

COMPREHENSIVE PLAN:
SAFE RETURN TO CAMPUS & WORKPLACE

CORNISH COLLEGE
OF THE ARTS

Developed, Updated & Approved by
College Leadership
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COMPREHENSIVE PLAN: RETURNING TO THE CAMPUS & WORKPLACE Spring 2022.

This guidance document will be updated as conditions change and will include ongoing analysis, consultation with our peers, recommendations and or mandates from federal, state, and local officials.

This document has been substantially updated January and again in February 2022 for the Spring 2022 Semester. It will be reviewed on a regular basis with updates provided to the community as needed.

Please review this guidance document to address potential questions and concerns, and to understand the steps being taken to provide a safe working and classroom environment. We will continue to take a deliberate, phased approach to the return of employees on campus.

Updated Washington State Department of Health *Covid Recommendations for Higher Education* can be found [here](#).

This Comprehensive Plan should be seen as an Addendum to the College's Pandemic Response Plan implemented on March 3, 2020 specific to the Covid-19 (2019 novel coronavirus or SARS-CoV-2) Virus.

A copy of this plan will be available electronically [online](#), and in hard copy format in the Cornish Library, Security Offices, and at the Cornish Playhouse.

The COMPREHENSIVE PLAN: SAFE RETURN TO CAMPUS & WORKPLACE has been available on the Cornish website since Friday, August 21, 2020; and has been emailed out to all employees and students. The community is notified if/when modifications are made to the Plan.

The College leadership continues to meet regularly to adjust as needed through the duration of the Covid-19 Pandemic Period.

GUIDING PRINCIPLES

This plan has been created for the return to campus by employees and students as allowed by state and local public health officials.

Our knowledge and understanding of the COVID-19 virus continues to evolve as the virus evolves, and our policies and plans are updated as appropriate and necessary as information becomes available.

Our guiding principle for College policies and protocols for responding to the COVID-19 pandemic is rooted in the safety of our entire community, in all activities, both on campus and off, while providing in-person, hybrid and fully online learning, as well as the safety for the public with whom we interact.

Taking steps to minimize the risk of COVID-19 infections at Cornish College of the Arts is a shared responsibility. Every member of the community must do their part. This means adhering to national, state, and local health guidelines and requirements and adhering to those generally accepted health and safety standards, policies or protocols that Cornish deems appropriate for our campus. These requirements are for your health and safety and the health and safety of those around you. The guidance provided by the original plan for the 2020-2021 academic year and subsequent updates, continues to create a safe environment for the entire community.

By reporting to work or engaging in any activity on campus, you are stating that you are symptom free and have not been exposed to someone who is COVID positive and you are agreeing to follow the standards, policies and protocols outlined in this guide. Failure to do so may result in corrective action up to termination (employee) or suspension/expulsion (students). Information regarding testing and symptom screening can be found [here](#).

Our plans will be informed and shaped by the orders, directives, and ordinances from the federal government, State of Washington, Washington Department of Health, King County and the Seattle-King County Public Health Department. Our plans will also take into consideration recommendations from the Centers for Disease Control and Prevention, and we will utilize guidelines by other agencies such as the American College Health Association. Our plans will generally align with these policies or, when appropriate, take a more stringent stance to ensure equity among our learning, living, and working communities. During instances where policies are in conflict, unclear, or multiple interpretations could be found, Cornish College policies will prevail.

For the safety of the community, **everyone** on campus must abide by these policies.

Community members who are at a higher risk of infection, [immunocompromised](#), and/or [unvaccinated](#) should practice increased precautions per the CDC including, but not limited to, increased social distancing. The College continues to stress the efficacy and importance of getting a full course of vaccine and subsequent booster vaccinations for those that are eligible.

RETURN TO THE CAMPUS & WORKPLACE

Campus and Workplace Expectations & Guidelines:

All employees and students are expected to fully comply with the policies, protocols, and guidelines outlined in this document when coming to campus and prior to entering any campus building. Failure to do so may result in corrective action and documentation within an employee file. In accordance with all expectations concerning policy compliance, Academic Chairs and Deans are expected to ensure employee/student compliance, **Faculty of Record and/or Direct Supervisors** are responsible for Comprehensive Plan Compliance for classroom and curricular activity, direct supervisors are expected to ensure employee compliance in their areas, and employees who oversee contractors or interact with students or visitors, if/when applicable, are expected to ensure their compliance with the guidelines in this document.

While Cornish policies below may appear more restrictive than federal, state, or county guidelines, they have proven effective in limiting the number of positive cases within our extended community over the past two years. We have seen with the COVID variants the need to modify and pivot our policies and protocols to meet the ongoing challenges during the pandemic. As in the past, College leadership will continue to monitor conditions and will make necessary and prudent changes as needed

Statement on Cornish's Vaccine Policy:

Consistent with the guiding principle for College policies and protocols for responding to the COVID-19 pandemic as outlined in the Comprehensive Plan, Cornish College of the Arts has adopted this policy to safeguard the health and well-being of students, faculty, staff, campus guests, and the community from infectious conditions that may be mitigated through an effective vaccination requirement or policy. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable. The full policy can be read [here](#).

Each individual's vaccine status is personal and private. Under no circumstances should employees inquire into the vaccine status of other employees or students. Please note that each student's right to privacy is protected by FERPA. Production managers may submit a request to the Dean of Student Affairs to verify vaccination status of students involved in any production and will receive guidance on managing protocols for any unvaccinated students involved.

Training Recommendations:

Further training from the King County Health Department can be found [here](#).

Self-Reporting Symptoms & COVID Exposures:

Employees are required to self-report to the Office of Human Resources at HR@cornish.edu, a potential exposure or confirmed case of COVID-19. All information provided will be handled with the appropriate degree of confidentiality.

The CDC has identified contact tracing and case investigation as important tools in the effort to limit the spread of COVID-19. To support these efforts, employees and students who have had, or currently have, a probable or confirmed case of COVID-19 are required to initiate a report. Anyone who has had close contact with a probable or confirmed case of COVID-19 is also required to self-report through the same process.

Washington State Department of Health (DOH) [announced](#) the Washington Exposure Notifications (also known as **WA Notify**) is a tool that works through smartphones, without sharing any personal information, to alert users if they may have been exposed to COVID-19. It is completely private, and doesn't know or track who you are or where you go. Learn how it works, how it helps, and see frequently asked questions at WAnotify.org.

