

# 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, in addition to Memorial's measures.
- Get vaccinated, if you are able. Students, faculty and staff must have had the first dose of an approved vaccination by Sept. 7, 2021, and the second dose by Oct. 15, 2021, unless granted an exemption.
- Stay home when ill and complete the daily COVID-19 self-assessment before accessing campus.
- Response to outbreaks on campus will be quick and will be determined by assessing campus risks, epidemiology across the country and in the province.
- Identify and maintain health and safety requirements of on-campus spaces, through physical distancing and the use of controls.
- 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.
- Review *Memorial's living with COVID document* for more information on health and safety controls.

- Collaboration of all units, to ensure sufficient resources are available for successful implementation of operational planning.
- All units must have an operational plan and should undergo academic and business continuity planning.
- Key on-campus support units will be available but may be different than normal as a result of COVID-19 impacts.
- Review *Memorial's guide to campus recovery* for more information on how on-campus activities should integrate.



## 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 in-person and remote delivery of learning.
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- Continue and enhance research activities.
- Ensure student progress through their academic programs.
- Enhance the reputation of the university through actions.

- There is 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 individual needs, respecting dignity and enhancing an ability to fully participate.
- Visit *Memorial's psychological health and safety* and *employee wellness resources* for more information.



## Equity, diversity and inclusion

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