



SAN DIEGO  
CHRISTIAN  
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# San Diego Christian College Return to Campus Action Plan

## Table of Contents

|  |           |
|--|-----------|
| <b>Introduction</b>  | <b>3</b>  |
| On-Campus Health and Safety Protocols  | 5         |
| Employee & Student Self-Screening  | 5         |
| Self-Screen for Symptoms   | 5         |
| Required Use of Face Coverings   | 7         |
| Campus Screening   | 8         |
| Practice Healthy Hygiene   | 8         |
| Cleaning and Disinfecting Protocols Intensified  | 9         |
| Distancing Protocols   | 10        |
| San Diego Christian College Athletics Return to Play<br>and COVID-19 Control Protocol and Guidelines | 13        |
| Confirmed or Suspected Illness/Known Exposure Protocols for Employees                                | 31        |
| Symptomatic or Known Exposure—When Can Employee Return to Campus?                                    | 31        |
| Reporting Transparency Protocol  | 32        |
| Accommodations for Vulnerable Employees  | 32        |
| Caring for Relatives   | 32        |
| Caring for Yourself  | 33        |
| School/Day Care Closures   | 33        |
| Targeted Restrictions  | 33        |
| <b>Conclusion</b>  | <b>34</b> |

### Introduction

San Diego Christian College (SDCC) is committed to providing a safe and healthy campus environment for all. As a result, we have developed the following Return-to-Campus Action Plan (“Plan”) in response to the COVID-19 pandemic. All employees, students, and visitors are responsible for understanding and complying with all aspects of this Plan. This Plan details how the College intends to address community wellness in the midst of this pandemic. This Plan, based on guidance from the [California Department of Public Health](#) (CDPH), the Centers for Disease Control and Prevention (CDC), state and local guidelines, and California Occupational Safety and Health Administration (CAL/OSHA) highlights the responsibilities of students, supervisors and employees and outlines the steps the College is taking to address COVID-19 concerns while the community returns to campus.

While the organization implements various safety protocols, it is up to all employees and students to execute these protocols daily. By publicly posting this Plan, the College strives to clearly communicate the steps necessary to protect safety and establish a level of comfort for all of our students and employees as we return to the campus. The protocols established by this Plan are intended to be in place for the duration of the Pandemic and as long as necessary. It is the intention of the College to adjust the safety protocols outlined below as guidance is received from governing health authorities, and as reasonable and responsible to promote the well-being of our Campus.

Community as a body of Christ is the driving force behind this Plan. We recognize that we were created by our Lord to be in community with one another (Matthew 18:20; Hebrews 10:24-25). We also recognize Jesus’ commandment to love one’s neighbor as oneself (Matthew 22:39). We know our community at SDCC is unique; we are united by our love for transformational education, our love for one another, and our love for Jesus Christ. By adhering to this Plan, as Christ-followers, we show love to one another and, together, can mitigate the potential for transmission of COVID-19 at SDCC in order to create a safe and welcoming community for our students.

Our team continues to work diligently to provide a safe environment for our community. This plan was developed by our COVID-19 Response Team, composed of representatives from Academics, Admissions, Athletics, Human Resources, Leadership, IT, Operations, Student Life, and Financial Services, who play key roles in the development, monitoring, and enforcement of this plan.

### On-Campus Health and Safety Protocols

These guidelines and protocols are based on the best available public health data at this time, international best practices currently employed, and the practical realities of managing operations; as new data and practices emerge, the guidance will be updated.

Implementation of this guidance as part of a phased reopening will depend on local conditions including epidemiologic trends (such as new COVID-19 case and hospitalization rates consistently stable or decreasing over at least 14 days), and community testing resources, and public health capacity to respond to case and outbreak investigations, and updated guidance from the County of San Diego and State of California.

All decisions about following this guidance have been made in collaboration with local public health officials, and other authorities. Implementation of this guidance has been tailored for each setting, including adequate consideration of programs operating and the needs of students and workers.

These protocols are not intended to revoke or repeal any worker rights, either statutory, regulatory or collectively bargained, and is not exhaustive, as it does not include local public health orders, nor is it a substitute for any existing safety and health-related regulatory requirements such as those of Cal/OSHA.

San Diego Christian College has implemented various workplace and campus protocols designed to preserve the health and safety of our employees and students as they return to campus. The success of our return to campus action plan relies on how well our employees and students follow social distancing and health and safety protocols. As such, the following protocols have been implemented to promote your health and safety.

