

# Principles and Framework Guiding a Phased Approach for Ramp-Up and Ramp-Down of On-Campus Research-Related Activity

*(Based on documents initially created in partnership with VCRs/VPRs from the University of California system and APLU, and borrowing liberally from planning at other institutions, such as the University of Washington.)*

## Executive Summary

This document refers to research and scholarly activities conducted in research spaces, including the physical campus and campus owned/leased spaces or otherwise operated by UC Riverside, astronomical observatories, or field stations and natural reserves, and activities with direct contact with individuals (human subjects) anywhere. Field and other research performed on facilities in other locations (for example in other countries) is also subjected to the appropriate authorities in such locations. We do not intend in this document to cover research that can be done entirely remotely. On-campus research also includes physical presence in campus libraries, archives, and museums to access any University material that cannot be accessed remotely, as well as performance work (arts) or other studio access that must be done on campus.

**Ramp-up or ramp-down of the research and scholarly activities will adhere to criteria of several phases and will be conducted according to 1) health authorities' orders, University policies, and agency and other recommendations regarding the COVID-19 pandemic, 2) the best scientifically informed recommendations that prioritize health and safety of all personnel, and 3) the ability of our campus to adapt to all such orders and recommendations.**

**The decision about which individuals in each academic unit are allowed to return to or must cease ongoing on-campus research in the different phases will remain under the purview of the corresponding deans based on the general framework described herein.**

**Goal:** *Adherence to governmental orders, University policies and relevant agency guidelines, while increasing research activity in a responsibly phased approach.*

The actual implementation of health and safety procedures on campus will follow the requirements provided by the Operations/Support Recovery and Public Health committees. All these considerations will appropriately limit the number of people who will be allowed to be present on campus and within individual buildings and labs in the various phases. It is quite possible that after a period of ramp-up research activity it may be necessary to ramp-down again.

Each academic unit will establish internal procedures for PIs and faculty researchers to solicit authorization to conduct on-campus research. The academic deans will make those determinations in consultation with their associate/divisional deans and department chairs. When the activities take places in a building involving personnel from different colleges (for example in MRB), coordination between the corresponding deans and/or RED will be necessary. **Special cases, petitions for exceptions, or disagreements will be considered by the Executive Vice Chancellor and Provost (EVCP) and the Vice Chancellor for Research and Economic Development (VCRED).**

Our framework is informed by the following principles and observations.

**Principle #1:** *Follow the cognizant University, Local, State, and National Public Health Authority directives to shelter-at-home and implement social distancing for the stated duration.*

- Observation: Initially, public health authority directives were more restrictive over time (recommendations, urgent recommendations, identification of essential businesses and closures, identification of allowable activities like exercise, more restrictive physical distancing directives such as closing of parks and beaches, recommendation/requirements of face coverings, etc.). We are now seeing a gradual “loosening” that is anticipated to look similar in reverse but could also resume, as circumstances dictate.
- Observation: Independently of when the shelter-at-home order will be lifted for the general population, higher risk groups—such as older personnel or those with underlying health conditions— may need to shelter-at-home longer.
- Observation: We can expect State and National plans will influence the local decisions of City and County Public Health authorities based on local and regional conditions. It is fair to expect that between “only essential/minimal activity outside of the home” and “return to business as usual,” there will be intermediate phases of increased access, with the possibility of returning to a more restricted phase should COVID-19 infections increase. Risk assessment and mitigation plans will be developed and adjusted to current conditions. Research personnel should be ready to ramp-down research activities if so needed and should keep that in mind when planning new research in the immediate future.

**Principle #2:** *Protect the health and safety of the research and scholarly activities workforce, emotional as well as physical. Protect the health and safety of our clinical patients and human research subjects.*

- Observation: Research personnel who feel uncomfortable about their on-site work situation because of safety reasons or who cannot perform their duties because of family or other reasons related to COVID-19 should coordinate with their direct supervisor to try to identify alternative, off-campus research activities that will continue to fulfill the requirements and conditions of their appointment, fellowship, and/or degree. This will also have to be coordinated with the appropriate Human Resources staff as represented/unrepresented employees have different requirements. Those employees with disabilities will be accommodated in accordance with UC’s existing policies, with recognition that certain conditions may be exacerbated by, or at higher risk from, the pandemic.