The CDC defines a COVID-19 “probable case” as:

A probable case or death is defined as any one of the following:

- Meets clinical criteria AND epidemiologic linkage with no confirmatory laboratory testing performed for SARS-CoV-2
- Meets presumptive laboratory evidence
- Meets vital records criteria with no confirmatory laboratory evidence for SARS-CoV-2

Any cases and deaths classified as probable are included in CDC case counts. The same applies to any cases and deaths classified as confirmed.

A “confirmed case,” for the purposes of self-reporting as described above, is:

- Any positive test result for COVID-19 (detection of the SARS CoV-2 RNA)—laboratory, point-of-care or other

The CDC definition of “close contact” is:

- Someone who was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to test specimen collection) until the time the patient is isolated

If you are sick with [COVID-19-related symptoms](#) or believe that you have been exposed to the virus, you should not come onto campus.

Instead, you should report your symptoms to the appropriate campus official (see below) and begin self-quarantine or self-isolation until you are cleared by your healthcare provider **and** have been cleared by a member of the COVID Response Team.

All community members are expected to monitor their personal health for possible symptoms each day before coming to campus. Students who are unsure about their symptoms are asked to open a medical session in NellieCare or contact their private health care provider.

According to the CDC, individuals with certain conditions may have an increased risk of severe illness from COVID-19. For the most up-to-date information provided by the CDC, [please use this link](#).

All employees who become aware of a student who discloses symptoms or a positive COVID-19 test result are required to use the [Student of Concern Report](#) immediately upon receiving the information. The form is posted on Compass [here](#). This form has been updated to include disclosure of symptoms or diagnosis as one of the options on the form.

Students that have the need to report symptoms, exposure, or a positive test result should use the form posted [here](#).

When it has been confirmed that a student has been exposed to or has been diagnosed with COVID-19, the Dean of Student Affairs (or designee) and/or Director of Housing & Residence Life (or designee) will ask the student to self-quarantine or self-isolate. Designated Floor(s) of the Cornish Commons are reserved for residential students to quarantine/self-isolate should they be in a double occupancy room and need to relocate. This reporting form will also trigger support plans for the students related to meal and package delivery (residential students), academic planning, and more.

Quarantine and Isolation:

Please follow the current King Co. [Health Guidelines for isolation and quarantine](#).

Signage around campus, digital content on our campus monitors, flyers placed in Cornish Commons, emails and social media posts will provide further instruction and reinforce key messaging regarding our safety protocols. Similar information will also be disseminated about [NellieCare](#), our 24/7 medical and mental health platform for students.

Reporting Guidelines:

Responsible individuals (or designees) for Cornish reporting.

Individuals deemed necessary to receive the student COVID-19 reporting form are:

Vice President of Operations

Dean of Student Affairs

Assistant Dean of Student Affairs

Director of Human Resources

Director of Housing and Residence Life

Assistant Director of Residence Life

Once a report is received.

Dean of Student Affairs/Assistant Dean of Student Affairs: *If the individual in question is a student, the Dean or Assistant Dean will contact the student within 24 hours to determine that they have necessary resources. The Dean or Assistant Dean is responsible for ensuring that the student understands the requirement to self-isolate, and that the student is able to continue in their coursework during self-isolation. The Dean or Assistant Dean will also request verbal or written confirmation of when the student has been present in any campus facilities in the weeks prior to the report. The Dean or Assistant Dean will ensure that the student understands that, if a medical provider recommends testing, that the student knows where they can get tested for COVID-19. If the test result is positive, the Dean or Assistant Dean will work to provide resources to any students who may have been exposed and need to also self-isolate and be tested. The Dean or Assistant Dean is responsible for determining if any Cornish policies were violated, and any possible conduct procedures triggered, related to the student's activities on campus.*

Vice President of Operations / COVID-19 Site Supervisor *The VPO, or authorized designees, will examine the building access card swipes for the individual in question as a cross-reference to the report and any follow-up investigation. The VPO is responsible for determining if any campus facilities need to be vacated and/or sanitized after a report is received. The VPO is responsible for determining the threshold of reporting and collaborating with county and/or state public health entities, and for ensuring that required reports are delivered to these same entities. The VPO is responsible for ensuring that all appropriate communications and mitigation efforts occur as the result of a positive test result in the campus community. The VPO is responsible for keeping the President of Cornish College of the Arts informed.*

Director of Human Resources. *If the individual in question is an employee, the Director (or their designee) is responsible for contacting that employee within 24 hours to determine that they have the necessary resources. The Director will ensure that the employee is aware of the requirement to self-isolate and to seek medical guidance on whether to be tested for COVID-19. The Director will ask for verbal or written confirmation of when and where the employee was last present on campus, how frequently, and in which spaces. The Director will review any campus communications to ensure that no private information is unintentionally disclosed.*

Director of Housing and Residence Life/Assistant Director of Residence Life. *If the individual in question is a resident of the Cornish Commons, the Director (or their designee) is responsible for determining the need to move that individual to a quarantine floor and/or requesting that they vacate the Cornish Commons in order to self-isolate with family. The Director will manage communications with the resident and their roommate regarding moving for a period of self-isolation, and oversee the move process. The Director will communicate the situation as necessary with RA's and Pro Staff in the Cornish Commons. The Director is responsible for advising Cornish on additional steps to take within the context of public health guidelines for residential facilities in institutions of higher education. Should more than one resident test positive for COVID-19 at any given time, the Director will work with the COVID Response Team members to determine appropriate steps for the resident community following [King County Guidelines for Student Housing at Higher Education Institutions \(HEI\)](#).*

Contact Tracing:

When notified of a person with suspected or confirmed COVID-19, the College, through the **COVID Response Team**, will take steps to maintain the health and safety of the campus community. The College is in ongoing coordination with local health departments on COVID-19 response efforts and complies with applicable privacy requirements. Response activities include:

- Obtain details about the person's symptoms, locations on campus and close contacts.
- Conduct a risk assessment to determine an action plan. The plan may include:
 - Provide a recommendation for and/or assistance with self-isolation
 - Notify the school, college or work unit.
 - Notify individuals or groups who were in close contact (within six feet, for a cumulative total of more than 15 minutes) with the ill person within 48 hours prior to the development of symptoms. Close contacts will be provided with public health recommendations that include staying home (quarantine) and monitoring their health and getting tested for COVID-19.
 - Evaluate the specific locations where the person spent time on campus for enhanced cleaning and disinfection in accordance with guidance from the CDC.
- The identity of individuals with COVID-19 and their close contacts is not publicly disclosed. It remains private among college representatives involved in the public health response such as Operations, Campus Safety, Student Life, Academic Affairs, and Human Resources.