### Employee & Student Self-Screening

Prior to arriving on campus each day, Employees and Students are expected to self-screen their health for signs of any COVID-19-like symptoms using either the [CampusClear app](#) or a paper questionnaire available at the entrance of each building. Employees and students are required to answer questions on a daily basis related to:

#### 1. Self-Screen for Symptoms

People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus. According to the [CDC](#), people with these symptoms may have COVID-19:

- Fever or chills

- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

### 2. Self-Screen for Possible Exposure:

Are you aware of having been in close contact with someone who has been diagnosed with COVID-19 (clinically or test-confirmed) within the last 14 days? For COVID-19, a [close contact](#) is defined as any individual who was within 6 feet of an infected person for at least 15 minutes starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to positive specimen collection) until the time the patient is isolated.

**If an employee or student responds positively to either of these areas, that employee or student is not permitted to not come to campus until it is verified whether or not they are contagious with COVID-19. Employees and students should report to campus nurse and use the following link to check CDC guidance on the appropriate measures to take. [CDC Symptom Guidelines](#)**

Employees and Students who are feeling sick will be asked to stay home, seek medical attention, follow the guidance of a healthcare provider, and follow [CDC guidelines](#) for what to do if you are sick.

Employees with symptoms can work remotely, if possible, or may use any available time off. Contact Human Resources to discuss options, if needed.

## Required Use of Face Coverings

On June 18, the California Department of Public Health (CDPH) issued [Guidance on the Use of Face Coverings](#), which broadly requires the use of face coverings for both members of the public and workers in all public and workplace settings where there is a high risk of exposure. People in California must wear face coverings when they are in the high-risk situations listed below:

- Inside of, or in line to enter, any indoor public space

- Obtaining services from the healthcare sector in settings including, but not limited to, a hospital, pharmacy, medical clinic, laboratory, physician or dental office, veterinary clinic, or blood bank
- Waiting for or riding on public transportation or paratransit or while in a taxi, private car service, or ride-sharing vehicle
- Engaged in work, whether at the workplace or performing work off-site, when:
  - Interacting in-person with any member of the public
  - Working in any space visited by members of the public, regardless of whether anyone from the public is present at the time
  - Working in any space where food is prepared or packaged for sale or distribution to others
  - Working in or walking through common areas, such as hallways, stairways, elevators, and parking facilities
  - In any room or enclosed area where other people (except for members of the person's own household or residence) are present when unable to physically distance;
  - Driving or operating any public transportation or paratransit vehicle, taxi, or private car service or ride-sharing vehicle when passengers are present. When no passengers are present, face coverings are strongly recommended.
- While outdoors in public spaces when maintaining a physical distance of six feet from other persons is not feasible.

The CDPH Guidance Document also identifies individuals exempt from wearing a face covering, including but not limited to persons with a medical condition, mental health condition, or disability that prevents wearing a face covering, and persons who are hearing impaired, or communicating with a person who is hearing impaired, where the ability to see the mouth is essential for communication. Complete details, including all requirements and exemptions to these rules, can be found in the [guidance](#).

In accordance with these guidelines, the College requires every student, staff, faculty member, and visitor to wear face coverings at all times in the classrooms, labs, and library. Employees and Students are required to carry face coverings on them at all times. Face coverings are required to be worn in all common areas and classrooms in addition to distancing protocols of 6 feet or more. This includes, but is not limited to, entering and exiting the buildings or rooms, traversing through hallways and when using common spaces such as copy rooms, mail centers, restrooms, kitchens, etc. Employees and Students are expected to supply their own face coverings that comply with CDC guidelines. Employees and Students who do not have a face covering while on campus will be asked to leave campus. Wash reusable face masks and change out reusable masks frequently.

### Campus Screening

- Employees and students are administered individual campus ID Cards that must be displayed visibly on them at all times while on campus. Any employees or students who do not have their ID will not be allowed on campus. A color-coding system identifies individuals who have been screened and cleared each day.
- Temperature Screening stations are positioned at the main entrance of each building. Employees, students, and registered guests must have a temperature below 100° F in order to be admitted on campus. Administrative personnel will be responsible for temperature checks as well as distributing color-coded notifiers to show a passing screening are placed on campus IDs.

### Practice Healthy Hygiene

Employees and staff should be diligent in frequently washing their hands, avoiding contact with one's eyes, nose, and mouth, and covering coughs and sneezes when on and off campus.