Personnel who feel their working conditions related to the COVID-19 pandemic are not in compliance with the law or University policy/guidelines and are not being properly addressed by their supervisors can report their concerns using [EH&S’s online reporting tool](#). Complaints will be reviewed with the Campus Chief Compliance Office or HR/ELR and further referred to the EVCP, VCRED, and other leadership levels as appropriate.

- Observation: Health and Safety requirements within laboratories, offices, art and performing arts research spaces, and any other facility for research, scholarly, and creative activities must be rigorously maintained. The campus Operations/Support Recovery and Public Health committees are responsible for providing specific guidelines for sanitation of common spaces, PPE usage, building ventilation, density of occupancy, and other physical distancing measures. Special care must be exercised for sanitizing equipment and surfaces, which are potentially exposed to other chemicals or biological materials. These surfaces and the lab space are the responsibility of the main faculty or researcher to whom the facility is assigned.

Detailed *UC Riverside COVID-19 Return to Campus Guide for Employees* will be posted online on the UCR website. The guidelines include a training component, e.g. regarding the proper use of PPE and sanitation, as well as a verification procedure. In order to remind employees to use personal protection and practice social distancing, COVID-19-specific signage developed by EH&S will be posted on all entrances to all buildings on campus; in addition, signage will be posted outside of elevators reminding employees that only one individual is permitted to use the elevator at a time and outside restrooms reminding employees that only one individual is permitted to use a restroom at a time.

- Observation: Limited access may persist for some time, and researchers will need to adapt to longer-term limited access. Limited access over prolonged periods will likely be detrimental to research activities, in particular for scholars with limited resources and upcoming deadlines. That is why proper training will be critical for the use of PPE, maintenance of clean workspaces, and interaction with colleagues who need to utilize the same infrastructure and resources. Work may need to be scheduled in shifts to enable maintaining physical distancing, restroom access, etc. However, both for health/safety and security reasons on-campus work after hours during restrictive phases is discouraged since the University may not be able to provide facility services 24/7.

- Observation: It may be challenging to ramp-up projects that are distributed over multiple sites or depend on international collaborations.

- Observation: Lifting of travel restrictions, such as international travel and essential travel only, are necessary before field research (that requires long-distance travel) can recommence. This includes human subject related field research that must be conducted in person. Research conducted in other states or countries is also subject to the health authority orders in those locations. Request for long distance travel will be considered on a case-by-case basis. Because of seasonality, field-based plant research may likewise be allowed to take place or continue on a case-by-case basis, enforcing rigorous social distancing and protective procedures.

- Observation: A number of research projects have successfully and safely transitioned to being fully remote, requiring infrequent or no access to university spaces. Most of this research should continue in this fashion and is not considered in the priority tiers discussed below.

- Observation: All research compliance and review procedures remain in place. RED's committees are all fully operational remotely and their guidance must be followed no matter what phase we are in at the time. For the most up-to-date information, please visit the [Keep Researching](#) website.

**Principle #3:** *Protect the careers of early stage researchers.*

- Observation: To the extent that it is possible under the university and public health authority directives and as access restrictions are relaxed, priority to return to research spaces should be given to those researchers who cannot work remotely and are under term appointments (e.g., postdoctoral researchers), have not achieved tenure yet, or are facing other personnel actions early in their careers.
- Observation: Careers of junior researchers may be dramatically impacted and hence extension of the tenure clock could be granted when needed.

**Principle #4:** *Undergraduates are students first, researchers second.*

- Observation: Except under the most exceptional of situations undergraduate students will not be allowed to perform on-campus research while shelter-at-home orders or other very restrictive health authority measures are in place. The exceptions may include situations in which 1) the undergraduate student is a difficult to replace team member for the project, 2) the project itself has been authorized for access, 3) the work of that student must be performed in person in the research space, and 4) no other work can be assigned to that student that can be performed remotely. These will be considered on a case-by-case basis. Faculty researchers should request such exceptions through their department chair or center director to their dean.

