

2020

Preparedness and Response Plans - Division of Athletics - Football, June 20, 2020

Eastern Michigan University

EASTERN MICHIGAN UNIVERSITY
**COVID-19 PREPAREDNESS AND RESPONSE PLAN FOR OUTDOOR ATHLETIC
PRACTICES & TRAINING SESSIONS**
DIVISION OF ATHLETICS, FOOTBALL

I. PURPOSE

- A. **Goal:** The goal of this COVID-19 Preparedness, Response, and Safe Phased Return to Campus Plan for Football outdoor practice sessions (the “Training Plan”) is to:
1. reduce the spread, and mitigate the impacts, of the COVID-19 virus among individuals involved covered by this Training Plan; and
 2. outline standards for a safe return to on-campus operations for the program(s) covered by this Training Plan.
- B. **Compliance:** This Training Plan is designed to comply with applicable executive orders (“EO”) from the State of Michigan, any other applicable government directives and guidelines, and suggestions from the “Guidance for Preparing Workplaces for COVID-19” (“OSHA Guidance”) published by the Occupational Safety & Health Administration (“OSHA”). **The information and protocols in this Training Plan are therefore subject to change.**
- C. **Minimizing risk exposure:** Current OSHA Guidance classifies all of the University’s employees as having either “low” or “medium” risk of workplace exposure to COVID-19. This guidance does not classify any of the University’s employees as having “high” or “very high” risk of workplace exposure to COVID-19. This Training Plan is therefore designed to meet the recommendations in the OSHA Guidance for mitigating “low” and/or “medium” risk exposures for employees.

II. SCOPE & APPLICATION

- A. This Training Plan applies to all employees, contractors, students, and visitors engaged in outdoor athletic practices and training sessions sponsored by the University's Division of Athletics for football.

III. IMPLEMENTATION

- A. **General description:** The outdoor athletic training and practice sessions covered by this Training Plan include the following:

1. Workouts will be held at Rynearson Stadium, on the main football field and the track surrounding the field.
2. Each workout session will be approximately 2 hours in length, depending on the exercises scheduled for the particular day. There will be at least 30 minutes between workout groups to allow for proper physical distancing between the groups and to allow the EMU Athletic staff to clean all equipment.
3. Group Sizes: 20-30 student-athletes per session. The Sports Performance staff will assign a workout time to the student-athletes, with roommates/suitemates assigned to the same time slot, as much as possible. As these workouts are voluntary, attendance is optional, and the actual group size may fluctuate each session.
4. Each student-athlete will be assigned to their own space in both the run and the lift (one person per area).

- B. **Locations:** The outdoor athletic training and practice sessions covered by this Training Plan shall occur at the following locations: Rynearson Stadium.

- C. **Supervision:** The following individuals are designated to implement, monitor, and report on the strategies developed under this Training Plan. (Ref: EO 2020-114 Sec. 1(b))

1. The following individual(s) is(are) responsible for supervising the outdoor athletic training and practice sessions covered by this Training Plan and ensuring day-to-day compliance with this Training Plan:
 - a) Fred Hale, Co-Director of Sports Performance,
fhale@emich.edu

- b) Bryan Fink, Co-Director of Sports Performance, bfink@emich.edu
 - c) Emily Burgess, Assistant Sports Performance Coach, eburges3@emich.edu
 - d) Seth Thomsen, Assistant Sports Performance Coach, sthomsen@emich.edu
 - e) Ryan Zaporski, Assistant Sports Performance Coach, rzaporsk@emich.edu
2. Oversight is provided by Erin Kido, Senior Associate Athletic Director, Senior Associate Athletic Director, SWA, at ekido@emich.edu.
 3. University Human Resources shall provide guidance and assistance to this Plan and the unit plans for issues regarding sick time, retaliation concerns, and employee non-compliance concerns. The contact is hr_employment@emich.edu.
 4. The Dean of Students shall provide guidance and assistance to this Plan and unit plans for issues regarding COVID-19 reporting. The contact is Ellen Gold, Dean of Students, at emu_deanofstudents@emich.edu.
 5. The Office of Wellness and Community Responsibility shall provide guidance and assistance regarding student non-compliance issues. The contact is emu_owcr@emich.edu.
 6. The Office of Environmental Health and Safety is responsible for receiving and reviewing complaints of unsafe working conditions. The contact is Kathryn Wilhoff, Director of Environmental Health & Safety ("EHS"), at kwilhoff@emich.edu or 734-487-0794.