- The CDC recommends [washing hands](#) for 20 seconds with soap, rubbing thoroughly after application.
- As stated by the CDC, [sneezes should be covered](#) with a tissue or use the inside of the elbow. Used tissues should be thrown in the trash and hands washed immediately with soap and water for at least 20 seconds.
- FDA-approved hand sanitizer has been placed throughout campus for community use. Use hand sanitizer when hand washing is not practicable. Sanitizer must be rubbed into hands until completely dry.
- The College campus is equipped with essential cleaning supplies to support healthy hygiene, including sanitation stations, soap, hand sanitizer containing at least 60 percent alcohol, paper towels, tissues, disinfectant wipes, and no-touch/foot pedal trash cans.

SDCC strongly recommends that all students and staff follow CDC guidelines and be immunized each autumn against influenza unless contraindicated by personal medical conditions, to help:

- Protect the campus community
- Reduce demands on health care facilities
- Decrease illnesses that cannot be readily distinguished from COVID-19 and would therefore trigger extensive measures from the IHE and public health authorities.

Signs have been posted in highly visible locations throughout campus in building entrances, restrooms, and dining areas which promote everyday protective measures and describe how to stop the spread of germs.

The College has included messages about behaviors that prevent the spread of COVID-19 to staff, employees and visitors on our website and social media accounts.

## Cleaning and Disinfecting Protocols Intensified

### ***Cleaning and Disinfection:***

- Frequently touched surfaces (e.g., door handles, light switches, sink handles, hand railings, bathroom stalls, dining hall tables, elevator controls) are being cleaned multiple times a day by a professional cleaning service. Offices and classrooms are being cleaned and sanitized four times a week by a professional cleaning service.
- Use of shared objects (e.g., lab equipment, computer equipment, desks) should be limited when possible, or disinfected between use.
- College shuttle drivers are practicing all safety actions and protocols as indicated for other staff (e.g., hand hygiene, cloth face coverings). Shuttles are being cleaned and disinfected according to CDC guidance for [bus transit operators](#). Drivers are provided disinfectant wipes and disposable gloves to disinfect frequently touched surfaces during the day.
- The College is ensuring proper ventilation during cleaning and disinfecting and is introducing fresh outdoor air as much as possible by opening windows and doors when possible.
- Full campus cleanings are scheduled when students and employees are least-likely to be present. Time is allocated to fully air out cleaned spaces before people return.
- The College has chosen disinfectant products approved for use against the virus that causes COVID-19 from the [EPA-approved List “N”](#) in order to reduce the risk of asthma and other health effects related to disinfecting. The College is using disinfectants in accordance with instructions from the California Department of Pesticide Regulation.
- Students and employees are encouraged to keep their personal items (e.g., cell phones, other electronics) and personal work and living spaces clean. Students and employees should use disinfectant wipes to wipe down shared desks, lab equipment, and other shared objects and surfaces before use.

### ***Ventilation:***

- SDCC complies with Title 24 regarding airflow, which requires constant airflow circulation. Additionally, filters are changed in accordance with manufacturer recommendations, at a minimum.

## Distancing Protocols

### ***Modified Layouts***

- The College has rearranged seating/desks to be at least six feet apart in offices and in classrooms to ensure [physical distancing](#)
- While on the State County Data Monitoring List for three consecutive days, indoor lectures will be conducted virtually over synchronous distance learning.
- Labs have been reconfigured to allow physical distancing
- The College is planning for the use of non-classroom space for instruction, including regular use of outdoor space, weather permitting.
- Distance has been maximized between students in campus shuttles to the extent possible. Face coverings must be worn by all riders. Fresh outdoor will be introduced to shuttles by open windows when possible and/or via the vehicle's ventilation system.
- Activities have been reconfigured for smaller groups, and have been moved outdoors.

### ***Physical Barriers and Guides***

- The College has installed physical barriers including sneeze guards and partitions in the Murf Cafe and at all reception desks
- The College has provided physical guides and cues in high traffic areas to ensure individuals remain at least six feet apart in lines and at other times.
- The College is designating routes for entry and exit, and is using as many entrances as feasible.

