

# MEMORIAL'S GUIDING PRINCIPLES

LIVING WITH COVID-19 IN OUR CAMPUS COMMUNITIES



## Health, safety and well-being

The physical and psychological health and safety of our faculty, staff and students remains paramount.

- Follow Newfoundland and Labrador public health orders to limit the spread of COVID-19.
- Continue to work from home where possible.
- Return to campus plans will be determined by assessing epidemiology across the country and in the province.
- Identify and maintain health and safety requirements of on-campus spaces, with access and use of PPE after other controls are explored.
- Continue to ensure well-being of our faculty, staff and students through healthy lifestyles and mental health supports, education and awareness training, and online learning.
- Continually strive to enable as much work activity as possible, while respecting the necessary limits required by the evolving COVID-19 situation in NL, and the potential to move to a previous alert level.

- Collaboration of all units, to ensure sufficient resources are available for successful implementation of operational planning.
- All units must have an approved operational plan to proceed.
- Only approved on-campus activities can proceed, while the provisions of public health directives are in effect.
- Ensure the process for approving the phasing in of on-campus activities is communicated, fair and transparent.
- Key on-campus support units, may not be able to provide normal services as a result of COVID-19 impacts, and this may limit the nature or timing of activities approved.



## Integration

Memorial will have an aligned, consistent, integrated administration, academic and research plan.



## Quality

Maintain priority of academic programs and quality course delivery, and research activity.

- Continue student centred programming and services
- Continue and enhance remote delivery of learning.
- Continue and enhance remote delivery of services.
- Continue and enhance research activities.
- Ensure student progress through their academic programs.
- Enhance the reputation of the university through actions.

- There is already evidence from the international research community that women, people with disabilities, Indigenous peoples, and people of colour have greater burdens of care and less access to resources during this time.
- Support systems are available such as education and awareness training and enhanced online learning.
- Efforts will be made to accommodate employee needs, respecting dignity and enhancing an ability to fully participate in employment.



## Equity, diversity and inclusion

Recognize and support disproportionately affected faculty, staff and students in accordance with equity, diversity, and inclusion (EDI) principles.