



## W&J's Pledge to Promote Safety – FALL 2020

At Washington & Jefferson College, we believe that we are better when we are together, even when being together comes with risks. The COVID-19 global pandemic and the risks posed to our community require that each of us observe heightened health and safety precautions during the coming academic year.

Our goal is to have every community member understand how interconnected we all are, especially when it comes to being a member of our campus community during COVID-19. We all have a role to play in providing for the health and safety of our community; each of us must conscientiously do our part.

W&J community members are required to acknowledge their agreement with the Pledge to Promote Safety as a condition of their return to campus this academic year. This pledge is intended to align the College's health and safety expectations with the well-being of each member of our community. Additionally, it is designed to ensure each W&J community member greater assurance as to what they can expect from each other in terms of a commitment to these standards - all students, faculty, and staff.

### The Pledge:

I agree to following:

### Monitor and Care

- Daily Health Screening, Testing, and Contact Tracing Protocols — I will monitor my temperature and participate in the College's daily [self-screening check list](#) to determine whether it is appropriate for me to be moving about campus or whether to come to work. If I have a change in my health status, I will follow the reporting protocol requirements and provide accurate and complete information.
- Training — I will complete and comply with all required COVID-19-related online training modules, which will be sent via Safe Colleges prior to arrival on campus. Each community member will receive a link to the training modules and completion compliance will be required.
- Stay Home — I will stay home or in my residence hall room if I am sick with COVID-19 symptoms or know that I have been exposed to someone who has tested positive for COVID-19 for at least 15 minutes and within 6 feet. I will follow the College's protocols for [isolation or quarantine](#).
- Practicing Daily Self-Care — To the best of my ability, I will support my overall wellness.

### Engage in Prevention

- Mask Up — I will adhere to the guidelines for wearing a mask in all public areas on campus, including classrooms. Masks are not required in residence hall rooms and private offices, with only the occupants of those areas in those spaces, or while eating in designated dining areas. Masks are required when entering all dining venues.
- Hand Hygiene and Respiratory Etiquette — I will practice proper hand washing and respiratory etiquette (e.g., cover my cough/sneeze into the bend of my elbow).
- Social Gatherings — Recognizing that some people without symptoms may be able to spread the virus, I will avoid crowded places and avoid mass gatherings on and off campus. I will practice physical distancing, maintaining 6 feet of separation, when meeting in smaller groups and will wear my mask.
- Cleaning — I will maintain a clean personal environment (residence hall room, office, etc.) and will clean public use spaces as outlined in the [W&J Commitment to Cleanliness document](#).



- Leaving Campus — I will mirror the requirements of on-campus living/working (masks, physical distancing, personal hygiene, etc.) when going off campus and will follow the College's policies for approved off-campus activities. I will observe county and state regulations regarding safe physical distancing.
- Travel — I will comply with the [College's Travel Policy](#) and will limit any non-essential travel to reduce my risk of exposure, as well as risk to others .
- Guests to Campus — Guests are not permitted in the residence halls. In situations in which guests are permitted to visit campus, I will ensure that any person I bring to campus will be aware of and comply with the standards for not being on campus if sick, physical distancing, personal hygiene, and social gatherings.
- Stay abreast of guidance and updates –I will familiarize myself with the Return to Campus Guidance [link to website] and email updates regarding safety, wellness and campus process. This includes the Addendum to the Student Code of Conduct, which will be sent to students/posted to the website, prior to the start of classes.

## Respect Space

- Physical Distancing — Recognizing that strict adherence will not always be possible, practical, or necessary, I will take daily precautions to keep space between myself and others (6 feet of physical distancing, which is about two arm lengths) to the extent possible.
- Observing Space Restrictions — The College has established guidelines for the use of campus buildings and spaces on campus. I will adhere to the posted occupancy and safety guidelines for the use of spaces on campus.

## Show Support for Others

- Avoid Bias-Based Discrimination — The current COVID-19 outbreak has provoked [cognitive bias](#) and discriminatory behaviors against people of certain ethnic backgrounds as well as anyone perceived to have been in contact with the virus. We know that the virus does not target based on race, ethnicity, national origin, gender, sexual orientation, age, or physical ability. During this time of great uncertainty based on the COVID-19 pandemic, I will treat my peers, faculty, and staff with the respect every human being deserves and not promote, participate in, or allow my own bias to impede the access and opportunity of others in my community.
- Provide Support — Recognizing that this is an exceptional time for all of us, I will do what I can to support others in my community by listening and assisting when I am able. I will be patient, caring and understanding, knowing that this is a dynamic and stressful situation.

W&J complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act (ADAAA), and all applicable state and local fair employment practices laws, and is committed to providing equal employment opportunities to qualified individuals with disabilities. Consistent with this commitment, W&J will provide a reasonable accommodation to disabled employees if the reasonable accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. In the case of employees, requests for a reasonable accommodation due to a disability should be directed to Office of Human Resources.

**The pledge will be available for acknowledgement in a few weeks. All student, faculty, and staff members are expected to agree to the above terms and sign the pledge electronically prior to or upon return to campus.**