### ***Communal Spaces***

- While allowed, in-person meetings are discouraged and, where possible, meetings should be conducted first via video conference technology or second outdoors.
- Prospective students and their guests may be allowed on campus for appointments to tour or meet for recruitment purposes, provided they have scheduled an appointment with Admissions, Financial Services or Athletic Recruitment, and have completed our online reservation requirements which assure they are free of any COVID-19 symptoms, have not interacted with anyone who has had COVID-19 symptoms listed above in the

last 15 days and have not returned from international travel within the last 15 days. Visitors will be informed of and must follow the following guidelines: temperature checks will be taken upon check-in, face masks will be required while on campus, and visitors should maintain social distancing of a minimum of six feet from others at all times while on campus, excluding those within their party. Tours will be limited to no more than four (4) people. While we strongly encourage children do not attend the campus appointment, children under the age of two (2), or those children who have trouble breathing while wearing a mask or other face covering, are not required to use face coverings.

- The College is limiting the use of nonessential shared spaces, such as game rooms and lounges; and has staggered and restricted the number of people allowed in at one time to ensure everyone can stay at least six feet apart. SDCC also cleans and disinfects these spaces between use.
- Study spaces have been set up for individual study where students are seated at least six feet apart. Occupancy is reduced to 25% of room capacity.

### ***Gyms and Fitness Facilities***

- The College's on-campus fitness lab is opening under the [COVID-19 Fitness Lab Industry Guidelines](#).

### ***The Murf Cafe (On-campus Cafeteria and Coffee House)***

The Murf Cafe will provide outdoor dining and grab-and-go options for meals.

- Food will be served buffet-style by cafeteria personnel only who will wear gloves, face coverings, and follow all campus health and safety protocols. Cafeteria personnel will wash their hands before putting on and after removing their gloves, and after directly handling used food service items. Sneeze guards are in place over every food station.
- Standard utensils and dishes will be used and are handled with gloves and washed in a dishwasher.
- Food offered at any event will be pre-packaged boxes or bags designated for each attendee. Students, employees, and guests should avoid sharing food and utensils and consider the safety of individuals.

### ***Off-Campus Housing***

Due to resident housing being located off-campus, students may begin to move in to resident housing provided they follow the Temperature Check Protocols, On-Campus Health and Safety Protocols, and guidelines. The College is following CDC guidelines for [shared congregate housing](#).

In addition, Residents are expected to follow the following guidelines:

### Visitors

- Residents are not permitted to have outside guests excluding immediate family during move-in.
- Gatherings are prohibited within individual apartments.

### Laundry Room

- Laundry facilities will have a maximum occupancy of 4 people at all times
- Residents are encouraged to use the sanitation station provided.
- Residents are responsible to wipe down equipment after each use.

### Common Areas

- Resident Assistants are responsible for cleaning common area equipment. RAs are responsible for providing cleaning supplies that are used at the discretion of the resident.

### Face Mask Guidelines

- Face Masks are required when having internal and external visitors within apartments.
- Face Masks are also required when walking through, gathering in, and using the outdoor common areas.

### Quarantine Guidelines

- Specific apartments have been designated for COVID-19 quarantine in the case that a student should test positive.
- Students in quarantine may still attend classes virtually and will have cafeteria meals delivered.
- Details regarding CDC definitions for isolation and quarantine can be found [here](#)

### ***Additionally, students and employees are asked to:***

- Stay 6 feet away from non-household members when on campus.
- Avoid tasks that require face-to-face work with others whenever possible.
- Avoid physical contact (e.g., handshakes, fist-bumps, etc.).
- Avoid touching common surfaces, when possible. Avoid touching your face after coming in contact with common surfaces and wash hands as soon as possible. Use disinfectant supplies when contact is unavoidable.
- Avoid gathering when entering and exiting areas. Be courteous and step aside when necessary to allow for distanced use of entrances/exits/stairwells.
- Avoid using common areas when social distancing can not be maintained.

## Specific Interim Guidance for Collegiate Athletics

### ***Athletic Facility-Specific Plan***

- In accordance with [CDPH guidelines](#), the College Athletics Department has established a written, facility-specific COVID-19 prevention plan at every facility. Specific plan details can be found at [sdcchawks.com](http://sdcchawks.com).
- SDCC Athletics has designated a person responsible for responding to COVID-19 concerns for athletics overall, and for each team or sport. All coaches, staff, and student-athletes know who their COVID-19 contact person is and how to contact them.
- College Athletics has incorporated the CDPH Guidance for the Use of Face Coverings into the Athletic Facility-Specific Plan that includes a policy for handling exemptions.
- College Athletics has identified contact information for the local health department where the facility is located for communicating information about COVID-19 outbreaks among workers or student-athletes.
- College Athletics is training and communicating with workers, worker representatives, and student-athletes on the plan and making the plan available to workers and their representatives.
- The College is regularly evaluating facilities for compliance with the plan and document will correct deficiencies identified.
- College Athletics will investigate any COVID-19 illness and determine if any work-related or athletic-related factors could have contributed to risk of infection. Update the plan as needed to prevent further cases.

