

STUDENT HANDBOOK: COVID-19 SUPPLEMENT

This supplement has been added to the Student Handbook in response to COVID-19 to increase safety and accountability among students. This addendum is effective August 1, 2021 and will remain active until further notice. This supplement is subject to change at SNHU's discretion. Any revisions or removal of content will be communicated to the campus community.

These policies, in addition to those in the larger Student Handbook, govern the behavior of students on campus to ensure that the university upholds its mission and preserves the safety and wellbeing of its community. These policies apply to all students, regardless of the student's vaccination status. While the policies below specifically outline expectations for student behavior on campus, the Student Handbook's jurisdiction extends off campus and into remote spaces (Brightspace, virtual meeting rooms).

COVID-19 POLICIES

The following policies have been developed to specifically address COVID-19 safety concerns.

Student Face Covering

Masks are no longer required in public SNHU spaces for vaccinated students. There are a few caveats to this updated policy:

- Unvaccinated individuals will continue to be required to wear masks in all public SNHU spaces.
- Faculty will have the authority to require masks in their classrooms, and faculty and staff may require masks in their individual workspaces. All members of our community should carry an approved mask with them in order to accommodate such requests.
- Some spaces, like the Wellness Center, may still require masks for all students, faculty, and staff. Managers will have authority to make these decisions for their respective areas. All members of our community should carry an approved mask with them in order to accommodate such requests.
- If you are vaccinated and exposed to a positive case, you do not need to quarantine, but public health guidance recommends you should monitor for symptoms and continue wearing your mask for 10 days after your exposure.
- We encourage and actively support anyone whose circumstances or preferences lead them to continue mask wearing.

COVID-19 Testing

All campus students, regardless of vaccination status, are required to participate in the university's surveillance testing program if selected.

Quarantine / Self-Isolation

The university reserves the right to request that students who test positive for COVID-19, or who may have been exposed, quarantine and/or self-isolate in line with the Center for Disease Control and Prevention (CDC) guidelines. Students who receive a formal request to quarantine and/or self-isolate must do so and separate from all other students, regardless of others' COVID status. Students may not share space with other students who have been asked to quarantine / self-isolate, nor host gatherings in which others may be exposed to COVID-19 (e.g., COVID parties). Students also may not leave their residence to do laundry, pick-up food deliveries, smoke/vape, etc.

Potential Sanctions for COVID-19 (and COVID-19-related) Policies

VIOLATION	CONDUCT STANDING	EDUCATIONAL RESPONSE	PROVISIONS
Student Face Covering	<ul style="list-style-type: none"> Warning Probation 	<ul style="list-style-type: none"> Learning sanction 	<ul style="list-style-type: none"> Deferred removal from housing Removal from housing
Quarantine / Self-Isolation	<ul style="list-style-type: none"> Warning Probation Suspension Dismissal 	<ul style="list-style-type: none"> Learning sanction 	<ul style="list-style-type: none"> Deferred removal from housing Removal from housing
Guest Hosting	<ul style="list-style-type: none"> Warning Probation 	<ul style="list-style-type: none"> Learning sanction 	<ul style="list-style-type: none"> Deferred removal from housing Removal from housing
Implied Consent	<ul style="list-style-type: none"> Warning Probation 	<ul style="list-style-type: none"> Learning sanction 	
Failure to Comply	<ul style="list-style-type: none"> Warning Probation Suspension Dismissal 	<ul style="list-style-type: none"> Learning sanction 	<ul style="list-style-type: none"> Deferred removal from housing Removal from housing

- Sanctions may vary based on conduct history, severity of incident, and length of time between violations.
- The following chart is provided as general guidance only. Each case will be evaluated on its individualized facts and circumstances. The university reserves the right to depart from or decline to follow this matrix at any time when determining conduct standing and educational responses.

GENERAL BEHAVIOR POLICIES

The following policies have been adapted from the larger Student Handbook, tailored to address COVID-19 health and safety concerns. These policies supersede their corresponding parts in the larger Student Handbook. Changes are underlined to draw attention to the revisions.

Disruptive Gatherings

Hosting a disruptive gathering, whether on or off campus. Examples include, but are not limited to: Gatherings that result in a noise complaint, those that are disruptive to neighbors in any way, and excessive attendance beyond what is safe and/or reasonable. This includes not following appropriate crowd size guidance from the university, as well as state and federal governments. All individuals must take reasonable preventative measures to ensure that all attendees behave appropriately.

Failure to Comply

Not abiding by the direction of university officials (resident assistants, residence directors, public safety officers, or any staff or faculty member) in the exercise of their duties, including both written and verbal instruction as well as producing university identification when asked. This includes abiding by all university-required face coverings, crowd sizes, testing, and contact tracing measures. This charge may be applied if a student has been instructed to quarantine/isolate and fails to do so.

Fraud, Lying, or Misleading

Lying or fraudulent misrepresentation with regard to any transaction with the university or an outside entity, whether oral or written. This includes knowingly not disclosing a positive COVID-19 health test

result, failing to disclose COVID symptoms on a screening questionnaire, etc. to a university official, as well as filing a malicious or frivolous complaint or CARE Team/Risk Assessment Team referral.

Guest Hosting

Understanding that communal living is at a higher risk, students may not have external visitors in the residence halls at any time. Students may have visitors elsewhere on campus (in outdoor spaces and indoor common areas such as the Dining Center).

