



COVID-19 HIGH RISK EMPLOYEE PROTOCOL

Chowan University is aware that some members of our community face a greater risk from COVID-19 than others and encourages faculty and staff who have concerns about their individual circumstances to consider consulting with Human Resources (HR) about the process for seeking an accommodations or adjustment as warranted.

ACCOMMODATIONS

Some people may be at higher risk of experiencing negative COVID-19 outcomes due to their individual circumstances. Faculty and staff who fall within the CDC's definition of a "vulnerable person" for COVID-19 (as outlined below) may request reasonable accommodations to their work or learning environment.

Information for faculty and staff on the accommodations process may be found in the employee handbook, mycu.chowan.edu, or by phone (252-398-6204) or email (hr@chowan.edu).

In addition, as always, anyone with a documented disability or who needs a religious accommodation or a pregnancy or nursing parent adjustment may pursue accommodations as well.

Current [CDC guidance for elevated risk from COVID-19](#) describes a "vulnerable person" as follows:

- People 65 years and older;
- People of all ages with underlying medical conditions, particularly if not well controlled, including those:
 - with chronic lung disease or moderate to severe asthma
 - who have serious heart conditions
 - who are immunocompromised (including cancer treatment, smoking, bone marrow, or organ transplantation, immune deficiencies, poorly

controlled HIV or AIDS, and prolonged use of corticosteroids and other immune weakening medications)

- with severe obesity (body mass index of 40 or higher)
- with diabetes
- with chronic kidney disease undergoing dialysis
- with liver disease.

Note that these categories may change based on evolving circumstances around the virus as well as public health and regulatory guidance.

ADJUSTMENTS

Individuals who do not fall within the CDC's COVID-19 guidelines for a "vulnerable person" but have other concerns about returning to campus due to their individual circumstances (such as household members who may be at higher risk) should contact their departmental or human resources manager to discuss their concerns and whether adjustments to their work environment may be made to address them.