### ***Additional Topics for Student-Athlete and Worker Training***

Student-athletes, staff, and coaches have been provided an education session on COVID-19 upon or before return to campus, including additional topics such as:

- Risks COVID-19 poses for athletes
- Proper use of face coverings, including:
  - Face coverings are not personal protective equipment (PPE).
  - Face coverings can help prevent exposure of people near the wearer and the wearer, but do not replace the need for physical distancing and frequent handwashing.
  - Face coverings must cover the nose and mouth.
  - Workers should wash or sanitize hands before and after using or adjusting face coverings.
  - Avoid touching eyes, nose, and mouth.

- Face coverings must not be shared and should be washed or discarded after each shift.
- Information contained in the [CDPH Guidance for the Use of Face Coverings](#), which mandates the circumstances in which face coverings must be worn and the exemptions, as well as any policies, work rules, and practices the employer has adopted to ensure the use of face coverings. Training also includes the College's policies on how people who are exempted from wearing a face covering will be handled.
- Information on employer or government-sponsored leave benefits workers may be entitled to receive that would make it financially easier to stay at home. See additional information on government programs supporting sick leave and worker's compensation for COVID-19, including worker's sick leave rights under the Families First Coronavirus Response Act and worker's rights to workers' compensation benefits and presumption of the work-relatedness of COVID-19 pursuant to the Governor's Executive Order N-62-20 while that Order is in effect.
- Importance of physical distancing
- Protocols for reporting any symptoms
- Noting any facility specific changes

### ***Individual Control Measures and Screening for Athletics***

- Establish effective procedures for regular periodic testing of athletes and workers that work with athletes for COVID-19 in accordance with the National Association of Intercollegiate Athletics (NAIA) guidance, any published CDC guidance and in discussion with the local health department.
- The College is limiting building or facility entry points when possible.
- The College is providing symptom and health screenings for all workers and student-athletes entering the facility or event, ensuring the temperature/symptom screener avoids close contact with workers or student-athletes to the extent possible.
- The College is requiring self-screening at home for employees and students in addition to on-campus screening. Self-screening will be performed prior to the worker and/or student leaving home for their shift and will follow CDC guidelines. Anyone with symptoms to remain home and consult with a healthcare provider.
- Workers will wear gloves when handling items contaminated by body fluids.
- Coaches or referees moving items used by athletes (e.g., balls) or handling trash bags will use disposable gloves (and wash hands before putting them on and after removing them) or wash hands before and after handling shared items.

- College Athletics is limiting any nonessential visitors, staff, and volunteers as much as possible. No spectators are currently permitted during training or competition.

### ***Testing for Athletics***

- The College is following the [testing protocols](#) established by our athletic conference and the National Association of Intercollegiate Athletics (NAIA).

### ***Cleaning and Disinfecting Protocols***

- Thorough cleanings and disinfections of surfaces in high-traffic areas, including locker rooms, dugouts, benches, stairwell handrails, chairs, doors/door handles, etc., as appropriate are being performed.
- The use of shared objects and equipment (e.g., balls, bats, gymnastics equipment, golf flags) will be avoided, or cleaned between use by each individual if possible. The College will not let players share towels, clothing, or other items they use to wipe their faces or hands.
  - Teams will avoid sharing equipment or balls as much as possible. For applicable sports, balls will be rotated on a regular basis to limit contact by multiple users until disinfected. For example, in baseball and softball umpires will limit their contact with the ball unless wearing gloves, and catchers should retrieve foul balls and passed balls where possible. Balls used in infield/outfield warm-up should be isolated from a shared ball container.
- The College will ensure adequate supplies of items to minimize sharing of equipment to the extent possible, for example by labeling and assigning them to individuals (e.g., protective gear, balls, bats, water bottles); otherwise, the use of supplies and equipment to one group of players at a time and clean and disinfect between use will be limited.
- Staff members or volunteers have been identified to ensure proper cleaning and disinfection of objects and equipment, particularly for any shared equipment or frequently touched surfaces.
- Touchable surfaces will be cleaned between shifts or between users, whichever is more frequent, including but not limited to game clocks, scoreboards, rakes, counters, common pens for sign-in sheets, etc.
- The sharing of audio equipment, phones, tablets, pens, and other work supplies will be avoided wherever possible.
- The shared use of audio headsets and other equipment between workers will be discontinued unless the equipment can be properly disinfected after use. Consult equipment manufacturers to determine appropriate disinfection steps, particularly for soft, porous surfaces such as foam earmuffs.
- A schedule has been developed and implemented for increased, routine cleaning and disinfection.

