OU-Tulsa COVID-19 Return Plan

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

Last Updated and Approved October 1, 2020

*most recent plan language updates (from 9/15/2020) are highlighted in yellow*

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 well as any local, state, and federal laws or orders that are more restrictive.

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.](https://www.ouhsc.edu/hr/telecommuting)

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.](https://www.ouhsc.edu/hr/ accommodations)

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.](https://www.ouhsc.edu/hr/telecommuting)
   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 who meet any of the instances described in Section VIII below must complete the online COVID-19 Screening & Reporting Tool [https://tulsacovidreporting.ouhsc.edu](https://tulsacovidreporting.ouhsc.edu) and email their results to their immediate supervisor prior to 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 outline 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](https://www.ouhsc.edu/hr/telecommuting)) 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 on administrative leave or telecommuting must submit the online COVID-19 Screening and Reporting Tool (https://tulsacovidreporting.ouhsc.edu) and await a response before returning to work on campus if they have any instances described in Section VIII below.

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://tulsacovidreporting.ouhsc.edu) if they have any instances described in Section VIII below. 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. On Campus - When on campus, individuals must maintain a physical distance from others of at least six feet.

   1. Indoors: Individuals must also wear a surgical-style mask (see Section IV below).

   2. Outdoors: Individuals are strongly encouraged to wear a surgical-style mask. If social distancing cannot be maintained outside, individuals must wear surgical-style masks.

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. Due to space limitations on campus, no social gatherings will be permitted. Social gatherings include but are not limited to birthday parties, wedding/baby showers and promotion/retirement celebrations.

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 follow 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

Indoors: Until further notice, all individuals in campus facilities must wear disposable or cloth surgical-style facemasks. Provided, however, that when individuals are in their own enclosed private workspace, are at least 6 feet from others, and are not interacting with others, they may remove their masks. For purposes of the masking policy, a cubicle is not considered “enclosed.” An office is considered “enclosed” if the door is closed or only slightly ajar.

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.

Outdoors: Masks must be worn in outdoor campus spaces where social distancing cannot be maintained and when otherwise required by the University, such as for certain events.

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. Students in off-campus rotations who need masks should contact OU-Tulsa Student Affairs, as applicable.
   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.
A. 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.
   1. 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.
2. **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.

3. **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.

**B. 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. 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. **Individuals must wear masks on elevators.**

2. **Seating Areas** - Seating at tables and benches is limited to one person per 6 feet. Reasonable exceptions are members of the same household sitting together and patients or students sitting with their caregivers or aides.

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.

A. **University Responsibility** - The University will provide increased daily 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. 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** - Frequently used campus spaces are disinfected on a daily basis. Department/area managers who are notified of a COVID-19 positive individual in their space should contact the OU-Tulsa Operations Department at 918-660-3555 to confirm when disinfecting the space last occurred. If the positive individual has been in the space since it was last disinfected, the OU-Tulsa Operations Department will, in consultation with EHSO, assess what, if any, interim disinfecting is appropriate, and the supervisor should close off affected areas and/or open outside doors and windows, if instructed by the OU-Tulsa Operations Department/EHSO while the assessment is pending. This procedure should be followed in off-campus leased spaces as well, by contacting the leasing agent or building maintenance team.

3. **Environment** - Increased ventilation (open doors, for example) and purchase and use of portable HEPA filters when possible, should be considered.

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 should contact the OU-Tulsa Operations Department at 918-660-3555 as described in Section VI.B.2 above for disinfecting assessment, if the individual was on campus in the past 2 days.

2. All employees and students 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://tulsacovidreporting.ouhsc.edu) before returning to on-campus University responsibilities. Clearance may require proof of a negative COVID-19 test. PLEASE NOTE: At this time, the University does not accept negative rapid COVID-19 antigen tests from any laboratory.

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://tulsacovidreporting.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://tulsacovidreporting.ouhsc.edu before resuming on-campus activity or responsibility each time they answer YES to any of the questions below. The individual will be notified via email of their screening results and will follow the instructions included for forwarding the email. NOTE: Individuals must also comply with the screening and reporting processes in place at their assigned locations/rotations/practicums.

1. Are you 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? (Please also contact a health care provider regarding specific symptoms.)

2. Do you have COVID-19 test results pending, or did you test positive for COVID-19 within the last 14 days?

3. Have you had close contact (been within 6 feet, for approximately 15 minutes or more) with an individual diagnosed with COVID-19 in the last 14 days or with someone who has been tested for COVID-19 and whose results are pending in the last 14 days?
   a. PLEASE NOTE: It is possible for COVID-19 to spread in shorter periods of time or in different distances, so individuals should monitor their health and complete the online Screening and Reporting Tool if they experience COVID-19 symptoms.

4. Do you have a household member who has tested positive for COVID-19 in the last 14 days?

B. Monitoring Patients & Scheduled Visitors/Vendors -
1. **Patients and Their Visitors** - Patients and accompanying guests will be monitored via temperature checks and other clinic screening tools. **NOTE:** OU-Tulsa, OU Physicians, and OUMI employees who are accompanying family or friends on patient visits are considered to be visitors and must comply with the clinic’s screening process.

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 for more information](#).

   a. **Third Party Food Vendors** - As identified in Section V.A.3. above, third party food vendors who are on campus to deliver food are not required to complete the Tool. However, as also outlined above, these individuals should not enter or otherwise be granted access inside 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-19 symptoms for at least [24 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://tulsacovidreporting.ouhsc.edu](https://tulsacovidreporting.ouhsc.edu).

   2. **Patients and Accompanying Visitors** - Patients with an elevated temperature at screening will be managed in accordance with clinic protocol. Accompanying visitors with an elevated temperature (100.4 and above) may not enter the facility.

IX. **Travel**

A. **University Domestic and International Travel** - Domestic and international air travel for University-related business or academic purposes is permitted only if the travel is considered *mission-critical* to the University.

B. **Mission-critical Travel, Defined** - Mission-critical travel is travel that is necessary to the University’s ability to meet its core academic, research, or operations functions. More specifically, the purpose and timing of the travel must be such that if the travel does not occur as scheduled, the University’s ability to meet its core academic, research, or operations functions is significantly impaired. Individuals who believe domestic or international travel is mission critical must contact their Dean/Vice President, who will consider factors such as timing, State Department/CDC travel advisories for the destination(s), impact on competitive advantage, and actions of peer institutions, and make
a written recommendation to the Senior Vice President and Provost for Norman or Health Science Center campuses and the OU-Tulsa President for approval.

C. 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. 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.

D. Other Return to Service Plans - Other Return to Service plans are available from the Vice President responsible for the particular areas or the SPPOT/EOC Exec group.

E. Other Campus Plans -

1. Norman campus: https://www.ou.edu/together/norman-phase-iii
2. Oklahoma City campus: https://ouhsc.edu/coronavirus
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 (Human Resources 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.