

POLICY ON PERSONAL ACTIVITIES DURING COVID-19, SELF-QUARANTINE, TESTING, AND RETURNING TO WORK

While the College cannot require employees to refrain from certain personal travel as well as family and social activities, all mandatory, on-campus employees are **strongly advised** to follow guidelines, including Kentucky's COVID-19 travel, testing and self-quarantine guidance found at <https://govstatus.egov.com/kycovid19>, until the end of the public health emergency. This includes activities such as vacations, family visits, or hosting visitors from within or outside of Kentucky.

College Policy on Self-Quarantine and Related Absences Following Travel

Employees must follow guidance from the Commonwealth of Kentucky's [Travel Advisory COVID-19 webpage](#) before returning to on-campus work.

Hosting or Attending a Gathering

Employees who host or attend a gathering where the Governor's guidance on social activities is not observed, such as social distancing and wearing masks, should self-quarantine for 5 days, followed by a negative COVID-19 test (<https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/personal-social-activities.html>).

Unvaccinated employees who must self-quarantine based on this guidance and are unable to telework are required to use vacation or sick leave for each day they are absent from work. Any employee who knowingly fails to adhere to this policy and who is confirmed to be a source of a COVID-19 outbreak on campus may be subject to discipline up to and including suspension without pay, or in an extreme case, termination of employment.

Additional Information

Employees with questions about this policy should contact Steve Lawson, Associate Vice President, Human Resources, at lawsonst@berea.edu. This policy supersedes prior College policy and guidance regarding personal travel and activities of employees and is in addition to the College's other policies regarding COVID-19 testing, reporting, and other health and safety measures.

This policy shall remain in effect until further notice.