Defining “COVID Outbreak”:

The State of Washington defines a COVID outbreak as follows:

- Two or more laboratory positive COVID-19 cases, AND
- At least two of the cases have symptom onset dates within 14 days, AND
- Plausible epidemiological evidence of transmission in a shared location.

If evidence of an outbreak within the Cornish community emerges, tighter restrictions, select building closures, increased cleaning and disinfecting, and reduced staffing may need to be implemented.

WORKING REMOTELY

Cornish College of the Arts staff will be working a mix of both in-person and remote, including potentially on a rotational basis when possible and staffing allows. The specific scheduling format which will best support daily needs related to student learning and College services will be determined by the head of each division. Faculty will come to campus for instructional reasons as determined by their individual course modality. Campus Operations will be focused on facilitating decreased building occupancy levels through the delivery of curriculum in multiple modalities during spring semester 2022. Faculty are welcome to hold virtual office hours; however, in-person meetings can be held if appropriate spaces are available (and booked when required) and all safety protocols are adhered to.

Staffing Options:

There are several options units / departments should consider to support physical distancing measures where possible and reduce both population density and crowding within buildings and work spaces.

Remote Work: Those who can work remotely to fulfill some or all of their work responsibilities should continue to do so to reduce the number of individuals on campus and the potential spread of the COVID-19 virus. These arrangements, which must be approved by the immediate supervisor, can be done on a full or partial day/week schedule as appropriate.

Alternating or Limited Days: In order to curtail the number of individuals and interactions among those on campus, departments should schedule partial staffing on alternating days or limited days per week. Such schedules will help support physical distancing, especially in areas with large common workspaces.

Staggered Reporting/Departing: The beginning and end of the workday typically brings many people together at common entry/exit points of buildings. Staggering reporting and departure times by at least 30 minutes is encouraged as it will help reduce traffic in common areas to support physical distancing whenever possible.

Expansion of staffing on-campus will be tightly controlled and coordinated to mitigate potential risks (e.g. high absenteeism related to more transmissible variant strains such as Omicron) and ensure the safety of faculty and staff, as well as the communities we serve. No unit or department should increase

staffing levels beyond current needs to support critical on-site operations without approval from your respective VP. Once decisions to expand on-site staffing in certain areas have been made, staff and faculty should follow the policies and protocols detailed in this guide for returning to work on campus.

Course Modalities:

The Spring 2022 course modalities (definitions noted below) are an important part of decreased building population density measures during the semester. The Schedule of Classes found in Compass notes modalities for all individual courses.

In-Person Course: All course contact hours will be delivered via in-person instruction during the course times noted in the Schedule of Classes.

Hybrid Course: Hybrid courses utilize a blended approach of in-person and online instruction. All hybrid courses have some required on-campus, in-person instruction during the course times noted in the Schedule of Classes. Class syllabi will note a schedule of in-person or online learning for each scheduled day in the 15-week schedule. (Note: Faculty are not required to provide a synchronous remote option for class sessions/days that are scheduled as being in person.)

Online Course: All course contact hours will be delivered via online instruction during the course times noted in the Schedule of Classes.

All faculty should be prepared to pivot to fully online learning during the semester.

Faculty should be flexible when it comes to student absences due to illness (COVID-19 or other common winter illnesses) or other disruptions, such as the need to quarantine or isolate. Faculty should work with students to find ways for them to make up missed coursework (e.g. reasonable deadline extensions). However, faculty are not required to provide a synchronous remote option for classes that are being taught in person (during in-person or hybrid modalities). Faculty should reach out to their Chairs for additional support as needed. Students can contact their Student Success Coach for if they require assistance or support in developing make-up plans with their faculty.

Resources for faculty and staff have been posted on the CCA website at <https://www.cornish.edu/spring-2022/> .

Alternative Work Assignments:

Cornish will continue to work with eligible high-risk employees to determine alternative work assignments, including telework, alternative, or remote work locations if feasible, and social distancing measures. If an individual is at high-risk as defined by the CDC and expected to have on-campus work, please use the [COVID-19 Temporary Workplace Modifications](#) form to begin this process with HR. If you are unsure of any on-campus expectations, please check with your Chair or supervisor. Any private health information will be kept confidential and will not be shared outside of HR, or become part of your employee personnel file.

For more information visit:

<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html>

Contact the Office of Human Resources, HR@cornish.edu, with questions or concerns or review the [HR FAQ](#).

HEALTH AND SAFETY GUIDELINES

College Mask Mandate:

For Spring 2022, Cornish will preserve its mask mandate for all employees, students and visitors at all times while in a Cornish facility. Everyone who is on campus must wear a surgical mask with an ASTM level 2 rating or higher, or a KN95/N95 respirator.

[Face masks or respirators](#) must be worn by all employees, students and guests when on campus, regardless of vaccination status, except if alone in an enclosed room. [Appropriate use of face masks is critical in minimizing risks to others near you](#). You could spread COVID-19 to others even if you do not feel sick. Please note: the mask or cloth face covering is not a substitute for physical distancing.

Disposable masks are available at each main entrance of campus buildings, if needed. Disposable masks may only be worn for one day and then must be placed in the trash.

Although Cornish College of the Arts has mandated the wearing of a well-fitting respirator mask such as a KN95, etc. (no valves) or a surgical mask that has been tested to meet a national standard of ASTM 2 or higher, the CDC *Guidelines on Consideration for Wearing Masks* can be found [here](#).

Use and care of masks

Putting on the disposable mask:

- Wash hands or use hand sanitizer prior to handling the disposable mask.
- Ensure the face-covering/disposable mask fits over the nose and under the chin.
- Situate the face-covering/disposable mask properly with nose wire snug against the nose (if/where applicable).
- Tie straps behind the head and neck or loop around ears (if/where applicable).
- Throughout the process – avoid touching the front of the disposable mask.

