OU-Tulsa COVID-19 Return Plan

Effective and Approved May 6, 2020 from Combined Norman and Oklahoma City Guidance

Last Updated and Approved August 18, 2020

(both 8/5 and 8/11 updates are highlighted in yellow
8/13 and 8/18 updates are highlighted in green)

The return to full, normal operations in all areas of the University including the OU-Tulsa campus will be a gradual, phased process. Effective May 6, 2020, each dean, vice president, or department head is responsible for the specifics of the return process for their areas, recognizing timing will certainly vary some between Norman and HSC operations in Tulsa. The phases and timing for return must comply with the Oklahoma Open Up and Recover Safely Three-Phase Approach to Open Oklahoma’s Economy, as applicable, and the requirements in this COVID-19 Return Plan.

As the nature of COVID-19 remains dynamic, the university-wide Specific Pathogens Preparedness Operations Team (SPPOT) and OU-Tulsa leadership will regularly evaluate the COVID-19 Return Plan and implement new or revised requirements for return when indicated. Revised versions of this Plan will be distributed to appropriate campus groups and posted on the OU-Tulsa COVID-19 Updates and Resources page (http://ou.edu/tulsa/coronavirus) and is also accessible from the OU-Tulsa home page.

This Plan applies to all Tulsa-based OU and OUHSC students and employees. For the purpose of this plan, “employees” includes Residents, Fellows, trainees, and volunteers. The plan includes the following sections:

I. Telecommuting
II. Reopening Common Areas, Resuming Services, and Returning Employees/Students to Campus
III. Social Distancing
IV. Masks
V. Building Access and Amenities
VI. Sanitizing Facilities and Equipment
VII. Testing, Isolation, and Contact Tracing
VIII. Monitoring Workforce and Visitors for COVID-19 Symptoms - Mandatory Reporting Process
IX. Travel
X. Training
XI. Plans for Research / Patient Care / Academics
XII. Enforcement

I. Telecommuting

OU-Tulsa encourages telecommuting where possible until further notice. There are differences between our HSC programs and Norman programs in terms of return to work processes and timelines, but the basic guidance for each is outlined below.

A. Guidelines - Human Resources will continue to update the University’s telecommuting guidelines as appropriate. The current guidelines are available here.
B. OU-Tulsa Staffing Plan - Please refer to the following staffing plan guidelines for either the HSC or Norman campus, depending on your college, program, or department’s affiliation. Regardless of campus affiliation in Tulsa, items 1-3 below (Phased Return, Resurgence, and Screening) will apply to OU-Tulsa as a whole.
HSC Staffing Plan - Each college dean and area vice president (or their designees) are responsible for determining the telecommuting versus in-person staffing needs for their respective areas and will advise employees of scheduling and location changes, generally at least one work week prior, but not less than 48 hours prior, to a change in assigned work location.

Norman Staffing Plan - Those employees who have been directed by their supervisors to return to work on campus will be required to do so on or before August 3, 2020.

1. Remote working arrangements (telecommuting) will still be broadly encouraged, where practical and approved by supervisors, throughout Phase III of the Norman Return Plan.
   a. Guidelines - Human Resources will continue to update the University’s Telecommuting Guidelines as appropriate. Those guidelines are available here.

2. Employee Accommodations – Employees who believe they have a condition that may prevent them from returning to campus and/or resuming their normal job duties may request accommodation through OU Human Resources.

3. Staff Flexibility – Staff may also make requests for flexibility in their work arrangement in accordance with the staff flexibility guidelines provided by Human Resources.
   a. If a supervisor and employee have already agreed to remote working, the Staff Flexibility form does not need to be completed.

Other Considerations for Staffing -

1. Phased Return - The return to work from telecommuting should be phased, when possible, to allow sufficient time to ensure the return is efficient, effective, and meets the requirements of this Return Plan.

2. Resurgence - Each area must be prepared to slow or stop the return to campus and/or to fully return to telecommuting as soon as possible, if the University deems it necessary.

3. Screening – Employees returning from a telecommuting period of 7 consecutive calendar days or more must complete the online COVID-19 Screening and Reporting Tool https://covidreporting.ouhsc.edu/ and email the results to their immediate supervisor prior to returning to campus. This screening form will need to be completed again, in other scenarios outlined below, even after a return to campus.

4. Return to Campus Notification – Any department that begins a phased return to work must contact Josh Davis by email to inform Student & Employee Health of plans and to ensure student and employee groups comply with COVID-19 Screening & Reporting measures before returning to campus.