D. **Publication:** Individuals may request a hard copy of this Training Plan by emailing Erin Kido, Senior Associate Athletic Director, SWA, at ekido@emich.edu. (Ref: EO2020-114, Sec. 1(a))

IV. POLICIES & PRACTICES

A. Training:

1. All employees covered by this Training Plan shall undergo online COVID-19 Return To Campus training program via EMU Bridge E Learning.
2. The following is a non-exhaustive list of the topics covered by this training:
 - a) Which facilities may be used, the type of practice/training that will occur, and who is the supervisor(s) for all activities (see Section III above);
 - b) Daily self-screening requirement (see Section IV(B) below);
 - c) Physical distancing requirements (see Section IV(C) below);
 - d) Face coverings (see Section IV(D) below)
 - e) Cleaning standards (see Section IV(E) below)
 - f) Hand washing and sanitizer (see Section IV(F) below);
 - g) Notice of positive COVID-19 cases (see Section IV(G) below);
 - h) Staying home if sick (see Section IV(H) below);
 - i) Remote work (see Section IV(I) below);
 - j) Flexible work schedules (see Section IV(J) below); and
 - k) Other infection control measures (see Section IV(K) below)
3. The following individual(s) is(are) responsible for ensuring that all required training is completed for individuals covered by this Training Plan and for maintaining records of such training.
 - a) Fred Hale, Co-Director of Sports Performance,
fhale@emich.edu
 - b) Bryan Fink, Co-Director of Sports Performance,
bfink@emich.edu

B. Daily Entry Self-Screening:

1. All employees, students, or University-sanctioned volunteers engaged in or supporting outdoor athletic practices and training sessions must complete the University's screening form each day before they come to EMU's campus, or a screening form approved by the University. The screening form is available online or in paper form and asks several questions about the individual's personal

health and possible recent exposure to COVID-19. The form was prepared based on guidance from the Washtenaw County Department of Public Health. (Ref: EO 2020-114, Sec. 1(d); OSHA Guidance)

2. Any employee, student, or University-sanctioned volunteer who indicates through the screening form or other communication that they are ill or have symptoms of COVID-19 (as listed on the screening form) will not be permitted to come to campus. The supervisor(s) identified in Section III(C)(2) of this Training Plan are responsible for enforcing this provision.
3. All daily screening forms completed by employees coming to campus pursuant to this Training Plan must be sent, and will be reviewed by, Erin Kido, Senior Associate Athletic Director, SWA, at ekido@emich.edu.
4. All daily screening forms completed by students coming to campus pursuant to this Training Plan must be sent, and will be reviewed by:
 - a) Steven Berning, Staff Athletic Trainer, sberning@emich.edu
 - b) Danielle Darroch, Staff Athletic Trainer, ddarroch@emich.edu
5. All daily screening forms completed by University-sanctioned volunteers coming to campus pursuant to this Training Plan must be sent, and will be reviewed by:
 - a) Steven Berning, Staff Athletic Trainer, sberning@emich.edu
 - b) Danielle Darroch, Staff Athletic Trainer, ddarroch@emich.edu
6. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

C. Physical distancing:

1. All employees, students, University-sanctioned volunteers, and spectators participating in or attending outdoor athletic practices

and training sessions on campus are required to maintain physical distancing of six feet from other people whenever possible. (Ref.: EO 2020-114 Sec. 1(e); EO 2020-110 Sec. 14(a))

2. The following steps shall be taken to promote physical distancing among the individuals covered by this Training Plan:
 - a) Group Sizes: 20-30 student-athletes per session. The Sports Performance staff will assign a workout time to the student-athletes, with roommates/suitemates assigned to the same time slot, as much as possible. As these workouts are voluntary, attendance is optional and the actual group size may fluctuate each session.
 - b) Each student-athlete will be assigned to their own space in both the run and the lift (one person per area).

3. In addition to the training outlined in Section IV(A) of this Training Plan, the following communications will be used to communicate these physical distancing requirements to employees, student-athletes, University-sanctioned volunteers, and/or spectators:
 - a) Pre-workout Video:
 - (1) A detailed training video will be provided to all student-athletes prior to their arrival on campus.
 - (2) This video is a complete walk through, from arrival at the venue, explaining all aspects of the outdoor workout and departure for the day.
 - b) Workout Cleaning Area:
 - (1) At the conclusion of each workout there will be a 30-45 minute buffer period prior to the arrival of the next group of student-athletes to allow for the following:
 - (a) Allow for cleaning protocol on the field utilizing a Clorox 360 machine and approved disinfectant spray.
 - (b) Allow for one group to clean up and exit the area to minimize overlapping groups in the facility.

