

Since the start of the pandemic Niagara County Community College has followed safety protocols with the goal of protecting all faculty, staff and students. The college continues to strategically navigate the pandemic and continue to update our protocols as the virus evolves to ensure the safety and well-being of our campus community.

The following guidance is effective immediately, however protocols are subject to change as COVID related conditions develop and we will monitor and communicate as needed.

### **Vaccine and Booster Policy**

1. The College will continue to require all employees to be vaccinated. The campus will continue to honor and review all religious and medical exemptions. All exemption requests should be submitted to Jonathan Bellomo, Assistant Director of HR.
2. In addition, all employees, who are eligible for a booster shot and do not have an approved medical or religious accommodation must receive their booster shot within two weeks after being eligible. Copies of the booster vaccination card can either be brought to A-261 (HR) or emailed to [jbello@niagaracc.suny.edu](mailto:jbello@niagaracc.suny.edu).
  - a. All employees are strongly encouraged to stay up to date on their vaccinations, however only one booster shot is required, additional booster shots for which employees are eligible for beyond the initial dose are not required at this time. Failure to comply with this directive will result in termination from employment.

### **Campus Testing**

1. Employees who are not vaccinated and/or are eligible for the booster but have been approved for either a medical or religious exemption must continue to get tested weekly on campus in the designated COVID testing center or submit proof of a COVID test performed from off campus each week to Jonathan Bellomo, Assistant Director of HR.
2. All **Savor, La Patisserie, and NFCI Lab** employees must get tested weekly.
3. Vaccinated employees will be randomly selected weekly to participate in the campus pool testing. An email notification will be sent if you are selected. If selected you will need get tested by the end of that week.
4. All employees are able to participate in the pool testing and are encouraged to do so which is at no cost to the employee.
5. Failure to comply with the test requirements will result in prohibiting employees on campus until a negative COVID test is provided to Catherine Brown, AVP of Human Resources. Employees will be considered unavailable for work and will not be paid for days lost due to noncompliance.
6. The COVID Testing Center hours for the summer are as follows:

#### **Sanborn Campus (Room E-151)**

Tuesday – Wednesday: 10am – 6pm  
Thursday: 10am – 4pm

**NFCI Campus**

Wednesday: 10am – 4pm  
Thursday: 2pm – 4pm

**Masks and Social Distancing**

1. Masks are no longer required to be worn by vaccinated or unvaccinated employees while on campus. However, all employees are encouraged to wear masks and observe social distancing indoors, as well in instructional space (e.g., classrooms, laboratories, offices) to help mitigate the spread of the virus.

**Quarantine and Isolation**

For isolation and quarantine of the general population, the CDC and NYSDOH recommend the following:

1. If an employee tests positive for COVID they will need to isolate for 5 days, where day 0 is the day of symptom onset or (if asymptomatic) the day of COVID test performed.
  - a. If an employee is asymptomatic at the end of 5 days or if they have been fever free for 24 hours without the use of fever reducing medication and their symptoms are resolving, isolation ends and the individual should wear a well-fitting mask while around others for an additional 5 days.
  - b. If symptoms are not resolving they should contact their health care provider and continue to isolate or another 5 days
  - c. Employees who are moderately-severely immunocompromised should continue to follow standard (10 days) of isolation.
  - d. Employees who are unable to wear a well-fitting mask for 5 days they should also follow standard (10 days) of isolation.
2. If an unvaccinated employee is exposed to COVID-19, had “close or proximate contact with an infected person for a prolonged period of time”, they will need to quarantine for 5 days and get COVID tested at least 5 days after exposure.
  - a. Fully vaccinated employees who have had close contact with a person infected with COVID-19 do not have to quarantine as long as they are not experiencing any symptoms of COVID.
  - b. Fully vaccinated employees who have been in close contact with a person infected with COVID are experiencing COVID-19 related symptoms, they should quarantine and

contact their Healthcare Provider and/or get tested for COVID and continue to quarantine until test results are obtained.

3. All employees (unvaccinated or vaccinated) who exhibit symptoms associated with COVID-19 before work should not report to work but stay home and quarantine and seek testing.
  - a. Employees are required to self-monitor throughout the day. If you become ill during the day, contact your supervisor and the HR Office.
  - b. If an employee becomes sick with COVID-19 symptoms while at work they must be separated and sent home immediately and may only return to work after obtaining clearance from their Healthcare Provider or upon receipt of a negative COVID-19 test result. Employees can contact the Wellness Center and schedule a rapid COVID test to be performed while still on campus.