II. Reopening Common Areas, Resuming Services, and Returning Employees/Students to Campus

OU-Tulsa will comply with federal, state, local governmental orders, and the items outlined in this plan when reopening areas and resuming services on the OU-Tulsa campus.

A. Requirements to Reopen/Resume - Common areas or buildings that have been closed and services that have been suspended as a result of COVID-19, such as the fitness center, the dining room within Merkel Café, the Library, or campus computer labs, will not reopen until both of the following have occurred:
1. Dean/VP Approval - The director or administrator over the area has submitted a written Return to Services (RTS) Plan for approval to the appropriate dean or vice president, and the RTS has been approved. The RTS Plan must outlines the phases of return consistent with state and local safer-at-home or similar orders and must include the requirements of this Return Plan. The RTS Plan (see checklist) must address how services will be reduced or suspended if such is directed due to a resurgence of COVID-19.

2. Final Approval - The SPPOT/OU-Tulsa leadership has reviewed and approved an RTS-equivalent Plan.

3. Revisions – Substantive revisions to the RTS plan must be approved by the SPPOT/EOC Exec Team and communicated to those the changes apply to, as described in the original RTS plan.

B. Screening for Employees to Return to Campus - All OU-Tulsa employees (HSC & Norman-affiliated) who have been off-campus on administrative leave or telecommuting for 7 consecutive calendar days or more must submit the online COVID-19 Screening and Reporting Tool (https://covidreporting.ouhsc.edu/) and await a response before returning to work on campus. Employees will be notified via email of their screening result. Each employee must forward this return to work email to their direct supervisor upon receipt.

C. Screening for Students to Return to Campus - All OU-Tulsa students (HSC and Norman academic programs) who have been away from on-site instruction or on-campus clinical rotations for 7 consecutive calendar days or more must complete the online COVID-19 Screening and Reporting Tool (https://covidreporting.ouhsc.edu). The Student & Employee Health Clinic will notify students via University email address of their screening results and provide additional instruction on sharing the email.

D. Screening for Scheduled Visitors and Vendors – See section VIII.B.2 below.

III. Social Distancing
Social Distancing refers to keeping a distance of at least 6 feet between individuals. According to the Centers for Disease Control (CDC), it is one of the most effective methods of avoiding infection and reducing the spread of COVID-19. Social distancing requirements apply in all workplace settings on campus, including in public settings, common areas, and shared spaces on campus and at OU-Tulsa events.

A. Public Settings, Common Areas, Shared Spaces - When in public settings, common areas, and shared spaces on campus - such as office spaces, classrooms/lecture halls, labs, areas of ingress and egress, food courts, libraries, and break rooms - individuals must maintain a physical distance from others of at least six feet.

1. Indoors: If the public setting, common area, or shared space is indoors, individuals must also wear a surgical-style mask.

2. Outdoors: If the setting, area, or space is outdoors, individuals are strongly encouraged to wear a surgical-style mask and must do so when social distancing cannot be maintained.

B. Social Distancing Alternatives - When social distancing of at least six feet is not possible in an indoor or outdoor public setting, common area, or shared space, a mask must be worn and additional mitigation, such as the following options, must be implemented where possible:
- staggered breaks or shifts
- re-configured physical space
- re-configured seating designations
- revised workflow processes (e.g., drive through, partitions, curbside pickup)
- flexible meeting formats, such as video or telephone conferencing.

C. Large Groups – All gatherings and events on University property will be limited to 20 people or less due to Covid-19 maximum room capacity limits. This number is subject to change without notice based on guidance from University administration, the CDC, or State Department of Health. Classes will take priority for all classroom/meeting space and our largest capacity rooms are reserved exclusively for classes for the fall semester. Non-academic meetings and other events should be held virtually when possible. Event organizers (including for meetings) must adhere to the following guidelines:

1. Event organizers must structure events to observe the COVID-19 capacity of OU-Tulsa spaces and allow for the University’s social distancing and masking mandates.
2. Events may be held in outdoor spaces, so long as the University’s social distancing and masking mandates can be observed. Organizers must abide by local, state, and federal guidelines related to outside gatherings.
3. Events in semi-covered structures, such as tents and parking garages, are considered indoor venues for purposes of determining COVID-19 capacity, social distancing, and masking requirements.
4. While food and drink are permitted in event-specific spaces, food must be individually plated or prepackaged; self-serve buffets and passed food are prohibited. Additionally, social distancing must be maintained and masks must be worn when not actively eating or drinking.

