

MESALANDS COMMUNITY COLLEGE

BOARD POLICIES

SECTION 18.0: MESALANDS COMMUNITY COLLEGE SAFE AND HEALTHY CAMPUS POLICY

The Board recognizes that its primary responsibility is to create a safe and healthy campus which enables students to learn, faculty to teach, administrators to lead, and staff to conduct operations without harm or fear of harm to their personal health and/or safety. Therefore, the Board retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the Constitution and statutes of the State of New Mexico to enact policies for the benefit of creating a safe and healthy campus.

POLICY TITLE: 18.1, COVID-19 VACCINATION

REVISED: JANUARY 18, 2022

Effective Date

This policy shall be effective January 18, 2022. This Policy may be adapted or modified at the discretion of the President as conditions, recommendations, and mandates may change with regard to the evolving COVID-19 pandemic.

Scope

The intent of this policy is to fulfill compliance with any and all COVID-19 mitigation efforts in place now or in the future as instituted by federal, state, or local authorities. Further, this policy serves as a clarification and expansion of Mesalands Community College Board of Trustees Policy 18.0: Mesalands Community College Safe and Healthy Campus Policy and Mesalands Community College Personnel Handbook, Policy 8.9: Safety. This policy applies to all faculty, staff, students, contractors, and community members utilizing College services or facilities.

Purpose

To protect and preserve the health, safety, and welfare of the MCC community, the Mesalands Community College Board of Trustees **strongly recommends** (upon recommended consultation with the individual's personal physician) that all faculty, staff, contractors, and students accessing College facilities, housing, programs, services, and activities in person to be fully vaccinated for COVID-19.

However, if pandemic conditions continue to evolve and state or federal rules, regulations, conditions, or mandates are enacted, the Board acknowledges that this policy may be required to be altered and thus authorizes the President to adapt COVID-19 mitigation efforts and develop procedures to implement this policy and to assure good faith compliance with governing authorities and for the benefit of a safe and healthy campus.

Existing Policies Concerning COVID-safe Practices

This action supplements, and does not replace, existing policies and guidelines requiring all faculty, staff, contractors, and students to observe CSPs (COVID Safe Practices) including appropriate use of a **N95 mask** (provided at no charge by the College and worn properly covering both the nose and mouth at all times while indoors), social and physical distancing, and frequent handwashing and cleaning.

COVID-safe practices (CSPs) currently in force and listed above are in accordance with Centers for Disease Control and Prevention (CDC) and World Health Organization (WHO) guidance, the Occupational Safety and Health Administration (OSHA), the New Mexico Department of Higher Education (HED) and the New Mexico Department of Health (DOH).

Enforcement

If an individual is non-compliant following existing policies by observing all CSPs, they are to be reported immediately by confidential email to ahealthystampede@mesalands.edu. Employees are further authorized to withhold services or instruction until a CSP non-compliant individual comes into compliance (eg. Properly wearing a N95 mask, social distancing, etc.). If the individual refuses to follow CSP requirements, employees are required to not negatively engage the individual but, rather, call (575)461-4413 extension 300 and request the Director of Campus Safety and Security.

While not advised, a faculty member may elect to instruct a course without a N95 mask provided they are not within 6 feet of the nearest individual, masked or unmasked, and, in doing so, the faculty member assumes all risks and liability to their personal safety and well-being.