

2021-2022 Emory Community Compact for Faculty and Staff

Emory University is committed to sustaining a safe and healthy environment and will implement policies, procedures, and protocols to mitigate and minimize risk of COVID-19 (SARS-CoV-2) to our students, faculty, staff, and other members interacting across the community.

The University intends to support the full return of students, staff, and faculty to our campus for the 2021-2022 academic year. To support this effort, Emory is focused on protecting the health and safety of our campus community and the continuity of university operations through modified policies and procedures in response to COVID-19.

Each member of the Emory University community has an important role to play in upholding community standards, and every student, faculty, and staff member is responsible for keeping the campus, its members, and the surrounding community safe. To minimize transmission of COVID-19 and protect those most vulnerable, the following Emory Community Compact outlines behavioral expectations for faculty and staff during the 2021-2022 academic year. This compact applies to all faculty and staff at Emory University.

COMMUNITY COMPACT

As a member of the Emory community, you understand that you must do your part to engage in practices that support a healthy, safe, and vibrant community. ***By being employed at Emory University during the 2021-2022 academic year, you are agreeing to adhere to the behavioral expectations outlined below.***

Behavioral Expectations

- Comply with applicable Emory University COVID-19 employee policies pertaining to vaccination and/or testing requirements
- Upload COVID-19 vaccination records and all other required vaccination information to the HOME system.
- Comply and participate in applicable contact tracing procedures, health monitoring guidelines, and other mitigation procedures to maintain the safety and health of the community
- Follow and adhere to all current and applicable COVID-19 protocols, to include:
 - Rules related to face coverings or masking on campus, as those rules may change throughout the semester. If you cannot wear a face covering or mask due to a documented disability, you will contact the [Department of Accessibility Services](#) to request an accommodation.
 - Physical distancing requirements
 - Gathering, visitor, and travel policies
 - Maintaining confidentiality of private health information
 - Regularly self-monitoring for symptoms of COVID-19
 - Contacting Occupational Injury Management (OIM) if you are sick, if you are experiencing symptoms of COVID-19, or have questions about your health.
 - Staying home and away from others when sick
 - Washing hands regularly
- Comply with Emory directives regarding quarantine and isolation

- Check your Emory email regularly and respond promptly to any and all health and safety-related communications. Email is Emory's primary method of communication with Emory faculty and staff.
- Enable your cell phone to receive emergency messages from Emory, as the university also communicates through the emergency notification system.

General Information

- Violations of this compact will be handled by management processes currently in place, along with the support of Human Resources to enable community members to better follow compact expectations. Appropriate sanctions will be administered for violations of compact expectations.
- Serious, pervasive, and/or repeated violations of the compact will be grounds for disciplinary review and sanctions being administered in accordance to the progressive disciplinary process for university employees.

The future course of COVID-19 (SARS-CoV-2) is unpredictable, many factors will contribute to the severity of the pandemic in 2021-2022 and beyond, and the risks associated with your participating in on-campus activity at Emory are not fully foreseeable. You therefore understand that, even with the mitigation steps taken by Emory and compliance with the expectations set forth above, or with different or additional expectations, policies, rules, and restrictions that Emory may establish from time to time, you may be exposed to SARS-CoV-2 and contract COVID-19. You agree to comply with and follow the requirements from Emory University outlined above, as well as any and all lawful conditions, policies, rules, and restrictions from state and local authorities.