Taking off the mask:

- Do not touch your eyes, nose, or mouth when removing the disposable mask.
- When taking off the mask, loop your finger into the strap and pull the strap away from the ear, or untie the straps.

- Wash hands immediately after removing.

Care, storage, and laundering:

- For reusable masks, keep each stored in a paper bag when not in use.
- Disposable masks must not be used for more than one day and should be placed in the trash after your shift.
- All masks should be disposed of if soiled, damaged (e.g. stretched ear loops, torn or punctured material) or visibly contaminated.

Recommendation:

For students that are engaged in activity that would see the buildup of moisture in their masks, multiple masks should be a consideration allowing for changes of mask during a given activity, i.e. voice training, dance technique, physical movement, etc. For the safety of others, a plastic zip-lock bag should be used to contain used masks during the same activity. Use hand sanitizer before and after changing a mask.

Feasibility & Adaptation:

The CDC recognizes that wearing masks may not be possible in every situation or for some people. Curricular requests for an exception to this policy are submitted to the Provost's Office. Employees with questions or concerns regarding this policy should contact Human Resources.

Physical Distancing / Occupancy and Classroom Occupancy Rates / Decreased Building Density:

Per the updated guidelines from the Washington State Department of Health's *COVID-19 Recommendations for Higher Education: Summer 2021 and the 2021-2022 Academic Year* (updated January 21, 2022) **physical distancing is not required for a "fully vaccinated campus" (as defined as one with a COVID-19 vaccination mandate)**. (Also see [CDC Guidelines for Institutions of Higher Education](#)) In addition, information about occupancy rates and physical distancing (pp. 10-11) in Washington State's [Safe Start Guide](#) (updated 2022) note the need for review of both occupancy and physical distancing requirements within state agencies to consider a return to pre-pandemic levels and/or phasing out plans, respectively. This document has been helpful guidance for non-state agencies.

As noted in the Safe Start Guide, "physical distancing continues to be a beneficial practice in some circumstances, reducing risk of transmission. Determining factors are vaccination status of the people in the worksite, number of people in a space, type of worksite or location, and ventilation/HVAC in the worksite..." In this respect, while physical distancing is not required in most campus spaces or activities, it remains a beneficial practice at this time and the College is making strategic and deliberate decisions about this. Such things as wayfinding and physical distancing decals will continue to be found

in some spaces to support less crowding overall. Additionally, plexiglass barriers/sneeze guards have been installed at key service points. The retainment of these items will be reviewed on a regular basis.

Classroom occupancy levels have been returned to pre-pandemic levels and enrollments can be found in the Schedule of Classes in Compass. However, as noted in the Modalities section above mixed modalities are supporting decreased building density levels overall during the spring 2022 semester. In addition, average classroom sizes this semester are below 20 students with the majority being below 10.

Information on health and safety protocols being put into place on campus can be found at: <https://www.cornish.edu/spring-2022/> .

Cornish College of the Arts utilizes a range of strategies and tools to ensure campus safety including an upgraded mask mandate and the introduction of testing for the spring 2022 semester. And it continues a focus on good personal hygiene practices (e.g. frequent hand washing, use of hand sanitizer), effective ventilation, and complying with reduced building and classroom occupancies across all three campuses and with all other measures put in place by the college in accordance with the Centers for Disease Control (CDC), the King County Office of Public Health, and other local, state, and federal health authorities.

Sanitization:

Deep cleaning and disinfecting will occur daily. Frequently touched surfaces (e.g. *door knobs, light switches, elevator call buttons, faucets, etc.*) and objects will be cleaned and disinfected at multiple times throughout each day. Additionally, restrooms will be cleaned, disinfected, and sanitized every night and attended to as frequently as possible throughout the day.

Custodial staff will supply each department with the proper disinfectant [supplies](#). While custodial teams will clean common office and work spaces based on CDC guidelines, employees and students will be expected to wipe down commonly used surfaces before and after use with single-use products provided for such use; all products will meet the EPA's criteria for use against COVID-19 and are appropriate for the surface. This includes any shared-space, shop, studio, classroom, including tools and equipment (e.g. copiers, printers, computers, A/V and other electrical equipment, coffee makers, desks and tables, light switches, door knobs, etc.).

Handwashing:

Wash your hands often with soap and water for at least 20 seconds especially after you have been in a public place, or after blowing your nose, coughing, sneezing, or touching your face. If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol. Cover all surfaces of your hands and rub them together until they feel dry. Avoid touching your eyes, nose, and mouth, and wash your hands after touching your face.

Coughing and Sneezing:

If you are in a private setting and do not have on your mask, remember to always cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow. Then throw used tissues in the trash. Immediately wash your hands with soap and water for at least 20 seconds. If soap and water are not readily available, clean your hands with a hand sanitizer that contains at least 60% alcohol

Gloves:

According to the CDC, gloves are not necessary for general use and do not replace good hand hygiene but are only needed for healthcare workers and others in high-risk areas as part of PPE (Personal Protective Equipment). Washing your hands often is considered the best practice for common everyday tasks.

Goggles/Face Shields:

Staff do not need to wear goggles or face shields as part of general activity on campus. Good hand hygiene and avoiding touching your face are generally sufficient for non-healthcare environments.

Cleaning/Disinfection:

Regular, deep cleaning and disinfecting will continue daily. Frequently touched surfaces and objects will be cleaned and disinfected frequently throughout the day, according to CDC regulations. In addition, the following will be implemented upon reopening:

- Restrooms will be deep cleaned, disinfected, and sanitized every night and attended to as frequently as possible throughout the day.
- Custodial will supply each department with the proper disinfectant [supplies](#). Individual offices and departments will be responsible for wiping down surfaces and personal items.
- Once the main building access hours have been established, custodial will create shifts accordingly to assure at least one-person coverage during business hours.

Taking Care of Our Community:

Employees, and students should wipe down commonly used surfaces before and after use with single-use products provided for such use; all products will meet the EPA's criteria for use against COVID-19 and are appropriate for the surface. This includes any shared-space location or equipment (e.g. copiers, printers, computers, A/V and other electrical equipment, coffee makers, desks and tables, light switches, door knobs, etc.). The Operations division will maintain hand-sanitizer stations at major building entrances, elevator stops and high-traffic areas.

