



SINTE GLESKA UNIVERSITY

SICANGU LAKOTA OYATE
PO Box 105
Mission, SD 57555-0105
Telephone (605) 856-8100

ACCREDITED BY THE
THE HIGHER LEARNING COMMISSION 1983
RECOGNIZED AS A
1994 TRIBAL LAND GRANT INSTITUTION

ESTABLISHED DECEMBER 1970

SGU COVID Protocols Update Sept 14, 2022 v 7.14.22

SGU leadership, in conjunction with our Campus COVID Safety Director, has made the following update to the Staff Vaccination Protocol to be implemented as of Sept 14, 2022. Please be aware that the information included in the sections below supersedes previous guidance in these areas.

Exposed Employees

- Employees that have had direct contact with an individual who has tested positive for Covid-19 should monitor their personal health and wear a mask on campus. Covid testing should be done on day 5 after exposure. If they test negative and do not have any symptoms, they may continue coming to work and do not need to continue wearing a mask.

Infected Employees

- Employees who have tested positive for Covid-19 are required to isolate for 5 days or until symptoms abate, whichever is longer. Once they have received a negative test and have been symptom-free for twenty-four hours, they may return to campus and to their post. However, they will need to wear a mask for 5 more days.



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SGU COVID Protocols Update March 1, 2022 v 3.01.22

SGU leadership, in conjunction with our Campus COVID Safety Director, has updated the Staff Vaccination Protocol for the 2021-2022 school year.

Unvaccinated Employees with Filed Exemptions

- All unvaccinated SGU employees with filed exemptions must show a recent negative COVID test before beginning the workweek (typically Monday or possibly Tuesday if there was Admin Leave on Monday).
- SGU will now provide an on-campus weekly testing opportunity on the first day of the workweek at 8:30am (employees must be ready at 8:30am or before at the Mike Benge building). Employees that test on campus will not have to take personal leave to test. These negative test results will be filed with HR in the employees file.
- Any employee that chooses not to test during this on-campus testing window will be required to **take personal leave** and test at IHS or another clinic before coming to work. They are required to present their recent negative test to HR before starting their work for the week.
- Unvaccinated employees that have had a positive test must follow the policy approved on 1.4.22. For the 90 days following their positive test, unvaccinated employees will NOT be required to test as long as it has been documented with HR.
- Unvaccinated employees, regardless of status, must continue wearing masks on campus at all times.
- This Protocol Update must be read, signed, and filed by March 11, 2022.

SGU President or Designee

Date

----- Confirmation of Receipt and Understanding (to be kept on file)

I, _____ (print employee name) acknowledge that I have reviewed and understand the policies and guidelines within this document (**SGU COVID 19 Staff and Faculty Policy v 3.01.22**). I understand it is my responsibility to comply with and implement all policies and procedures included.

Employee Signature

Date



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SGU COVID-19 Staff and Faculty Policy v 1.04.22

SGU leadership, in conjunction with our Campus COVID Safety Director, has updated the Staff Vaccination Policy for the 2021-2022 school year.

As of August 26, 2021, all SGU employees are required to have one of the following on file with SGU Human Resources or face possible employment termination: a) vaccination card b) vaccine exemption.

Vaccination Policy:

- The policy will allow for medical exemptions consistent with CDC guidance and manufacturer labeling on contraindications and precautions. As with other policies, faculty, staff, and students will also be eligible to request accommodations based on disability or religious belief, and deferrals are available for those who are pregnant.
- Employees must apply for an exemption no later than Thursday, Aug 26. Exemption forms can be found with the Human Resources Director and must be returned to the same place. New employees are required to have a vaccine card or approved exemption on file before hiring.
- Staff with approved exemptions, accommodations, or deferrals may return to their location with the expectation that they will remain masked in all public settings and comply with the University testing plan (weekly tests).
- Employees who choose not to be vaccinated (and have no approved exemption on file by Thursday, Aug 26) potentially put others' health at risk and may be subject to employment termination.
- All vendors and visitors that have SGU business, regardless of vaccination status, must wear masks inside all University buildings. Unvaccinated students are not allowed.

Booster Requirement:

- By January 1, 2022 all employees and students must have proof of full Covid vaccination status on file in order to be allowed on campus. The definition of "fully vaccinated" includes a booster shot if eligible (meaning it has been over six months since your last shot).

Exposed Employees

- Employees that have had direct contact with an individual who has tested positive for Covid-19 should immediately contact DeAnn Eastman-Jansen at 605-319-0758 to notify her to confirm next steps.
- Individuals placed on quarantine will not be allowed to return to work until eight days after being exposed given that their Covid-19 test returns negative. Employees will arrange testing on the fifth, sixth, or seventh day after exposure.
- Individuals must continue to monitor for symptoms for fourteen total days after initial exposure.

Infected Employees

- Individuals who have tested positive for Covid-19 are required to isolate for a minimum of 10 days and be symptom-free for twenty-four hours before returning to campus. Additionally, individuals must bring a copy of their letter from the State or Tribe showing they have completed their isolation requirement to Brenda Farmer, SGU's HR Director, upon returning to campus.

Leave Policy

- If an employee tests positive for Covid-19, they will receive 10 calendar days of admin leave. If an individual is not properly isolating during this time, they may lose their right to admin leave as determined by the SGU Covid-19 Committee and will be required to take personal leave or LWOP. If an employee brings in a doctor's statement stating that they should stay isolated even after their 10 days of admin leave, they may be eligible for additional admin leave.
- If an employee is a close contact to an infected individual but is continuing to test negative and had taken the steps laid out above, they may be granted 6 days of admin leave. If an individual is not properly quarantining, they may lose their right to admin leave as determined by the SGU Covid-19 Committee and will be required to use personal leave. Employees who are close contacts and quarantining will work with their supervisors to determine whether it's necessary to work from home.
- Unvaccinated employees that are not wearing their mask properly on the campus will be sent home, required to use "leave without pay" and will be subject to disciplinary action.

Be a good relative. Think of the safety and health of others along with yourself. If you're sick or have been exposed to Covid-19, stay home. When in doubt, wear a mask. Pilamayelo, Sinte Gleska University Leadership

SGU Covid Response Director

Date

SGU President

Date

Confirmation of Receipt and Understanding (to be kept on file)

I, _____ (print employee name) acknowledge that I have reviewed and understand the policies and guidelines within this document (**SGU COVID 19 Staff and Faculty Policy v 1.04.22**). I understand it is my responsibility to comply with and implement all policies and procedures included.