**Principle #5:** *Implement a fair and transparent process for granting access.*

- Observation: An ad-hoc Emergency Ramp-up/Ramp-down Research Committee has been formed to develop, endorse, and provide advice about the guidelines for ramping-up and ramping-down research. The committee has a broad membership, including several university senior leadership individuals, directors of compliance committees, professional staff, and faculty members including members of the Academic Senate leadership.
- Observation: More than ever we live by our [UCR Principles of Community](#) and we expect everyone to respect the rules in place for the safety and wellbeing of all in our community. Nonetheless, a small number of abuses have been reported. Depending on the gravity of the abuse, we may not be able to support the activity even if critical. Abuses could also lead to loss of privileges for on-campus research. While EH&S will be periodically monitoring some campus activities and reminding people of safety guidelines if necessary, abuses will be handled by supervisors and university leadership.
- Observation: All ongoing and new research and scholarly activities (whether funded or not) should be considered significant and vital to maintaining the diversity and sustainability of UCR's research enterprise as well as the future success of our faculty, graduate students, and research staff. Importantly, explicit acknowledgement of the value and importance of all research activities will also ensure that ramping up research within UCR is equitable within and across departments.

- Observation: Although prioritization of research activities may be needed in order to comply with social distancing and other requirements, when necessary prioritization of ongoing and new research activities (whether time-sensitive or not) within each lab will be initially proposed at the faculty (PI)-level through the mechanisms in place in their colleges or schools. In consultation with respective department chairs, the faculty (PIs) are within the best position to develop these proposals. However, as indicated above, academic deans will make final determinations (in consultation with their associate/divisional deans and department chairs) about which individuals are authorized to conduct on-campus research.

**Principle #6:** *Ensure as rapid a research restart as the public health conditions permit.*

- Observation: General considerations for smooth ramp-up and acceleration of on-campus research and scholarly activities will include the following elements.

1. Work shifts or staggered workdays for operation of laboratories, research facilities, libraries, archives, collections, and so on to ensure physical distancing and other safety requirements.
2. Even if appropriate physical distance can be maintained within a particular lab or research facility, considerations about density of individuals in the building where the facility is located may limit activities and occupancy
3. Under no circumstances should health and safety requirements be sacrificed due to lack of adequate supplies, type, and quality of PPE and training in the proper use of PPE.

- Observation: Core facilities, machine shops, and fabrication lines should be engaged and prepared to support work ramp-up, and in some cases may need to start operating before the research to be supported by the core facility commences. The opening of such facilities, when allowed in the different phases, will require the authorization of the corresponding dean(s) who have purview over them. Core facilities under the purview of RED and the incubator facilities in MRB will require approval by the VCRED for opening or ramping-up activities.

**Principle #7:** *Participate in finding cures and preventions for COVID-19, while increasing the safe access of all patients to clinical trials for their conditions.*

- Observation: Most critical clinical research has continued, while non-critical research was suspended, which affected many researchers conducting both federally funded and industry-funded research.

- Observation: Some research resources have been dedicated to COVID-19 studies, testing, or related activities. This is likely to continue in the near future and should be prioritized.

- Observation: Clinical trial participants, research nurses, and research coordinators must abide by all health system precautions required at their place of work.

- Observation: There is important research taking place in our research units regarding the impact of COVID-19 on the workforce, and it should be prioritized as broader clinical research activities are resumed.

### Phases and Permitted Research Activities

The table below sets up research priorities and other considerations for several phases. Lower phase numbers are more restrictive, higher phase numbers less so. These phases will continue to be revised as health authority directives change in scope and format.

Before allowing greater researcher access to labs, offices, libraries, and research collections, a plan defining rigorous requirements of sanitation, personal protection and social distancing directives is necessary. As mentioned earlier, such a plan is being developed by the Operations and Support Recovery and the Public Health committees.

**No research related activity, no matter the level of priority assigned in any phase will take place unless the required sanitation, physical distancing, PPE, etc. conditions for the corresponding phase are met.**