GUIDANCE FOR SPECIFIC SCENARIOS

Public Transportation:

When using public transportation, wear a mask before entering the train or bus and avoid touching surfaces with your hands. Upon disembarking, wash your hands or use alcohol-based hand sanitizers with greater than 60% ethanol or 70% isopropanol as soon as possible and before removing your mask. King County Metro provides additional guidance [here](#).

Working in Open Environments:

If you work in an open environment, maintain at least 3 feet/1 meter distance from co-workers whenever possible. You should wear a well-fitted face mask at all times while in a shared work space/room per the College Mask Mandate, – a well-fitting respirator mask such as a KN95, etc. (no valves) or a surgical mask that has been tested to meet a national standard of ASTM 2 or higher.

Departments, in collaboration with Operations staff, will assess open work environments and meeting rooms to institute measures to support physical separation and increase distance between employees and students such as:

- Placement of visual cues such as floor decals, colored tape, or signs to indicate to others where they should stand while waiting in line.
- Placement of one-way directional signage for large open work spaces with multiple through-ways to increase distance between employees moving through the space.
- Designating specific stairways for up or down traffic.

If you work in an office, no more than one person should be in the same room unless the required 3 feet/1 meter of social distancing can be consistently maintained the majority of the time. If more than one person is in a room, well-fitted masks are required to be worn at all times. A mask is not required if you are working alone in a confined office space (does not include partitioned work areas in a large open environment) and the door is closed.

Masks must be worn by any staff/student in a reception/receiving area. Masks should be used when inside any facility where others are present, including walking in narrow hallways where others travel and in break rooms, conference rooms and other meeting locations.

Using Elevators:

Occupancy limitations have been posted for all elevators. When using the stairs please maintain a minimum of 3 feet/1 meter distance) whenever possible. Wash your hands or use alcohol-based hand sanitizers located in close proximity of every elevator or stairwell. Observe all occupancy guidelines/decals as posted.

Kitchens, Kitchenettes and Break Rooms:

Maintain at least a 3 feet/1 meter distance from others at all times. Compliance with posted occupancy limits is required.. Wash your hands with soap and water for at least 20 seconds before and after using appliances. Wipe down all surfaces you touched when you are done. Water fountains have been disabled. Cafe water stations are restricted to a non-reusable cup filling; cups will be issued by Cafe personnel only.

Meals:

Before and after eating, you should wash your hands thoroughly to reduce the potential transmission of the virus.

If dining on campus in the Cafe, or your work environment (break room, office, etc.), you must wear your mask until you are ready to eat and then replace it afterward. Individuals must maintain a minimum of at least 3 feet/1 meter of distance between each individual.

Specific areas may have additional restrictions or limitations and will be noted by signage.

Wipe all surfaces, including table, refrigerator handle, coffee machine, etc. after using or eating. All shared utensils, dishware, condiments and similar items should be removed from any campus space.

Support Spaces (copy, supply rooms, shared filing & storage cabinets):

Given that these are high-touch areas, physical distancing and increased cleaning of these spaces is encouraged when possible.

Meetings:

Where feasible, meetings should be held in whole or part using the extensive range of available collaboration tools (e.g. Zoom, telephone, etc.).

In-person meetings, when necessary, must follow the listed occupancies in Coursedog (the campus room reservation system) All attendees must wear a mask while sharing space in a common room.

During your time on-site, you are encouraged to communicate with your colleagues and supervisors as needed by email, telephone or other available technology rather than face-to- face. You can also use a range of available collaboration tools (e.g. Zoom or Google Meet). Ask IT for more information helpdesk@cornish.edu

Signage and Posters:

Operations Staff have placed signage and markings for building access, stairs, elevators and hallways to ensure traffic patterns are established that minimize “choke points” and support physical distancing. Building occupants are expected to follow signage on traffic flow through building entrances, exits, elevator usage and similar common use areas.

Cornish COVID-19 Travel Advisory:

In keeping with the [U.S. Centers for Disease Control and Prevention's \(CDC\) Current Covid-19 Travel Guidance](#), unvaccinated employees and students are encouraged to self-quarantine after traveling.

For students residing in the Cornish Commons, early returns are possible, at an additional cost, and should be coordinated with Housing & Residence Life Staff by contacting housing@cornish.edu. Meal service via Nellie's Cafe & Espresso Bar may also be limited prior to the official move-in date and individuals returning early to the residence hall should take this into consideration.

While students will not be penalized for taking this quarantine period, it is the student's responsibility to connect with their faculty members in each course to make arrangements to make up any missed in-person work. Students can also reach out to their Student Success Coach for additional support in making these arrangements.

Employees that choose to quarantine may work remotely during the quarantine period if authorized by their immediate supervisor. If unable to work remotely during quarantine, paid or unpaid leave will be used to account for any work days missed.

Student Activities:

Any in-person events for Registered Student Organizations (RSO's) or the Cornish Student Senate must be proposed through the RSO event planning form and approved by the Dean of Student Affairs. The RSO event planning form is due at least 30 days before the proposed event. The Dean of Student Affairs will make decisions based on the current guidelines provided by the state of Washington and the College's current health and safety protocols.

Access/Departure Procedures:

Your identification card/badge is required to be used for entry to all buildings, and you may not hold or prop open exterior doors for any other person.

Visitor Expectations:

With the exception of authorized Admissions tours and contracted rentals, public visitors and guests are not allowed on campus at this time.

Curricular Related Campus Guests will need to undergo a review process. Requests are submitted using the [Requesting Template](#) (contact the Provost Office for access to the template). A calendar will be provided through the Provost's Office to ensure there is at least a 3-week review/approval window. These campus guests should be considered a rarity and only utilized to support student learning outcomes.

Violation of these guidelines may result in the immediate revocation of building access privileges, as well as corrective action.

Student and employee access to campus facilities is logged via card swipe into buildings.

In general, visitors to campus are prohibited until further notice.

Vendors are allowed on campus in order to conduct authorized services, however, they must adhere to guidelines relating to mask requirements and follow all campus protocols. Regular vendors will be required to self-screen as directed by the Office of Operations.

Visible entry point signage for students, personnel, and vendors on shared on-campus responsibilities (including proper hygiene & sanitization, physical distancing/PPE guidance and information for reporting concerns, staying home if feeling sick).

The following guidelines apply to the Cornish Commons. If these guidelines are not being followed, please contact the housing team in the Cornish Commons and/or the Dean of Student Affairs.

