



**BALL STATE
UNIVERSITY**

W E F L Y

Ball State University's COVID-19 Plan (Employees)

Last Updated August 16, 2022

Note: this version contains minor updates that were made in preparation for the start of the 2022-2023 academic year, as well as revisions for those who are exposed to COVID-19 (including the removal of quarantine requirements).

I. Introduction

Ball State University will continue to respond to the COVID-19 pandemic in a manner that promotes the safety of employees, students, and campus visitors, while furthering the University's mission and values. BSU's policies and plans are informed by guidance from government agencies, public health officials, and the Centers for Disease Control and Prevention (CDC).

This pandemic is a dynamic situation, and the University will continue to review and appropriately update policies and plans as more information becomes available.

II. Cardinals Care

This plan outlines policies, protocols, and guidelines to inform members of the University community of actions necessary to promote healthy behaviors. These actions reflect our Enduring Value of Social Responsibility; that is, to care for each other as members of the community. Not adopting these behaviors may unintentionally place others at risk, and may result in corrective action.

III. COVID-19 Vaccinations and Boosters

The University continues to strongly encourage its employees to remain up-to-date on COVID-19 vaccinations, as described in [CDC guidelines](#). Information about boosters can also be found [here](#) and [here](#). There are many vaccine sites throughout Indiana, including one on our campus that is under the authority of the Delaware County Health Department (DCHD) and utilizes University personnel. To schedule an appointment at any vaccine clinic in Indiana, including the on-campus clinic at the College of Health, visit ourshot.in.gov or call 211. More information is available on [this](#) webpage.

IV. University Face Mask Policy

Face masks are optional on campus. However, they may still be required in certain locations, such as health care settings and laboratory settings. Determinations for these settings will be made by the area supervisor. In addition, masks also must be worn as required by the sections of this plan titled "Exposure to COVID-19" and "COVID-19 Isolation Guidance."

The University encourages all individuals—including those who are at greater risk for infection, or the consequences of infection—to make their own personal health decisions regarding the use of a face mask, and it supports those who choose to wear one.

V. Employee Health Screening Process

A. Daily Symptom Self-Check

Employees are encouraged to continue monitoring their [symptoms](#) every day before reporting to work. If an employee experiences symptom of COVID-19 (without a separate diagnosed cause, e.g., asthma, allergies, etc.), the employee is strongly encouraged to seek medical care. If it is determined that the employee has COVID-19, they should not come to campus and should follow isolation protocols. The employee must also contact their supervisor.

B. Exposure to COVID-19

Consistent with [CDC guidance](#), an individual should wear a face mask when they are around others for ten full days after being exposed to a person infected with COVID-19. They should also get tested at least five full days after their exposure, regardless of whether they develop symptoms. Day 1 is the first full day after the last exposure.

If an individual develops symptoms at any point after being exposed to a person infected with COVID-19, they should get tested and immediately begin isolation until they receive test results. If the test is positive, the isolation guidance should be followed.

These exposure guidelines apply to all individuals regardless of vaccination status.

C. COVID-19 Isolation Guidance

Consistent with [CDC guidance](#), a person infected with COVID-19 must isolate for five full days.

If an infected person does not have symptoms, they may return to normal activities after five full days of isolation. For asymptomatic people, Day 1 is the first full day after the specimen was collected that resulted in a positive test.

If the infected person has symptoms, they can end isolation after five full days if they are fever-free for 24 hours without the use of fever-reducing medication and other symptoms have improved (note: loss of taste and smell may persist for weeks or months after recovery and need not delay the end of isolation). If the person continues to have a fever or other symptoms have not improved after the five days, the person should wait to end their isolation until they are fever-free for 24 hours without the use of fever-reducing medication and other symptoms have improved. For symptomatic people, Day 1 is the first full day after symptoms developed.

After the isolation period ends (for both symptomatic and asymptomatic people), the person must wear a face mask when they are around others through Day 10. If unable to wear a mask around others, the person should isolate for a full 10 days.

These isolation guidelines apply to all people regardless of vaccination status.

VI. Requests for Disability Accommodations

If an employee has or may have a need for disability accommodations related to COVID-19, the employee should contact University Human Resource Services.

VII. General Resources

Please consult the University's [COVID-19 Website](#) for more information on the University's response to this pandemic. In addition, other general resources include:

1. [CDC's COVID-19 Webpage](#)
2. [Latest guidelines and updates from the CDC](#)
3. [World Health Organization information on COVID-19](#)
4. [Indiana State Department of Health](#)
5. [Delaware County Coronavirus Hub](#)