in all buildings on campus (except when in an assigned residence suite or when eating or exercising.) Unvaccinated students will also have to wear masks when outside when a minimum distance of six (6) feet cannot be safely maintained.
- Unvaccinated students must maintain appropriate social distancing in social situations whether on or off campus.
- Students must observe all instructional signs posted by the University.
- Resident students may not have overnight guests and must follow University guidelines for visitors on campus, which currently requires all unvaccinated visitors to wear masks and maintain social distancing at all times when on campus.

The above protocols may be amended by the Vice President of Student Affairs, as needed, to comply with local and state public health guidelines and recommendations as the COVID-19 pandemic evolves. Notice to the campus community will be given by email communication.

II. VIOLATIONS OF COVID-19 COMMUNITY STANDARDS POLICY

A. Violations of the COVID-19 Health Standards Policy

Failure to abide by any of the above protocols will violate the COVID-19 Community Standards Policy. Violation of any Kean University policy, rule, or regulation published in hard copy or available electronically on the Kean University website is a violation of the Student Code of Conduct (see section E.9.). The Office of Community Standards and Student Conduct will be responsible for reviewing and investigating each case for appropriate conduct action. Any student found responsible for violating this Policy will be responsible for violating the Student Code of Conduct and subject to remedies/sanctions commensurate with the offense.

Violations of the COVID-19 Community Standards Policy pose a threat to the health and safety of the entire Kean community. Therefore, the conduct administrator of the Office of Community Standards and Student Conduct or her designee may impose any remedies/sanctions, including those that result in suspension or expulsion, after the Student Conduct Conference without holding a Student Conduct Hearing. The conduct administrator or her designee may also consider an Interim Suspension pending an investigation and/or subsequent hearing process.

B. Bullying, harassment and intimidation

Violations of this nature are taken very seriously and can lead to separation from the University if found responsible under the Student Code of Conduct. As a reminder, discriminatory harassment, including speech, actions, or conduct that have the effect of depriving a member of the community of educational or employment access, enjoyment, benefits, or opportunities is not tolerated by the University. Bullying, harassment and intimidation because of someone's actual or perceived vaccination status will not be tolerated and will constitute a violation of this Policy.

C. Remedies/Sanctions for Violations

The first and preferred approach to assure compliance with these protocols will be through public health education and communication. However, egregious or repeated offenses may result in suspension or expulsion from the University. The University reserves the right to evict from the residence halls a residential student who violates this Policy or any of its protocols at any time.

Level I – Evidence that a student violated any COVID-19 community standards protocols:

1st offense: No disciplinary record will be generated. The student will be issued a verbal warning and asked to complete an online educational module intended to foster an appreciation of campus safety and the well-being of others.

2nd offense: A disciplinary record will be generated. If the student is found responsible, the following remedies/sanctions may apply, but are not limited to:

- Written warning
- Educational Assignment
- Probation
- Revocation of campus housing (no refund)

3rd offense: If found responsible, suspension (including revocation of the privilege to attend classes and/or University-sponsored events) and/or expulsion.

Level II – Evidence that a student put the Kean community at significant risk by egregious violations of COVID-19 community standards protocols:

1st offense: A disciplinary record will be generated. If the student is found responsible, the following remedies/sanctions may apply, but are not limited to:

- Written warning
- Educational Assignment
- Probation
- Revocation of campus housing (no refund)

2nd offense: If found responsible, suspension (including revocation of the privilege to attend classes and/or University-sponsored events) and/or expulsion.