- Time will be provided for workers to implement cleaning practices during their shift. Cleaning assignments will be assigned during working hours as part of the workers' job duties.
- Third-party cleaning companies have been procured to assist with the increased cleaning demand, as needed.
- The College will ensure sanitary facilities always stay operational and stocked, and will provide additional soap, paper towels, and hand sanitizer when needed.
- When choosing disinfecting chemicals, the Athletic Department will use products approved for use against COVID-19 on the [Environmental Protection Agency \(EPA\)-approved](#) list and follow product instructions. The Athletics Department will use disinfectants labeled to be effective against emerging viral pathogens, diluted household bleach solutions (5 tablespoons per gallon of water), or alcohol solutions with at least 70% alcohol that are appropriate for the surface.
- Training will be provided to workers on the [chemical hazards](#), manufacturer's directions, ventilation needed, and Cal/OSHA requirements for safe use. Workers using cleaners or disinfectants will wear gloves and other protective equipment as required by the product instructions. The California Department of Pesticide Regulation's [requirements for safe use](#) of disinfectants are being followed. Follow the [asthma-safer cleaning](#) methods recommended by the Department of Public Health.
- Indoor facilities will increase fresh air circulation by opening windows or doors, if possible. Windows and doors will not be opened if doing so poses a safety or health risk (e.g., risk of falling or triggering asthma symptoms) to players or others using the facility.
- Hand sanitizer dispensers are placed at entrances and high contact areas.

### ***Physical Distancing Guidelines for Athletics***

- Outdoor practice and play is prioritized as much as possible.
- Students will train in Cohorts "pods" of six to 12 individuals, all members of the same team, who consistently work out and participate in activities together. Cohorts will avoid mixing with other groups.
- Different cohorts will be kept separate. Consider using signs, cones, or tape to make dividing lines clear.
- Athletes and coaches will maintain at least six feet of separation from others when not on the field of play or otherwise engaged in play/activity, where feasible.
  - Distance will be kept between players when explaining drills, rules of the game, or huddling.
  - The number of players sitting in confined player seating areas (e.g., dugouts) will be limited by allowing players to spread out into spectator areas if more space is available.
  - Unnecessary physical contact such as high fives is prohibited including handshake lines, and other physical contact with teammates, opposing teams,

coaches, umpires, and fans. Coaches will regularly review physical distancing rules with athletes.

- College Athletics will provide physical guides, such as signs and tape on floors or playing fields, to make sure that coaches and players remain at least six feet apart.
- A distance of at least six feet will be maintained between players while participating in the sport whenever possible (e.g., during warm-up, skill-building activities, simulation drills).
- Officials will maintain six feet of separation from others and when interacting with athletes and coaches off the field of play. Officials will avoid exchanging documents or equipment with players and coaches. This may require digital entry of lineups, and other adjustments.
- When practice or competition facilities must be shared, the College will consider increasing the amount of time between practices and competitions to allow for one group to leave before another group enters the facility. For facilities that may be shared with the broader campus community, the College will dedicate separate time for team use. If possible, the teams will allow time for cleaning and/or disinfecting.
- Physical distancing protocols will be used in any high-density, high-traffic areas.
- Meetings and trainings should be conducted virtually, or outdoors, and in areas that allow for appropriate physical distancing between staff, athletes or other workers.
- Breaks will be staggered, in compliance with wage and hour regulations where relevant, to maintain physical distancing protocols.
- Consider offering workers who request modified duties options that minimize their contact with athletes, coaches, officials, and other workers.

### ***Food and Dining Guidelines for Athletics***

- All players, coaches, and referees will bring their own individual water or drinks. Drinks will be labeled to indicate whom the drink is intended for. College Athletics will not provide team water coolers or shared drinking stations. Teams may also provide bottled water.
- All meals for student-athletes will follow campus dining guidelines as implemented above.

### ***Athletics Travel During Competition***

- Travel is limited to essential personnel (e.g., athletes, coaches, medical staff).
- When possible, teams should drive to events.
  - If using more than one vehicle, travel parties should be split according to those already with the closest contact (e.g., cohorts).
  - Face coverings must be worn and removed only minimally for eating or drinking.
  - If traveling by bus, try to keep seats open in front of and behind each person when practical (e.g., using a “checkerboard” pattern).