Phase	Public health orders and/or recommendations	On-campus research-related activities and priorities for campus presence.	Required facilities sanitation, physical distancing, PPE, etc. conditions for on-campus research-related activities
1	Strict shelter-at-home orders with or without requirement to close campus and with authorities only allowing essential personnel to conduct critical functions.	<p><i>Level of on-campus research-related activity extremely restricted with absolutely minimal personnel.</i></p> <ul style="list-style-type: none"> <li>• Research facilities, offices, studios, and field stations are closed, except where personnel are required to protect life and critical research infrastructure/capability (maintaining cell lines, animal health, plant, perishable materials instrumentation, etc.)</li> <li>• Only the minimum staffing required for above exceptions is allowed.</li> <li>• In person group gatherings or conferences are not allowed.</li> <li>• Very limited exceptions allowed for seasonal data collection and research that could not be repeated and/or research with external</li> </ul>	<p>Maintain low density in breakrooms, workspaces and research buildings</p> <ul style="list-style-type: none"> <li>• Only essential personnel allowed as approved by College/School Deans</li> <li>• Training on face coverings and PPE use and social distancing are required. A UCOP video is available for review.</li> <li>• No undergraduates permitted</li> <li>• Ensure that individuals in open spaces (including research bays, alcoves cubicle spaces) are at least 6 feet distance apart per guidance from CDC and local public health.</li> <li>• Elevator use limited to one person per elevator (post building rules for priority of entrance/waiting per floor)</li> <li>• Schedule staggered work shifts (aim for no more than 4-hour shifts, when essential work duties permit) Limit</li> </ul>

		<p>(normally private and for-profit entities) contractual obligations with high financial or other liabilities if not completed and for which a contract amendment could not be negotiated.</p> <ul style="list-style-type: none"> <li>• Deans authorized one-time access to faculty offices to pick up books and materials, shut down instrumentation, etc.</li> <li>• Only clinical human subjects research which is essential to the health and/or well-being of the participants is allowed.</li> <li>• COVID-19 related rapid response activities (e.g. vaccines, testing, ventilators, etc.) is permitted.</li> <li>• No on-campus undergraduate research allowed.</li> <li>• All researchers encouraged and supported to find ways to conduct some level of research and scholarly activities remotely.</li> </ul>	<p>work that extends late in the evening hours for public safety considerations.</p> <ul style="list-style-type: none"> <li>• Post staggered shift assignments for use of open spaces including breakrooms at room/space entrance</li> </ul> <p>Maintain Physical Distancing</p> <ul style="list-style-type: none"> <li>• Furniture in breakrooms and carrels may be rearranged to ensure 6 feet of physical distance is maintained</li> <li>• Furniture in excess of that needed should be removed to storage whenever possible to enforce minimum density requirements</li> <li>• May post traffic rules for hallways, doorways as best solved for each are to maintain 6-foot distance</li> <li>• Visual guidelines for distancing: may place colored tape on the floor in 6-foot increments in work or potential traffic zone areas</li> <li>• Restroom policies that insure 6-foot distancing – for example flip sign on door or closing alternative sinks and stalls to maintain distancing.</li> <li>• Face coverings will be worn at all time (cloth or surgical acceptable unless other lab-based conditions require higher levels of protection). Cloth coverings are and will continue to be provided by campus via EH&amp;S</li> </ul> <p>Cleaning/sanitizing</p> <ul style="list-style-type: none"> <li>• Hand sanitizers will be in all buildings. Monitor/ensure sufficient soap supplies in rest rooms and near sinks.</li> <li>• Lab bench sanitizers should be used, which typically includes 1:10 bleach solution as well as EtOH</li> <li>• Sanitation protocol templates will be provided by EH&amp;S and must be completed by each supervisor to ensure consistent SOPs are followed based on risk and activities</li> <li>• Close workspace and report to EHS if somebody tests positive to address facility cleaning/sanitization</li> <li>• Facilities will have routine cleaning schedules of</li> </ul>
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			<p>common spaces and restrooms</p> <p>Monitoring and preventative measures</p> <ul style="list-style-type: none"> <li>• Regular communications on campus, college/school, and department levels on best practices and preventative safety precautions. Signs will be produced by EH&amp;S and distributed via web or campus email</li> <li>• Regular communications on general status/awareness of pandemic resolution/hot spot resurgences (quarterly until effective vaccine or treatments are identified)</li> <li>• Requirement to remain home if feeling ill, with fever or reporting symptoms of cold, flu or COVID-19</li> <li>• Provide return to work documentation consistent with county guidelines and UCR specific HR requirements</li> <li>• Symptom screening as indicated by campus. Self-report or supervisor to report any essential worker /employee identified as SARS-CoV-2 positive to UCR Health/student health as appropriate</li> </ul> <p>Align with CalOSHA ongoing directives  <a href="https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html">https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html</a></p>
2	<p>Shelter-at-home orders remain in place or are still strongly recommended, but some business activities beyond critical ones are allowed. Campus may or may not be ordered to remain closed by health authorities.</p>	<p><i>Level of on-campus research-related activity is low but increasing as conditions improve. The priorities listed below remain limited by strict considerations of population density in the corresponding facilities and need for physical distancing.</i></p> <ul style="list-style-type: none"> <li>• All activities in Phase 1 are allowed.</li> <li>• In person group gatherings or conferences are not allowed.</li> </ul>	<p>Maintain low density in breakrooms, workspaces and research buildings</p> <ul style="list-style-type: none"> <li>• Only personnel allowed as approved by College/School Deans</li> <li>• Training on face coverings and PPE use and social distancing are required. A UCOP video is available for review.</li> <li>• No undergraduates permitted</li> <li>• Ensure that individuals in open spaces (including research bays, alcoves cubicle spaces) are at least 6 feet distance apart per guidance from CDC and local public health.</li> </ul>