(c) The following group will meet outside the facility until it is time for the next group to begin.

c) Rynearson Stadium Entrance & Exit Protocol

- (1) Student-athletes will park their vehicles in the Convocation Center parking area and enter Rynearson Stadium through the southwest field gate.
 - (a) Gates will be propped open and staffed by members of the EMU Sports Medicine Staff.
 - (b) Student-athletes will not be permitted to enter the Student-Athlete Performance Center (SAPC), except to utilize the restroom on the first floor. These restrooms will be cleaned each evening by our cleaning contractor.
- (2) Student-athletes will need to arrive at the specific time designated for their workout group.
- (3) Student-athletes will meet at a designated staging area to be greeted by a strength coach
- (4) All student-athletes will sanitize hands upon entering the stadium.
- (5) Student-athletes must bring their own filled water bottles.
 - (a) Sharing of water bottles will not be allowed.
 - (b) Water bottles must be clearly labeled and identified.
- (6) At the end of the workout student-athletes will grab their snack bag from the nutrition staff once a week.
 - (a) Snack bags will be prepared by EMU Athletics nutrition staff utilizing all mandated safety protocols.
- (7) Student-athletes will exit out the designated field gate, and wash and sanitize hands upon exiting.

d) Signage:

- (1) Specific signage will be placed throughout the venue covering social distancing and other COVID 19 precautions as stressed by the CDC.

4. The following individuals are responsible for ensuring compliance with the physical distancing requirements outlined in this Training Plan:

- a) Fred Hale, Co-Director of Sports Performance,
fhale@emich.edu
 - b) Bryan Fink, Co-Director of Sports Performance,
bfink@emich.edu
5. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

D. Face coverings:

1. All individuals must wear a face covering inside any EMU facility. Face coverings are not required during outdoor athletics practices and training sessions. (Ref: EO 2020-114 Sec. 1(g))
2. The following individual(s) is(are) responsible for ensuring compliance with the requirement that individuals covered by this Training Plan wear face coverings while inside an EMU facility.
 - a) Fred Hale, Co-Director of Sports Performance,
fhale@emich.edu
 - b) Bryan Fink, Co-Director of Sports Performance,
bfink@emich.edu
3. Eastern Michigan Athletics shall provide face coverings approved by the University to all student-athletes and employees covered by the Training Plan. Eastern Michigan Athletics is not required to provide face coverings to University-sanctioned volunteers or spectators covered by this Training Plan.
4. The following individual(s) is(are) responsible for securing and providing face coverings to student-athletes and employees covered by this Training Plan:
 - a) Scott Wetherbee, Vice President & Director of Athletics,
scott.wetherbee@emich.edu
5. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

E. Cleaning standards:

1. The following steps shall be taken to clean equipment used during outdoor athletic practice and training sessions covered by this Training Plan (Ref: EO 2020-114 Sec. 1(h); EO 2020-110 Sec. 14(a)):
 - a) At the conclusion of each workout there will be a 30-45 minute buffer prior to the arrival of the next group of student-athletes to allow for the following:
 - (1) Allow for cleaning protocol on the field utilizing a Clorox 360 machine and approved disinfectant spray.
 - (2) Allow for one group to clean up and exit the area to minimize overlapping groups in the facility.
 - b) Following group will meet outside the facility until it is time for the next group to begin.
2. The following individual(s) is(are) responsible for cleaning equipment and supplies as outlined in Section IV(E)(1) used during the outdoor athletic practice and training sessions covered by this Training Plan:
 - a) Andy Rowdon, Senior Associate Athletic Director, arowdon@emich.edu
3. Andy Rowdon, Senior Associate Athletic Director, shall contact Dieter Otto, Director of the University's Office of Custodial Services & Grounds, at dotto@emich.edu, whenever an outdoor athletic practice or training session occurs.
4. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

