Compliance with COVID-19 Health and Safety Directives
UA-21

About This Policy

Effective Dates:
08-05-2020

Last Updated:
08-23-2021

Responsible University Administrator:
Executive Vice President for University Academic Affairs
Vice President for Human Resources

Scope

All employees of Indiana University, including academic appointees, student academic appointees, Staff and Temporary employees.

Policy Statement

1. Indiana University’s highest priorities are to protect the health and safety of every member of the university community and to resume normal campus operations. Every individual plays an important role in helping us to continue those operations uninterrupted by a widespread recurrence of COVID-19 within the university community.

2. The university’s guidance and directives related to the COVID-19 pandemic can be found at https://www.iu.edu/covid/index.html. IU will engage in regular, direct communications with non-compliant employees to ensure that employees know what steps are necessary to achieve compliance and how, where, and when to complete those steps prior to pursuing more serious consequences.

Reason For Policy

Indiana University is taking actions in light of COVID-19 with the goal of promoting a safe working and learning environment for our students, employees, and community. Compliance with health and safety directives by university employees is critical to achieving this goal.

Procedure

1. Staff and Temporary Employees
   For Staff and Temporary employee violations of this policy, units will consult with their respective Senior HR Director and IU HR Employee Relations and will follow the corrective action process applicable to the affected employee. https://policies.iu.edu/human-resources/index.html?keywords=&type=employee-performance-and-development&sort=

2. Academic Appointees
   Violations by academic appointees will be addressed pursuant to ACA-33 and, if necessary, ACA-52.

Sanctions

Egregious violations or intentional repeated violations are the only violations for which the most serious sanctions such as suspension or termination of employment will be imposed.

History

This policy was adopted on August 5, 2020.

This policy was updated on August 24, 2021.