- Any residential room gathering is limited to the occupants of the room and only one residential visitor at a time.
- When a visitor is present, all individuals are required to wear a face mask.
- Overnight guests are not permitted.
- Non-Cornish community members are still prohibited from the Cornish Commons. Non-resident students may be signed in as a guest of a resident student.

Physical Distancing Plans for Classrooms and Other Spaces:

In an effort to decrease building/campus population density, the College will be running courses in multiple modalities/formats (in-person, hybrid and fully online) as well as continuing the remote delivery of many campus services. Physical distancing of 3 to 6 feet should be maintained in campus spaces, including classrooms, wherever possible and per outlined performance/production/exhibit protocols.

See the section on "Physical Distancing / Occupancy and Classroom Occupancy Rates / Decreased Building Density" above for a fuller discussion about this topic.

REHEARSALS, PRODUCTIONS, PERFORMANCES AND EXHIBITS:

Academic Affairs, Creative Spaces and Event Services, Operations, and faculty/staff serving in production management capacities will work in active collaboration throughout the spring 2022

semester to support production/rehearsal/exhibit/performance needs. The protocols noted below are intended to support discipline-specific needs and may be repetitive across sections to support understanding. All protocols are subject to change based on updated public health guidance and College Policy. They will be reviewed and updated regularly by the College Production Manager (or designee) as/if needed in consultation with College leadership.

Theater / Performance Production Protocols:

1. General Expectations

- a. Performers, directors, stage managers, designers, production staff, and all other members of the production crew (faculty, staff, and students) will comply with the Cornish College of the Arts Comprehensive Plan.

2. Rehearsals & Classes

- a. Classroom occupancies have been returned to pre-pandemic levels and classroom sizes can be found in the Schedule of Classes (Compass). See the section on “Physical Distancing / Occupancy and Classroom Occupancy Rates / Decreased Building Density” above for a fuller discussion.
- b. Mask removal in rehearsal is not permitted at this time. This policy will be reviewed as the public health situation changes and as testing protocols are fully implemented on campus. Updates to this policy will be communicated to the community when they are ready. During classroom time and rehearsals, performers that come into close physical contact (within 6 feet for more than 15 minutes) must wear a properly fitted mask over the nose and mouth. Acting faculty may remove masks temporarily to demonstrate, but must reapply the mask immediately when finished. Physical distancing of at least 6 feet is required while engaging in these demonstrations. Faculty members, student crew members, staff members, and approved outside artists must wear a properly fitted mask during rehearsals and classes at all times. For further guidance see the College Mask Mandate.
- c. Singers must maintain physical distancing of at least 3 to 6 feet between themselves and all individuals while masked.
- d. Singers may not be seated/standing directly behind other singers, but rather staggered so they are singing to open space.
- e. All singers must wear a properly fitted mask over the nose and mouth at all times.
- f. All spaces must be vacated immediately following rehearsals or classes, except when to engage in performance-related tasks (e.g. stage and production manager work).
- g. Rehearsal props, music stands, piano keyboards, etc. should be regularly disinfected, particularly after sharing. See “*Taking Care of Our Community*” for further guidance.
- h. Physical contact should be minimal. See section on consent-based instruction and scene work below for guidance.

3. Performances

- a. Physical Distancing:

- i. In the performance space, there will be a designated zone for performance and a designated zone for the audience. These zones will be clearly marked.
 - ii. There will be a minimum of 6 feet between the performance zone and the audience zone. If some productions need periods of intersection between these zones, protocols around this will be set by the production manager and director bearing in mind the overall Comprehensive Plan and Theater/Performance Production-specific protocols.
 - iii. Only performers and necessary designated production crew (e.g. stage managers, directors, designers, crew and other creative team members) will be allowed in the performance zone. No guests will be allowed in the performance zone. Actors should practice physical distancing whenever possible (a minimum of 3 feet).
 - iv. For direction regarding costume design measurements and fittings, please see page 29.
- b. Audiences
- i. Cornish faculty, staff and students can attend spring 2022 performances, exhibits, and productions.
 - ii. General Public - The following [guidelines](#) supporting the return of the general public to the Cornish campus (inclusive of non-Cornish friends and families) will be reviewed throughout the spring semester. This policy will be reviewed regularly to support community safety and align with King County guidelines.
- c. Masks
- i. The audience will be required to wear masks at all times during the performances. Cornish faculty, staff and students should refer to the College's Mask Mandate for pertinent information. General public should refer to the [Cornish Event Protocols Spring 22](#).
 - ii. Directors, stage managers, designers, production staff and all other members of the production crew will be required to wear masks per the College's Mask Mandate at all times during rehearsals and performances.
 - iii. Actors in performances and dress rehearsals, *when they are actively performing in the designated performance zone*, will adhere to the following protocols:
 1. **Vaccinated actors** can remove their masks when in view of the audience and actively performing in the designated performance zone.
 2. **Unvaccinated actors** cannot remove their masks during rehearsals or performances. In this respect, unvaccinated individuals may not remove their mask while actively performing, even though mask use while actively performing is exempted from the state masking requirements.
 3. If the performance or dress rehearsal needs to be held, or stopped, for any reason, all performers will replace their face masks as soon as is practical.
 - iv. Actors in rehearsals and performances, *entering and leaving the designated performance zone* will be required to wear masks per the College's Mask Mandate.

4. Cleaning & Sanitation

- a. Disinfectant wipes and hand sanitizer are provided throughout campus spaces.
- b. Frequent hand washing is encouraged in addition to hand sanitizer.
- c. All participants will be asked to assist in frequently sanitizing high touch surfaces, including props, pianos, microphones and hand-held props.

5. Testing Protocols

- a. All actors, directors and managers will be required to participate in a COVID testing protocol throughout rehearsals and performances (negative COVID-19 PCR test within 72 hours of each event).
- b. Creative team members and crew (e.g., designers, production staff, etc.) will be required to be tested before the beginning of tech and then be placed on the same testing schedule through the end of their involvement in the production (either tech or the end of the run of the show).
- c. Testing information and availability: This information will be forthcoming and distributed to the community as soon as it becomes available.

Testing Availability:

[WA State Convention Center \(Rapid - 2 hours\)](#)

[WA State Convention Center \(PCR - 1 to 2 days\)](#)

[Seattle Center \(PCR - 1 to 2 days\)](#)

[All Curative Testing Sites](#)

6. Education

- a. All individuals participating in the production will be educated and orientated on these protocols.