F. Hand washing and sanitizer:

1. Hand sanitizer will be available during all outdoor athletics practices and training sessions covered by this Training Plan at the following location(s) (Ref: EO 2020-114, Sec.1(j)):
 - a) Venue Entrance / Check In Table
 - b) Equipment / Laundry Drop Off location
 - c) Dispensers Spaced Throughout Lifting Stations

- d) Venue Exit
- 2. The following individual(s) is(are) responsible for ensuring that hand sanitizer is available as outlined in Section IV(F)(1) of this Training Plan:
 - a) Steven Berning, Staff Athletic Trainer, sberning@emich.edu
 - b) Danielle Darroch, Staff Athletic Trainer, ddarroch@emich.edu
- 3. Individuals may regularly wash their hands at the following location(s) during outdoor practice and training sessions (Ref: EO 2020-114, Sec.1(j)):
 - a) The Rynearson Stadium visiting team locker room and Student-Athlete Performance Center will be open for restroom facilities and hand washing only.
- 4. The following individual(s) is(are) responsible for ensuring that the facility(ies) designated for hand washing in Section IV(F)(3) of this Training Plan are open and that soap is available:
 - a) Fred Hale, Co-Director of Sports Performance, fhale@emich.edu
 - b) Bryan Fink, Co-Director of Sports Performance, bfink@emich.edu
- 5. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

G. Notice of positive cases:

- 1. In the event that any employee becomes aware that a student, co-worker, or University-sanctioned volunteer has tested positive for COVID-19, the employee shall (a) encourage the employee to contact Ellen Gold, Dean of Students, at egold@emich.edu and (b) notify Ellen Gold, Dean of Students, at egold@emich.edu. (Ref: EO 2020-114 Sec. 1(k))
- 2. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

H. Staying home if sick:

1. Employees covered by this Training Plan are encouraged to stay home if they are ill or do not feel well. Employees who have a confirmed or suspected case of COVID-19 will not be permitted to return to the workplace until they are no longer infectious as prescribed by the Washtenaw County Public Health Dept. or the employee's medical provider. Regular employees of the University have access to paid sick leave pursuant to Board of Regents Policy 3.2.5. (Ref: EO 2020-114 Sec. 1(l); OSHA Guidance)
2. Employees who stay home because they are at particular risk of infecting others with COVID-19 may not be subject to retaliation for such action (Ref: EO 2020-114 Sec. 1(m)).
3. Student-athletes covered by this Training Plan shall be instructed that they should stay home if they feel ill and that they will not be retaliated against for doing so. Gretchen Buskirk, Associate Athletic Director for Sports Medicine, gbuskirk@emich.edu, is responsible for ensuring that all student-athletes covered by this Training Plan are notified of these standards.
4. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

I. Remote work:

1. Employees covered by this Training Plan shall work remotely whenever possible. Erin Kido, Senior Associate Athletic Director, SWA, at ekido@emich.edu, is responsible for ensuring compliance with this provision by encouraging and monitoring employees' work. (Ref: EO 2020-114 Sec. 1(q))
2. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

J. Flexible work schedules:

1. The employees covered by this Plan are subject to flexible work schedules when possible, and when approved by the applicable supervisor(s), as follows:
 - a) All training schedules will be developed by:
 - (1) Fred Hale, Co-Director of Sports Performance, fhale@emich.edu
 - (2) Bryan Fink, Co-Director of Sports Performance, bfink@emich.edu
 - b) Training schedules will be adjusted based on forecasted weather conditions. The training schedule will promote flexibility to provide the best possible environment for our student-athletes.
2. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

K. Other infection control measures:

1. The program(s) covered by this Training Plan have implemented the following additional protocols to help mitigate the spread of COVID-19 during outdoor practice and training sessions (Ref: EO 2020-114 Sec. 1(r); EO 2020-110 Sec. 14(a)):
 - a) Unnecessary contact will be prohibited (high fives, handshakes etc.) and physical distancing stressed.
 - b) For running activities, student- athletes will be placed five yards apart and have their own designated training space for lifts.
 - c) Coaches must wear masks if they are going to be within 6ft of student-athletes to coach and instruct them.
2. The following individual(s) is(are) responsible for implementing and managing these additional infection control protocols:
 - a) Fred Hale, Co-Director of Sports Performance, fhale@emich.edu
 - b) Bryan Fink, Co-Director of Sports Performance, bfink@emich.edu

3. Training regarding these requirements is included in the mandatory training outlined in Section IV(A) of this Training Plan.

Date: June 20, 2020