D. Third Party Events – Events unaffiliated with the University are prohibited through at least December 31, 2020. Reservations and commitments for space for events unaffiliated with the University may not be accepted for calendar year 2021 until further notice.

IV. Masks

Until further notice, all individuals in campus facilities must wear disposable or cloth surgical-style facemasks, covering both the nose and mouth. Non-medical grade masks that have exhalation valves with or without filters may not be worn on campus unless a surgical-style mask is worn over it. Scarves, bandanas, gaiters, buffs, and the like are not acceptable.

Masks must be worn by all passengers in University-provided transportation, such as campus shuttles, buses, police safety escorts, and motor pool/leased vehicles. Drivers must wear a mask when passengers are in the vehicle. Masks must also be worn in outdoor campus spaces where social distancing cannot be maintained. Individuals may remove their masks while on campus only if all of the following three conditions are met:

1. they are within their enclosed private workspace/office, and
2. they are not interacting with others

For purposes of the masking policy, a cubicle is not considered "enclosed." An office is considered "enclosed" if the door is closed or slightly ajar.

NOTE: If an employee or student indicates compliance with the masking policy is not possible due to medical reasons, the individual should be referred to the appropriate University office to
request accommodations on the basis of disability (Human Resources at 918-660-3190 for employees; Accessibility & Disability Resource Center at 405-325-3852 or adrc@ou.edu for students). If a patient states compliance is not possible due to medical reasons, contact the clinic manager for direction. Cloth face coverings should NOT be worn by children under the age of 2 or anyone who has trouble breathing, is unconscious, incapacitated, or otherwise unable to remove the mask without assistance, per the CDC.

A. Masks for Students and Employees - The University will make masks available to employees and students appropriate to their on-campus, non-clinical responsibilities.
   1. Employees - Masks for employees outside of OU Physicians-Tulsa may be obtained from the central inventory. Managers should complete this form to obtain surgical-style masks for their employees; managers should select “OU-Tulsa” as the campus location within the online form. Masks for employees within OU Physicians-Tulsa clinical areas should be obtained through the normal OU Physicians-Tulsa supply chain.
   2. Students - Masks for students who are on campus may be obtained from OU-Tulsa Student Affairs during normal operating hours.
   3. Re-Use - To conserve the University’s mask supply, employees and students must observe the following re-use guidelines:
      a. Disposable Masks - Disposable filtration surgical-style masks worn in non-clinical/non-surgical areas should be worn on campus for five consecutive days, or until soiled, whichever occurs first. (Those worn in surgical, research, and clinical areas are subject to clinical, research, or surgical department re-use policies.)
      b. Fabric Masks - Fabric masks should be washed and fully dried, as needed, but at least once per day. Appropriate cleaning of the mask is the responsibility of the wearer.

B. Masks for Contract Workers, Vendors and Visitors - These groups are expected to provide their own masks when on campus. Departments should advise their visitors, vendors, and service providers of this requirement. Clinic staff may provide masks if sufficient supply is available.

C. Masks for Patients and Guests - The University will make surgical-style masks available to patients and their guests who do not bring their own approved masks. Information regarding obtaining masks for patients and accompanying family members or caregivers who do not have their own masks is available from clinic staff.

V. Building Access and Amenities
Building access and amenities must be managed in a manner that minimizes the risk of infection and spread of COVID-19.

1. Building Access - Access to campus buildings will remain restricted to key or swipe card access or entrances will be monitored until further notice. Classroom buildings, such as the Schusterman Learning Center and Building 3, will be open during classroom hours.
2. **Academic, Administrative & Support Buildings** — Access to some OU-Tulsa buildings and facilities will remain restricted to key or card access or will have entrances monitored for the present time; access will be continually regularly reevaluated by OU-Tulsa administration moving forward.

3. **Patient Care Buildings** - Public entrances to patient care buildings must be attended, and visitor policies must be observed. Vendors entering patient care buildings must enter through the main entrance. All other entrances must be restricted to keycard or attended access.

4. **Food Delivery to all Campus Buildings** - Third-party food delivery services and caterers may not enter or be given access to campus buildings. Individuals ordering from these services must arrange to meet the delivery person outside of their respective building.

   A. **Building Amenities** - All common areas must be maintained in a manner that provides for social distancing (see Section III above) and safe hygiene practices.