Dance Protocols:

1. General Expectations

- a. Performers, directors, stage managers, designers, production staff, and all other members of the production crew (faculty, staff, and students) will comply with the Cornish College of the Arts Comprehensive Plan.

2. Rehearsals & Classes

- a. It is strongly recommended that dance students and faculty be spaced at a minimum of 6 feet whenever possible. When studio space allows, greater proximity is allowed as appropriate per the production.
- b. Dancers must wear a properly fitted mask over the nose and mouth at all times and adhere to the College Mask Mandate. If performing solo, dancers can remove their masks.

- c. Students, faculty, and staff must wear a properly fitted mask over their nose and mouth at all times when not dancing (see the College Mask Mandate).
- d. Students should not share costumes, props, etc. except approved by the production manager.
- e. All spaces must be vacated immediately following class or rehearsal.
- f. Dance floors and barres will be cleaned and disinfected on a regular evening cleaning schedule. Supplies will be provided for wiping down barres before/after use.

3. Performances

- a. Physical Distancing:
 - i. In the performance space, there will be a designated zone for performance and a designated zone for the audience. These zones will be clearly marked.
 - ii. There will be a minimum of 6 feet between the performance zone and the audience zone.
 - iii. Only dancers and necessary designated production crew (e.g. stage managers, directors and designers) will be allowed in the performance zone. No guests will be allowed in the performance zone without prior approval of the assigned Production Manager.
 - iv. Dancers will be physically distanced (a minimum of 3 feet) from one another at all times, unless expressly approved by the production manager.
 - v. Dancers are permitted to engage in close physical contact and some partnering activities when required by the choreographer/production. As noted below, masking is required except for solo performances.
- b. Audiences
 - i. Cornish faculty, staff and students can attend spring 2022 performances, exhibits, and productions.
 - ii. General Public - The following guidelines supporting the return of the general public to the Cornish campus (inclusive of non-Cornish friends and families) will be reviewed throughout the spring semester. This policy will be reviewed regularly.
- c. Masks
 - i. The audience will be required to wear masks at all times during the performances. Cornish faculty, staff and students should refer to the College's Mask Mandate for pertinent information.
 - ii. Directors, stage managers, designers, production staff and all other members of the production crew will be required to wear masks per the College's Mask Mandate at all times during rehearsals and performances.
 - iii. All dancers in performances will remain masked during performances, unless engaged in solo work. Fully vaccinated dancers showing solo work may remove the mask for performance only, in consultation with the production manager.
 - iv. Dancers in rehearsals and performances, *entering and leaving the designated performance zone* will be required to wear masks per the College's Mask Mandate.

4. Cleaning & Sanitation

- a. Disinfectant wipes and hand sanitizer are provided throughout campus spaces.
- b. Frequent hand washing is encouraged in addition to hand sanitizer.
- c. All participants will be asked to assist in frequently sanitizing high touch surfaces, including props, pianos, microphones and hand-held props.

5. Testing Protocols

- a. All actors, directors and managers will be required to participate in a COVID testing protocol throughout rehearsals and performances (negative COVID-19 PCR test within 72 hours of each event).
- b. Creative team members and crew (e.g., designers, production staff, etc.) will be required to be tested before the beginning of tech and then be placed on the same testing schedule through the end of their involvement in the production (either tech or the end of the run of the show).
- c. Testing information and availability: This information will be forthcoming and distributed to the community as soon as it becomes available.

Testing Availability:

[WA State Convention Center \(Rapid - 2 hours\)](#)

[WA State Convention Center \(PCR - 1 to 2 days\)](#)

[Seattle Center \(PCR - 1 to 2 days\)](#)

[All Curative Testing Sites](#)

6. Education

- a. All individuals participating in the production will be educated and orientated on these protocols.

Music Protocols:

1. General Expectations

- a. Performers, directors, stage managers, designers, production staff, and all other members of the production crew (faculty, staff, and students) will comply with the Cornish College of the Arts Comprehensive Plan.

2. Applied Lessons/Studio Classes/Rehearsals

- a. Masking and distancing requirements articulated via the College Mask Mandate and distancing protocols apply for rehearsals Mask exceptions are noted below.
 - b. All spaces must be vacated immediately following classes.
 - c. Music stands, piano keyboards, etc. will be disinfected between sessions and will not be shared.
 - d. Lessons/coachings will be taught in regular faculty teaching studios or in larger spaces as assigned, e.g., classrooms, rehearsal rooms, performance halls, and/or outdoors as appropriate.
- 3. Masking:**
- a. All Music faculty, staff, and students must wear a properly fitted mask over the nose and mouth at all times with the following exceptions:
 - b. Wind/Brass players may remove their mask when playing their instrument.
 - c. Vocalists may remove their mask when in performance or dress rehearsal, with appropriate physical distancing to audience members. An audience and performance zone needs to be clearly delineated (see below).
 - d. Vocalists when needing to demonstrate a technique in lessons or rehearsals. Masks should be returned immediately following.
- 4. Physical Distancing:** Faculty, staff, and students are encouraged to maintain physical distancing of 3 feet between all individuals while playing. 6 feet or more is encouraged when possible.
- 5. Performances**
- a. Physical Distancing:
 - v. In the performance space, there will be a designated zone for performance and a designated zone for the audience. These zones will be clearly marked.
 - vi. There will be a minimum of 10 feet between the performance zone and the audience zone. Increased distancing may be required if the venue allows.
 - vii. Only musicians and necessary designated production crew (e.g. stage managers, directors and designers) will be allowed in the performance zone. No guests will be allowed in the performance zone without prior approval of the assigned Production manager.
 - viii. Musicians will be physically distanced (a minimum of 3 feet) from one another at all times unless expressly approved by the production manager.
 - b. Audiences
 - i. Cornish faculty, staff and students can attend spring 2022 performances, exhibits, and productions.
 - ii. General Public - The following guidelines supporting the return of the general public to the Cornish campus (inclusive of non-Cornish friends and families) will be reviewed throughout the spring semester. This policy will be reviewed regularly.
 - c. Masks
 - i. The audience will be required to wear masks at all times during the performances. Cornish faculty, staff and students should refer to the College's Mask Mandate for pertinent information.