A host may be any student a guest accompanies. If a host is found responsible for failure to control his/her/their guests on campus, the level of sanctioning for the host may correspond to the appropriate level of the violations the guest committed. A host is also responsible for any fines or charges incurred by his/her/their guest.

Implied Consent

Awareness of, or in the presence of a violation of university policy and remaining in the presence of and/or failing to take reasonable actions to stop the violation, communicates consent to the violation and makes the witness a party in the violation. Students complacent with violation of any COVID-19 safety policy or precautions may be charged with Implied Consent and, if found responsible, receive the same sanctions as the charge for which they were aware.

CAMPUS RESIDENCE LIFE POLICIES

The following policies have been adapted from the larger Student Handbook, tailored to address COVID-19 health and safety concerns. These policies supersede their corresponding parts in the larger Student Handbook. Changes are underlined to draw attention to the revisions.

Occupancy

Occupancy is restricted to the residence hall room's resident and two SNHU guests. Occupancy is limited for safety reasons. This policy reduces contact between people and minimizes the potential spread of COVID-19.

Residence Damage and Cleaning Responsibility

Damage to an assigned room, suite, apartment, entrance hallway, lounge, or other common areas, or to the furniture, fixtures, equipment, and effects they contain is not permitted. Residents are liable for the cost of any damage or required cleaning to their assigned residence, including university-owned contents.

When damage occurs in a common area, such as a hallway, bathroom, or stairwell, staff will try to identify the responsible person(s). If that is not possible and the cost is deemed billable, the cost of the damage will be divided among the residents of the area. To ensure proper materials, safety, and quality of workmanship, the university's maintenance staff will complete all repairs and cleaning. Repairs and cleaning that students make will not reduce the charges.

Room Furnishings / Lounge

The university provides an adequate amount of furniture for each living area. Moving university furniture from its assigned space, disassembling room furnishings, storing furniture elsewhere, or taking common area furniture for a resident's own use is not permitted, as items are specifically designed for their spaces to avoid potential spread of germs. The cost of missing furniture is assessed to the residents of the area. Waterbeds of any kind are not allowed in any university residence.

CAMPUS POLICIES

The following policies have been added to or adapted from the larger Student Handbook, addressing COVID-19 health and safety concerns. These policies supersede their corresponding parts in the larger Student Handbook. Changes are underlined to draw attention to the revisions.

Hearing Procedures for COVID-19 (and COVID-19-related Policies)

All students alleged to have violated COVID-19 (or COVID-19-related) policies have the right to due process through a conduct hearing. As the larger Student Handbook states, hearings may be expedited to protect community members. Students or recognized clubs/organizations who are alleged to have been involved in a significant violation may be removed from housing/campus or suspended from the university in the interim pending a hearing, should senior leadership or designee deem it necessary. Residents may also be temporarily relocated pending a hearing.

Because of the urgency of and safety repercussions of COVID-19 and COVID-19-related violations, the conduct process will be amended as follows:

- Within one business day of an incident report's submission, the student will receive a hearing notification letter from Community Standards.
- The student must make all possible accommodations to make the scheduled hearing time.
- Hearings may be heard in a virtual format.
- If a student is found responsible, sanctions will be put into effect immediately.
- A student may appeal the hearing's outcome within the normal five business day timeframe.
- An appeal board will review the student's appeal statement and provide an appeal outcome notification letter within two business days.

Application of Standards for Student Organizations

Student organizations are expected to abide by all Office of Student Involvement guidelines, as well as the policies within this supplement and the larger Student Handbook. Though not operating on campus, student organizations may be held accountable when a member or guest commit an alleged violation on- or off-campus or in a virtual space and any of the conditions below apply:

- The violation was sanctioned by an officer of that same organization, or officers had prior knowledge that the incident would take place
- Organization funds financed the venture,
- The violation was substantially supported, sponsored, or endorsed by the organization's membership,
- The violation grew out of, occurred during, or was related to any student organization-sponsored, -financed, -supported, or -endorsed activity, event, or environment created by the group,
- Members knew of the violation before or during the incident and did not attempt to prevent the infraction,
- The organization failed to report the incident or chose to protect its members,
- A reasonable person would understand the behavior to fall within the scope of the organization's activity,
- The violation demonstrated a pattern of misconduct by student organization members, or
- The behavior undermined the university's reputation, the integrity of the educational process, or the safety and welfare of the university community either in its public personality or in respect to individuals within it.

Connection Between the Sexual Misconduct Policy, the Drug and Alcohol Policy, and COVID-19 Policies

Victims, bystanders, or other parties may have concerns about reporting sexual misconduct because of the

University's drug or alcohol policy and COVID-19 policies. The University's primary concern is student safety, and any drug, alcohol, or COVID-19 rules' violations will be addressed separately from the sexual misconduct allegation. In addition, the University personnel involved in investigating violations of this Policy have discretion to grant amnesty from violations of the University's drug and alcohol policy or COVID-19 policies on a case by case basis. A victim or reporter will not see his/her/their conduct standing changed for drug, alcohol, and COVID-19 violations, though he/she/they may still be required to participate in appropriate educational programs and/or comply with public health requirements. The use of alcohol or drugs never makes a victim at fault for sexual violence.