   1. **Elevators** - Generally, no more than four individuals may be in an elevator at one time; individuals must wear masks on elevators.¹

   2. **Seating Areas** - Seating at tables and benches is limited to one person per 6 feet.²

   3. **Restrooms** - Restroom facilities should not be used when social distancing cannot be maintained.

   4. **Cleaning** - Sanitization protocols must be in place in all departments and offices and must include, at a minimum, the items in Section VI below.

   5. **Hygiene** - Hand sanitizer should be made available if soap and water are not readily available in the area. Individuals who identify a dispenser that is out of sanitizer or is otherwise malfunctioning should contact OU-Tulsa Student Affairs (918-660-3100) for the hands-free mobile Purell dispensers or the OU-Tulsa Operations Department (918-660-3555) for the wall-mounted canisters.

   6. **Drinking Fountains** - Use of drinking fountains that are not touch-free is discouraged. Water bottle fillers are available in Schusterman Center Library and in the south Administration Building outside the OU-Tulsa Fitness Center.

   C. **Signage** - OU-Tulsa Operations Department personnel will place signs in common areas that address the requirements in III.A and III.B, as appropriate. Departments and areas interested in additional signage should contact Tracy Kennedy in OU-Tulsa Marketing and Communications by email.

   VI. **Sanitizing Facilities and Equipment**

   Clean facilities and equipment require a commitment from all levels of the University community. Everyone has an important role and responsibility in maintaining a healthy work environment.

¹ Reasonable exceptions include patient transport and freight elevators, patients using an elevator with their household members or caregivers, and emergency personnel. For smaller elevators, a smaller number of occupants may be preferred. On occasion, it may be appropriate for additional passengers to ride, in order to avoid groups forming while waiting on elevators.

² Reasonable exceptions are members of the same household sitting together and patients or students sitting with their caregivers or aides.
A. **University Responsibility** - The University will provide increased cleaning and sanitizing of frequently used facilities and common areas, including elevators, restrooms, classrooms/lecture halls (when utilized), lounges, and other high-traffic spaces with the use of BPA-approved cleaners that meet [CDC guidelines for disinfecting COVID-19](https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-and-spread/prevent.html). For high-traffic areas within facilities, the University will also provide, when possible, no-touch disposal receptacles, increased placement of hand sanitizers, and installation of additional University signs encouraging good hygiene.

B. **Department/Area Responsibility** – As was the case prior to COVID-19, each department/area manager remains responsible for obtaining appropriate cleaning supplies and providing for the cleaning of its shared office equipment, furniture, surfaces, and environment (to include non-centrally-scheduled conference rooms).

1. **Office Electronics** – These must be cleaned according to the following: Cleaning instructions for many types of common in-office computers and peripheral devices, including University-owned equipment for individual use as well as shared-use equipment, are available here: [http://www.ou.edu/ouit/workanywhere/get-started/equipment-sanitization](http://www.ou.edu/ouit/workanywhere/get-started/equipment-sanitization). For equipment not listed on the webpage above, individuals should refer to the manufacturer’s recommended instructions or contact the OU-Tulsa IT Helpdesk at 918-660-3550.

2. **COVID-19 Positive Individuals** - Department/area managers must contact the OU-Tulsa Operations Department at 918-660-3555 and [Environmental Health and Safety](https://www.ou.edu/ehs) at 918-660-3878 for assistance when they are made aware of an individual who has tested positive, if the individual had been on campus in the previous seven days. The supervisor should close off areas that the individual visited and open outside doors and windows, if possible, to increase air circulation in the area until it can be assessed by Operations.

3. **Environment** - Increased ventilation (open doors, for example) and purchase and use of portable HEPA filters when possible, should be considered to help promote a clean, healthy work environment.

C. **Individual Responsibility** - As was the case prior to COVID-19, individuals are responsible for cleaning their personal and shared spaces and office equipment.

1. **Workspace** - Individuals are encouraged to disinfect their individual workspaces (desk, phone, keyboard, etc.) daily.

2. **Equipment from Home** - Individuals bringing electronic equipment, including cell phones, to University buildings from off-campus locations must first clean all equipment following the instructions in Section VI.B.1 above.

3. **Shared Items** - Individuals must avoid using other’s phones, desks, offices, computers, work tools, etc., when possible. Individuals using shared office items, such as copiers, must clean and disinfect the item before and after use.

4. **Food Preparation** - Individuals may prepare personal food in common areas only one person at a time and must clean the area after each use.