- ii. Directors, stage managers, designers, production staff and all other members of the production crew will be required to wear masks per the College's Mask Mandate at all times during rehearsals and performances.
- iii. Singers and Instrumentalists in performances, *when they are actively performing in the designated performance zone* will adhere to the following protocols:
 - 1. **Vaccinated musicians** can remove their masks for designated periods of time as determined in consultation with the Production Manager (e.g. per the script).
 - 2. **Unvaccinated musicians** cannot remove their masks during rehearsals or performances. In this respect, unvaccinated individuals may not remove their mask while actively performing, even though mask use while actively performing is exempted from the state masking requirements.
- iv. Musicians in rehearsals and performances, *entering and leaving the designated performance zone* will be required to wear masks per the College's Mask Mandate.

6. Cleaning & Sanitation

- a. Disinfectant wipes and hand sanitizer are provided throughout campus spaces.
- b. Frequent hand washing is encouraged in addition to hand sanitizer.
- c. All participants will be asked to assist in frequently sanitizing high touch surfaces, including props, pianos, microphones and hand-held props.

7. Testing Protocols

- a. All musicians, directors and managers will be required to participate in a COVID testing protocol throughout rehearsals and performances (negative COVID-19 PCR test within 72 hours of each event) as soon as testing availability and protocols have been fully implemented on campus.
- b. Creative team members and crew (e.g., designers, production staff, etc.) will be required to be tested before the beginning of tech and then be placed on the same testing schedule through the end of their involvement in the production (either tech or the end of the run of the show).
- c. Testing information and availability: This information will be forthcoming and distributed to the community as soon as it becomes available.

Testing Availability:

[WA State Convention Center \(Rapid - 2 hours\)](#)

[WA State Convention Center \(PCR - 1 to 2 days\)](#)

[Seattle Center \(PCR - 1 to 2 days\)](#)

[All Curative Testing Sites](#)

8. Education

- a. All individuals participating in the production will be educated and orientated on these protocols.

Contact-Based Instruction with Consent / Contact Activities:

Contact-based instruction and work will be reintroduced for the spring 2022 semester and can be utilized in the following places (noted below). Faculty may offer corrections and/or direction through hands-on physical touch only after explaining the instruction and gaining consent from the student. Such activity should be limited in duration and is limited to the following activities:

- Tactical feedback in Dance Technique courses.
- Costume measurements and fittings.
- Making/Studio courses where hands-on technique instruction is required to support student learning outcomes.
- As outlined in the College performance protocols above for students working together (e.g. dance partnering work).

Faculty should discuss with their Chairs if this is appropriate for their assigned courses.

Exhibits:

1. General Expectations

- a. Students, staff and faculty will comply with the Cornish College of the Arts Comprehensive Plan.

2. Audiences

- a. Cornish faculty, staff and students can attend spring 2022 performances, exhibits, and productions.
- b. General Public - The guidelines supporting the return of the general public to the Cornish campus (inclusive of non-Cornish friends and families) will be reviewed throughout the spring semester. This policy ([Cornish Event Protocols Spring 22](#)) will be reviewed regularly.

3. Masks

- a. Students, staff, and faculty will be required to wear masks per the College's Mask Mandate at all times.
- b. The audience will be required to wear masks at all times during the exhibition. Cornish faculty, staff and students should refer to the College's Mask Mandate for pertinent information. General public should refer to the [Cornish Event Protocols Spring 22](#).

4. Cleaning & Sanitation

- a. Disinfectant wipes and hand sanitizer are provided throughout campus spaces.
- b. Frequent hand washing is encouraged in addition to hand sanitizer.
- c. All participants will be asked to assist in frequently sanitizing high touch surfaces, including chairs, tables, and any interactive art.

5. Physical Distancing: Faculty, staff, and students are encouraged to maintain physical distancing of 3 feet between all individuals. 6 feet or more is encouraged when possible.

Shops, Studios & Practice Rooms:

Outside of scheduled class time, all faculty, staff, and students are being asked to schedule use of shop and studio spaces with the shop/studio staff to ensure that the tool or area you wish to use is available to you. Walkins are permitted so long as the space is not at max occupancy. Guidelines and open hours for the specialty spaces can be found on the [CSES Canvas page](#). Once you are logged into Canvas go to “Help and Other” on the bottom left bar, click on CSES. Next scroll slightly down to the section labeled “Cornish CSES COVID Guidelines”, then click on the space name to review the guidelines. This will ensure compliance with COVID guidelines, and help provide as much equal access as possible.

The Paint Studio, Drawing studio, MCC Spray room, All venues, and All galleries are available through [Coursedog](#).

Spaces **not** in Coursedog and require coordination with staff are:

- Costume Shop
- Scene/Fab Shop
- Playhouse Spray Room
- Photo Studio
- Printmaking Studio

Art and Design Studios are scheduled by the academic departments.

Practice, rehearsal, and class spaces will be scheduled through [Coursedog](#) space requests.

For Visual Arts questions, contact Kristin Swenson-Lintault at kswenson-lintault@cornish.edu

For Performing Arts questions, contact Jill Beasley at jbeasley@cornish.edu

MENTAL AND EMOTIONAL WELLBEING

Employee Assistance Program (EAP): Dealing with uncertain situations such as COVID-19 can take a serious toll on all of us. We would like to remind you that if navigating the current COVID-19 crisis is becoming difficult for you to manage, we encourage you or your family members (this is a covered family benefit) to avail yourselves of counseling services through our Employee Assistance Program (“EAP”). You may call them at: 1-800-316-2796. Please state our program name: **Cornish College of the Arts**. Rest assured we will work with each of you during these uncertain times and will do what we can to accommodate you and your needs.

In addition to the EAP resource, employees with Cornish provided benefits, [Kaiser Permanente](#) offers mental health resources and free access to specialized self-care [apps](#).

For students, use of campus [Counseling Services](#) or [NellieCare](#) is encouraged.

FUTURE PLANNING EFFORTS

While this guidance allows for the healthy and safe return to campus this academic year for employees and students, we will continue to monitor and adapt to conditions as they arise. The details we develop for all activities will ensure we can continue to offer our unique educational and campus experience while also being informed with the latest understanding of COVID-19.

Our guiding principle for College policies and protocols for responding to the COVID-19 pandemic is rooted in the safety of our entire community, in all activities, both on campus and off, while providing in-person and hybrid learning, as well as the safety for the public with whom we interact.
