

Starting in January with the spring 2022 semester, Naropa University will hold all residential courses in-person on our Boulder campuses and partner retreat sites. To the hundreds of students who are enrolled in our residential university, we have made a commitment to provide an in-person learning community, and we are taking many steps to further enhance that experience for the spring semester.

As is always the case in the face of the pandemic, this plan is based on the current data; and no one can predict any modifications that might be required because of unexpected changes in the impact of the virus.

We will return to on campus course delivery in-person effective on the first day of classes, January 10, 2022. There will no longer be options for dual in-person and remote learning (except for our fully online programs, which will continue to be delivered remotely); and, unless state and local mandates change, on campus courses will not be delivered online. This will align Naropa with the vast majority of our fellow education institutions, including all of the Colorado colleges and universities. In order to continue to offer as safe an environment as possible, we will focus on three pillars of risk mitigation, to reduce the likelihood of transmission of Covid-19: Vaccination, Ventilation, and Masking.

Vaccination: Naropa University requires (subject to the limited exceptions stated below) that all students and employees receive the Covid-19 vaccination and strongly encourages all parties to adhere to any recommended booster schedules. Vaccination against Covid-19 remains the most effective tool for reducing the risk of transmission, serious illness, hospitalization, and death. Naropa will continue to require that all students and employees be vaccinated against Covid-19. We have information on file for all current students, staff, and faculty; and we will collect new information for incoming students and employees through the admissions and hiring processes.

Some community members have sought and received an **exception to the vaccination requirement**. These exceptions are based on documentation of a medical, religious or moral objection to the vaccination. We will honor all exceptions to the vaccine mandate that were submitted and approved for the fall 2021 semester, and there is no need to resubmit the information. Incoming students and new staff and faculty will be able to submit exemption requests through the Mediat system in early January. Please watch your Naropa email for notification.

Receiving an exception means that students and employees may attend in-person Naropa-sponsored activities without receiving the Covid-19 vaccination starting January 1, 2022, but will be required to meet several additional safety precautions as detailed below. Exceptions do not grant special permission to teach or learn remotely.

Additional Safety Precautions for Unvaccinated Community Members:

- Mandatory weekly testing and reporting of results through the Mediat system;
- Masking at all times while indoors regardless of whether or not this is required by public health order;
- Unvaccinated students may not reside in the residence halls;
- Mandatory quarantine for documented or disclosed classroom exposures; and
- Naropa reserves the right to restrict access to campus locations for unvaccinated community members in the event of an outbreak.

For any in-person student who tests positive and/or is required to quarantine or isolate as described below, individual arrangements will need to be made with faculty to maintain class progress. This is the same as would be the case if a student was obliged to miss classes as a result of any other illness or other temporary situation. It is the responsibility of the student to work with the faculty to determine the arrangements. Faculty and advisors will be supported by the Academic Affairs division, Deans and department chairs to create these accommodations.

Risk Mitigation Strategies: Evidence shows that vaccination, ventilation, and masking are strong risk mitigation tactics that reduce the transmission of Covid-19. Naropa is currently working with a ventilation expert who will assist us in assessing available options for upgrades to our buildings that will improve airflow. At this time, Boulder County is under a public health order that requires masks to be worn at all times while in indoor, public spaces such as Naropa University. The masking requirement, regardless of vaccination status and regardless of health order status, will remain in effect through the spring 2022 semester.

Additional strategies for the University, regardless of vaccination status, include:

- Reduced staff presence on campus, with area Vice Presidents' determining whether staff will work from home, while also meeting our service commitments to the community;
- Required Covid-19 testing prior to all retreats and intensives;
- Continued adherence to state recommendations on quarantine/isolation protocols. Unvaccinated students with a known Covid-19 exposure will be required to quarantine for a period of 10-14 days from exposure. In accordance with guidelines, vaccinated students will not be required to quarantine after a known exposure but should take a Covid-19 test 3-5 days post-exposure and isolate for 10 days should they receive a positive result;
- Following quarantine/isolation the person who tested positive may resume on-campus activities. A COVID-19 task force member will establish specific further protocols with the returning community members in accordance with the CDC guidelines effective at the time.
- Community members should continue to report confirmed cases of Covid-19 to covid19questions@naropa.edu for limited contact tracing purposes;
- Staff meetings, committee meetings, and faculty office hours may all continue to be held remotely;
- We will continue to suspend rentals and public events on campus;
- Social distancing should be followed whenever possible; and
- We will continue the use of classroom sanitation stations.

Faculty should bring any concerns to their school Dean, who will bring them to the Chief Academic Officer or Human Resources as appropriate. Employees should discuss any concerns they have with their supervisor or the Human Resources Department. Students are encouraged to speak with their academic advisors or academic leadership.