VII. **Testing, Isolation, and Contact Tracing**

A. **Positive Tests** - If an employee or student tests positive for COVID-19, the University will cooperate with the appropriate health department in its contact tracing efforts.
1. Supervisors who are made aware that an individual in their area has tested positive must contact the OU-Tulsa Operations Department at 918-660-3555 and Environmental Health and Safety at 918-660-3878 for disinfecting assistance, if the individual was in the area within the last seven days.

2. All employees who have received a positive COVID-19 laboratory test must obtain clearance from the OU-Tulsa Student/Employee Health Clinic via the online COVID-19 Screening and Reporting Tool: https://covidreporting.ouhsc.edu/ before returning to on-campus University responsibilities.

B. Confirmed Exposures - Employees and students who know they were exposed to a laboratory-confirmed COVID-19 positive individual are expected to notify the OU-Tulsa Student/Employee Health via the online COVID-19 Screening and Reporting Tool (https://covidreporting.ouhsc.edu/) and to follow the direction provided by the Clinic and by the applicable health department. That direction may require certain actions, such as to remain away from University property and from on- and off-campus events until approved for return by Student/Employee Health.

VIII. Monitoring Workforce and Visitors for COVID-19 Symptoms - Mandatory Reporting Process

A. Monitoring Employees and Students - Employees and students must complete the online COVID-19 Screening & Reporting Tool at https://covidreporting.ouhsc.edu/ each time any of the following outlined situations applies. The Tool must be submitted before returning to work or academic responsibilities on campus or attending University-related functions. The individual will be notified via email of their screening results and will follow the included instructions for forwarding the email.

   1. Clinic Employees - Clinic employees must comply with the monitoring processes in place in their assigned clinics, if more stringent than those in items 2-7 below.
   2. Absence from Campus - Employees who have been present on campus and then are absent for any reason for 7 or more consecutive calendar days must complete the online COVID-19 Screening and Reporting Tool. Students who have been away from on-site instruction or on-campus clinical rotation for 7 or more consecutive days must complete the online COVID-19 Screening and Reporting Tool.
   3. Travel - Employees and students who have traveled domestically (outside the State of Oklahoma) or internationally (including any cruise) must complete the online COVID-19 Screening and Reporting Tool after their return to Oklahoma but prior to return to campus, unless the traveler qualifies for the Commuter Process.

   a. Commuter Process - If, as part of an individual’s University employment or required academic curriculum, the individual must travel on a daily or similarly regular basis in a personal vehicle (either alone or with other household members) back and forth across Oklahoma state lines, the individual may not be required to complete the online Screening and Reporting Tool each time they leave the state (unless they meet one of the other screening and reporting criteria). For example - A student who lives 10 miles over the Oklahoma border and travels daily in her personal vehicle to an OUHSC assigned clinical experience may not have to complete the Tool with each commute. Individuals MUST check with their supervisor or
student dean for further information regarding an exemption; the supervisor or dean will consider factors such as method and frequency of travel and necessity and origin of travel. Supervisors/deans must report all approved exemptions to TulsaStudentHealth@ouhsc.edu. Those approved must notify Student/Employee Health if they begin experiencing symptoms or if their commuting details change.

4. **Events and Gatherings** - Employees and students who attend an event, go to an entertainment venue, or participate in a group gathering of 10 or more people AND do not wear a mask and practice social distancing must complete the online COVID-19 Screening and Reporting Tool no later than 24 hours following the event but prior to the return to campus. (Household members do not count toward the number of 10 or more.)

5. **Close Contact** - Employees and students who have had close contact with an individual diagnosed with COVID-19 in the last 14 days or with someone who has been tested for COVID-19 and who results are pending in the last 14 days must complete the online COVID-19 Screening and Reporting Tool.

6. **Experiencing Symptoms** - Employees and students experiencing symptoms that could be consistent with COVID-19, such as fever, cough, shortness of breath, or difficulty breathing, chills, muscle pain, sore throat, recent loss of taste or smell, and/or extreme fatigue, must complete the online COVID-19 Screening and Reporting Tool. They should also contact their health care provider regarding specific symptoms.

7. **Positive or Pending Test** - Employees and students who have COVID-19 test results pending or who test positive for COVID-19 may not return to campus until they have been cleared by Student & Employee Health via the online Screening & Reporting Tool.