- When air travel is necessary, it should be on a carrier with robust infection control methods (e.g., required face coverings for all passengers and flight personnel), and handwashing or using hand sanitizer should occur frequently, per CDC guidelines.

### ***Return to Facility or Training After a Positive Test***

- Sick staff and student-athletes are advised not to return until they have met CDC criteria to discontinue [home isolation](#), including 24 hours with no fever (without fever reducing medication), symptom improvement, and 10 days since symptoms first appeared or since test conducted.
- Student-athletes should work with their medical provider and any team medical staff member to determine how to be cleared to safely return to training.
- Return to activity in all cases should allow an acclimatization process.

## Confirmed or Suspected Illness/Known Exposure Protocols for Employees and Students

Employees who have been diagnosed with or have a known exposure to COVID-19 will not be allowed on campus and must notify their Human Resources as soon as possible. Employees must follow up with their Personal Care Physician and follow the guidance of their doctor.

Employees who believe they have a [known exposure](#), are symptomatic, and/or test positive for COVID-19 must not return to campus until the conditions outlined in the table below are met:

## Symptomatic or Known Exposure—When Can Employee Return to Campus?

According to the CDC, accumulating evidence supports ending isolation and precautions for persons with COVID-19 using a symptom-based strategy. Specifically, researchers have reported that people with mild to moderate COVID-19 remain infectious no longer than 10 days after their symptoms began, and those with more severe illness or those who are severely immunocompromised remain infectious no longer than 20 days after their symptoms began. Therefore, CDC has updated the recommendations for discontinuing home isolation as follows:

| Persons with COVID-19 who have symptoms:   | Persons infected with SARS-CoV-2 who never develop COVID-19 symptoms:  |
|--|--|
| <p><b><i>Persons with COVID-19 who have symptoms and were directed to care for themselves at home may discontinue isolation under the following conditions:</i></b></p> <ul style="list-style-type: none"> <li>● At least 10 days* have passed since symptom onset <b>and</b></li> <li>● At least 24 hours have passed since resolution of fever without the use of fever-reducing medications <b>and</b></li> <li>● Other symptoms have improved.</li> </ul> <p>*A limited number of persons with severe illness may produce replication-competent virus beyond 10 days, that may warrant extending duration of isolation for up to 20 days after symptom onset. Consider consultation with infection control experts. See <a href="#">Discontinuation of Transmission-Based Precautions and Disposition of Patients with COVID-19 in Healthcare Settings (Interim Guidance)</a>.</p> | <ul style="list-style-type: none"> <li>● Persons infected with SARS-CoV-2 who never develop COVID-19 symptoms may discontinue isolation and other precautions <b>10 days after</b> the date of their first positive RT-PCR test for SARS-CoV-2 RNA.</li> </ul> |

| <p>Testing is no longer considered a viable option for discontinuing isolation. Role of testing for discontinuing isolation or precautions:</p>  | <p>Other considerations (for those who have been exposed)</p>   |
|--|---|
| <ul style="list-style-type: none"> <li>● RT-PCR testing for detection of SARS-CoV-2 RNA for discontinuing isolation could be considered for persons who are severely immunocompromised<sup>1</sup>, in consultation with infectious disease experts.</li> <li>● For all others, a test-based strategy is no longer recommended except to discontinue isolation or other precautions earlier than would occur under the symptom-based strategy outlined above.</li> <li>● The test-based strategy requires negative results using RT-PCR for detection of SARS-CoV-2 RNA under an FDA Emergency Use Authorization (EUA) for COVID-19 from at least two consecutive respiratory specimens collected <math>\geq 24</math> hours apart (total of two negative specimens).<sup>†</sup> See <a href="#">Interim Guidelines for Collecting, Handling, and Testing Clinical Specimens from Persons for Coronavirus Disease 2019 (COVID-19)</a>.</li> <li>● <sup>†</sup>All test results should be final before isolation is ended. Testing guidance is based on limited information and is subject to change as more information becomes available.</li> </ul> | <p><b>Other Considerations</b></p> <p>Note that recommendations for discontinuing isolation in persons known to be infected with SARS-CoV-2 could, in some circumstances, appear to conflict with recommendations on when to discontinue quarantine for persons known to have been <b>exposed</b> to SARS-CoV-2.</p> <ul style="list-style-type: none"> <li>● CDC recommends 14 days of quarantine <b>after exposure</b> based on the time it takes to develop illness if infected. Thus, it is possible that a person <i>known</i> to be infected could leave isolation earlier than a person who is quarantined because of the <i>possibility</i> they are infected.</li> <li>● These recommendations will prevent most, but cannot prevent all, instances of secondary spread. The best available evidence suggests that recovered persons can continue to shed detectable SARS-CoV-2 RNA in upper respiratory specimens for up to 3 months after illness onset, albeit at concentrations considerably lower than during illness, in ranges where replication-competent virus has not been reliably recovered and infectiousness is unlikely.</li> <li>● Studies have not found evidence that clinically recovered persons with persistence of viral RNA have transmitted SARS-CoV-2 to others.</li> </ul> |

