



COVID-19 Responsibility and Enforcement Protocol

The University adopted this protocol to be in full compliance with current state and local orders and consistent with existing federal and state guidance. The Provost's Office may issue updated protocols, which become effective upon adoption, to comply with changes in state and local orders, to be consistent with new federal and state guidance, or to adapt to changing conditions on campus. Please watch for updates to these protocols and regularly check the DU COVID-19 [website](#) for news and other important information.

University of Denver COVID-19 Responsibility and Enforcement Protocol

The University requires that all personnel, students, and visitors comply with the following personal responsibilities.

Face Coverings: All University personnel, students, vendors, and visitors who are unvaccinated or not fully vaccinated must wear a face covering at all times while indoors on campus, with limited exceptions, and while outdoors in groups of five or more individuals or when part of a larger event or assembly. Fully vaccinated individuals must wear face coverings in certain locations as set forth in the [COVID-19 Protocol for Face Coverings and Social Distancing](#).

Social Distancing: All University personnel, students, and visitors who are unvaccinated or not fully vaccinated should maintain social distancing (6-foot distancing from others not in their household) wherever feasible while on campus.

Cleaning and Disinfection: All University personnel, students, and visitors must assist in maintaining a clean work and learning environment by cleaning and disinfecting personal spaces they use upon entry and exit. DU custodial staff will clean and disinfect common areas.

Symptom Monitoring: All University employees and students who are unvaccinated or not fully vaccinated, and visitors coming to campus must complete the symptom monitoring survey. Employees and students who are unvaccinated or not fully vaccinated must complete the survey each day (before arrival) on days they come to campus but are not required to complete the survey on days they do not come to campus. Visitors must follow the [COVID-19 Visitor Protocol](#).

Contact Tracing: All employees, students, and visitors must participate in contact tracing interviews and must provide complete and truthful information in a timely manner.

Testing: To be permitted to return to campus this fall, all employees and students, including individuals who are already working, living or learning on campus, must complete the arrival testing requirement. All students, faculty, staff, and other personnel participating in any on-campus activities must comply with the [COVID-19 Mandatory Testing Protocol](#) throughout the term.

Vaccination: Before returning to campus this fall, all undergraduate and graduate students living, learning or working on campus and all faculty and staff who access any campus facility must upload proof of COVID-19 vaccination or have an approved exemption.

Quarantine and Isolation:

Any employee, student, or other personnel who is unvaccinated or not fully vaccinated must [quarantine](#) if they have (a) been in close contact with a person who tested positive for COVID-19; and/or (b) traveled outside the US or to a US state that has high and escalating incidence of COVID-19, having a 7-day rolling average of 10 or more new cases per 100,000 residents. Individuals who have documentation in myhealth.du.edu of a positive RT-PCR test within the previous 90 days are also exempt from the quarantine requirement.

An employee, student, or other personnel must isolate if they have tested positive for COVID-19 or have symptoms of COVID-19.

Reporting of Positive Test Result: All employees and students who are coming to campus or have been on campus in the prior 14 days must promptly report receiving positive COVID-19 test results to reportCOVID@du.edu, or by calling 303-971-COVID(2683), so that the University can initiate appropriate contact tracing and disinfection.

Enforcement

Following all applicable COVID-19 protocols is critical to promoting a positive and safe learning and working environment at the University. Students, employees, and visitors are expected to comply with applicable requirements, some of which are based on vaccination status. Individuals should refrain from asking about vaccination status when addressing enforcement concerns. Where necessary for program participation or role, lists of individuals who are cleared at the required level can be provided. Specifically, cleared for campus (compliant with required testing, verified vaccine record or exemption), cleared for high contact (compliant with required testing and fully vaccinated with an FDA-authorized vaccine) and/or cleared for field and clinic placement (compliant with required testing, fully vaccinated with an FDA-authorized vaccine, and with documented paperwork regarding acknowledgement of risk) clearance.

Student Enforcement

The University community will first seek to work with students to help them adapt and provide supportive and educational opportunities to respond to a missed requirement.

Instructors and staff suspecting a violation has occurred may use the following progressive measures to address student non-compliance:

1. Ask the student to comply with the requirement for which a violation has been observed. For example, ask the student to “Please wear a face covering.”
2. Submit a [COVID-specific Incident Report](#) to the Office of Student Rights & Responsibilities (SRR), providing details about the incident.

Relevant policies for alleged violations occurring inside the classroom: Individual instructors have the right to determine whether specific student classroom behavior and conduct is disruptive to the learning environment. In extenuating circumstances, instructors may require a student to leave an individual class meeting based on disruptive behavior and conduct. Instructors are not authorized to permanently remove a student from the course without following the [Disruptive Classroom Behavior process](#). Instructors should initiate the Disruptive Classroom Behavior process as soon as possible after the initial disruption.

Relevant policies for alleged violations occurring outside of the classroom: [SRR](#) is responsible for adherence to and has authority for resolving violations of the University Honor Code and other University Policies. If a student is unwilling to comply with University personnel in addressing patterns and/or instances of disruptive behavior, you may submit a report to SRR.

Additional relevant policies as outlined in the Honor Code for non-compliance with COVID-19 policies, procedures, and protocols also include, but are not limited to, endangerment, disruption, violation of the law, and violation of other policies. SRR may engage the [Crisis Assessment Risk Evaluation \(CARE\) Team](#) to support behavioral intervention.

Possible outcomes for non-compliance: A student’s failure or refusal to follow these protocols may be considered a threat to the health and safety of the community and may result in a student’s temporary or permanent removal from the University. Additional outcomes may include building restrictions, removal from housing, additional trainings and additional interventions.

Employee Enforcement

All employees are expected to carry out their duties honestly, in good faith, and with diligent care. Therefore, employees must comply with all applicable COVID-19 policies and protocols.

For employees who do not comply with applicable COVID-19 protocols, the following corrective actions could be taken:

1. Once a supervisor has confirmed that the suspected violation has occurred, they can give the employee a verbal warning and direction to follow the applicable protocol. The supervisor maintains documentation of the verbal warning.
2. If there are multiple instances of noncompliance, the supervisor may issue a written reprimand to the employee. The supervisor, after consultation with Human Resources and Inclusive Community (HRIC), will provide the written reprimand to the employee, which should include reasons for the action being taken.
3. If the employee continues to refuse to comply with applicable protocols, the supervisor can contact the COVIDCoordinator@du.edu to ask that the employee be denied building access. The supervisor should contact HRIC to learn of any additional corrective action measures.
4. Continued non-compliance by the employee may lead to additional corrective action measures, up to and including termination of employment.

Visitors Enforcement

All visitors must comply with all applicable University COVID-19 protocols, including but not limited to the [Visitor Protocol](#).

Visitors who continue to not comply with applicable protocols will be:

1. Asked to leave campus or immediately comply with the applicable protocols.
2. If the visitor fails to comply with this directive, the Division of Campus Safety may respond and request that the visitor leave campus.
3. If the visitor continues to fail to comply and does not leave campus, the Division of Campus Safety may contact the Denver Police Department and ask them to issue the visitor a citation for trespass.