8. **COVID-Positive Household Member** - Employees and students with a household member who has tested positive for COVID-19 in the past 14 days must complete the online COVID-19 Screening and Reporting Tool.

**B. Monitoring Patients & Visitors**

1. **Patients and Their Visitors/Guests** - Patients and accompanying guests will be monitored via temperature checks and other clinic screening tools.

2. **Scheduled Visitors/Vendors** - Visitors who are scheduled to be on campus for mission critical business, such as certain job candidates and speakers, and vendors who will be in campus facilities for more than pick-up and delivery (typically 15 minutes) will be directed by the scheduling department to complete the online Scheduled Visitor/Vendor COVID-19 Screening and Reporting Tool at least 24 hours prior to their scheduled arrival on campus. They will be advised to notify the individual who scheduled them to be on campus if they begin to experience COVID-19 symptoms during their visit. See the Scheduled Visitors/Vendors FAQ page [here](#).

   a. **Third Party Food Vendors Exemption** - As identified in Section V.A.3 above, third party food vendors who are on campus to deliver food are not

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3 Third party food vendors, as identified in Section V.A.3 above, and other vendors who are on campus solely to make deliveries or perform outdoor services are not required to complete the Tool.
required to complete the Tool. Also as outlined above, these individuals should not enter or otherwise be granted access to campus buildings.

C. Temperature Checks - Temperature checks may be required only for individuals entering buildings/areas where patient care is provided. Employees in these buildings/areas may be required to check their temperatures at home or upon entry. Prior approval from the Office of Human Resources is required for employee temperature checks in any other buildings/areas.

1. Employees - Employees with an elevated temperature may not return to work until they have had no elevated temperature and no evidence of COVID-10 symptoms for at least 72 hours and they have been cleared by the OU-Tulsa Student/Employee Health Clinic via the online COVID-19 Screening and Reporting Tool at https://covidreporting.ouhsc.edu/.

2. Patients - Patients with an elevated temperature at screening will be managed in accordance with clinic protocol.

IX. Travel

A. Travel Guidance - Except as provided in Section VIII.A.3 above, all employees, students, and visitors will comply with the travel guidance for their campus, maintained on page 1 of the document linked here. FAQs on domestic and international are available here.

X. Training

A. The SPPOT/EOC Exec Team will assist with and coordinate training materials and opportunities for departments/areas, employees, and students to learn about COVID-19 and related campus policies.

B. Each college, clinic, and department will ensure its employees and students also receive COVID-19 training specific to their areas on an ongoing basis.

XI. Plans for Research / Patient Care / Academics

A. Return to Research Plans

1. OUHSC Return to Research Plans:
   a. The OUHSC Return to Research Plans for laboratory research are available here; OUHSC researchers on the Tulsa campus will follow this plan.
   b. The OUHSC Return to Research Plan for Human Subjects is available here.

2. Norman Return to Research Plan:
   a. Prior to the July 30, 2020 plan update, Tulsa programs affiliated with the Norman campus were required to complete the form linked here and submit to Jim Sluss, PhD, Associate Vice President for Academic Affairs, via email for review and approval.
   b. As OU-Tulsa moves into the next phase, Norman campus researchers on the Tulsa campus will follow and adhere to the directions set forth in this Norman campus Phase III memo linked here. No additional Tulsa campus Conduct of Operations plans beyond those already in existence will be
required to access on-campus research laboratories and field sites at this time, but may be in the future if conditions change.

B. Clinics
The OU Physicians-Tulsa Reopening Considerations and Plan can be found [here](#).

C. Academic Instruction Plans
   1. OUHSC academic programs -
      The *Return to On-Site Instruction Plan* is housed at the top of the [OUHSC Teach Anywhere website](#), or by clicking [here](#): [Plan for Return to OUHSC On-Site Instruction](#).
   2. Norman academic programs at OU-Tulsa: The Norman campus Safe and Resilient Instructional Plan is available [here](#).

XII. Enforcement
Employees and students who refuse to comply with this Return Plan are subject to disciplinary action, in accordance with the applicable faculty, staff, or student handbook policy. Managers may consult with Human Resources for additional information.

If an employee or student indicates compliance is not possible due to medical reasons, the individual should be referred to the appropriate University office to request accommodations on the basis of disability office (OU-Tulsa Human Resources at 918-660-3190 for employees or the Accessibility & Disability Resource Center at 405-325-3852 for students).

Vendors, visitors, and patients who refuse to comply with this Return Plan are subject to having their access to campus suspended or terminated.