### Reporting Transparency Protocol

Any employee who has worked on campus and experiences COVID-19 symptoms or has tested positive for COVID-19 must notify HR as soon as practicable. All information will be treated as confidential medical information—specifically, the identity of employees exhibiting COVID-19 symptoms will only be shared with specific members of the community who have a legitimate need to know and/or HR. The employee may be asked to assist with contact tracing. This information will be maintained separately from personnel records, and confidentiality will be maintained to the extent possible. Impacted employees will be notified if there is a confirmed case of COVID-19 in the workplace. Mitigation strategies will be implemented.

### Accommodations for Vulnerable Employees

We recognize and support the need to provide accommodations for employees who are vulnerable to COVID-19 or employees who live with or provide care for individuals who are vulnerable to COVID-19. Alternatives may include remote working, alternative scheduling, work reassignment, and/or leave options. Employees should contact Human Resources at [kendra.chamberlain@sdcc.edu](mailto:kendra.chamberlain@sdcc.edu) if they need accommodation.

### Caring for Relatives

If you are unable to work or perform remote work due to the need to care for an immediate family member ill with COVID-19, you may use up to half of your accrued sick leave as family sick time, in accordance with SDCC sick leave policy. If additional leave is required, employees will be required to use accrued paid leave (vacation) for the duration of that occurrence or take unpaid Family Medical Leave. In addition, there may be special COVID-19 paid sick leave available to care for family members. Please contact HR at [kendra.chamberlain@sdcc.edu](mailto:kendra.chamberlain@sdcc.edu) for available options.

### Caring for Yourself

For employees who are unable to work or perform remote work due to being ill with COVID-19, sick leave should be used to cover time away from work. There may be special COVID-19 related sick leave benefits available. Employees unable to return to campus can utilize short-term disability benefits, if eligible. Employees should contact Human Resources at [kendra.chamberlain@sdcc.edu](mailto:kendra.chamberlain@sdcc.edu) for available leave and eligibility options.

### School/Day Care Closures

There may be special COVID-19 related paid leave if an employee is unable to work or perform remote work due to the need to care for a minor child or children because the child's school or place of childcare has been closed or is unavailable due to a public health emergency. Please contact HR at [kendra.chamberlain@sdcc.edu](mailto:kendra.chamberlain@sdcc.edu) regarding eligibility and/or if more information is needed.

### Targeted Restrictions

The health and safety of our campus will be closely monitored as we move through each Phase. The College, in its discretion, may identify particular areas of campus operations or activities where enhanced restrictions and safety protocols ("Targeted Restrictions") are necessary in order to maintain the health and well-being of campus life. In these instances, the College will clearly communicate with the affected area the Targeted Restrictions that are necessary to be followed and a reasonable timeframe for when the College believes Targeted Restrictions can be lifted. It is the College's intention to maintain Targeted Restrictions for as minimal duration as possible while balancing the need to provide for the health and well-being of the campus as a whole.

### Conclusion

San Diego Christian College looks forward to our employees and students returning to campus. The COVID-19 pandemic has created uncertain times and required a heightened degree of adaptability for our campus to adjust. Regardless of these challenges, we press on with a spirit of resilience and continue to provide transformational education to our students and to serve our community with the love of Christ.

As communicated throughout this Plan, we are prioritizing the health of our employees and students every step of the way as we welcome the community back onto campus. While the strategies highlighted in this document can help prevent the spread of COVID-19, it is important to follow CDC, local and state guidance at all times. For more information regarding the CDC guidelines, [click here](#).

Thank you to our students and employees as we implement this return-to-campus action Plan. Together, we can create a safe and healthy campus environment when we all diligently follow protocols and guidelines outlined for our campus.

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