		<ul style="list-style-type: none"> <li>• COVID-19 closely related research beyond the rapid response activities allowed in Phase 1 is now permitted.</li> <li>• At the deans' discretion, urgent time sensitive research and scholarly activities with immediate deadlines such as external submission for which the sponsor does not allow extensions or delays, exhibitions, or one-in-a-lifetime opportunity are allowed.</li> <li>• At the deans' discretion, limited on-campus research (not allowed in Phase 1) for critical situations including but not limited to graduate students under time constraints to complete degrees; term appointments (e.g., postdoctoral researchers); and faculty who have not achieved tenure yet, or are facing other personnel actions early in their careers is permitted.</li> <li>• Expanded on-campus library research options (e.g. paging services, where faculty can order books and other materials to pick up from campus location).</li> <li>• Limited core facility and machine shop operations only needed to support allowed research activities of this phase.</li> <li>• No undergraduate research allowed</li> <li>• Research and scholarly activities that can be conducted remotely continue to be performed in such way.</li> </ul>	<ul style="list-style-type: none"> <li>• Elevator use limited to one person per elevator (post building rules for priority of entrance/waiting per floor)</li> <li>• Schedule staggered work shifts (aim for no more than 4-hour shifts, when essential work duties permit). Limit work that extends late in the evening hours for public safety considerations.</li> <li>• Post staggered shift assignments for use of open spaces including breakrooms at room/space entrance</li> </ul> <p>Maintain Physical Distancing</p> <ul style="list-style-type: none"> <li>• Furniture in breakrooms and carrels may be rearranged to ensure 6 feet of physical distance is maintained</li> <li>• Furniture in excess of that needed should be removed to storage whenever possible to enforce minimum density requirements</li> <li>• May post traffic rules for hallways, doorways as best solved for each are to maintain 6-foot distance</li> <li>• Visual guidelines for distancing: may place colored tape on the floor in 6-foot increments in work or potential traffic zone areas</li> <li>• Restroom policies that insure 6-foot distancing – for example flip sign on door or closing alternative sinks and stalls to maintain distancing.</li> <li>• Face coverings will be worn at all time (cloth or surgical acceptable unless other lab-based conditions require higher levels of protection). Cloth coverings are and will continue to be provided by campus via EH&amp;S</li> </ul> <p>Use of PPE</p> <ul style="list-style-type: none"> <li>• Face coverings at all time (cloth or surgical acceptable unless other lab-based conditions require higher levels of protection) SEE ABOVE</li> </ul> <p>Cleaning/sanitizing</p> <ul style="list-style-type: none"> <li>• Hand sanitizers will be in all buildings. Monitor/ensure sufficient soap supplies in rest rooms and near sinks.</li> <li>• Lab bench sanitizers should be used, which typically</li> </ul>
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			<p>includes 1:10 bleach solution as well as EtOH</p> <ul style="list-style-type: none"> <li>• Sanitation protocol templates will be provided by EHS and must be completed by each supervisor to ensure consistent SOPs are followed based on risk and activities</li> <li>• Close workspace and report to EHS if somebody tests positive to address facility cleaning/sanitization</li> <li>• Facilities will have routine cleaning schedules of common spaces and restrooms</li> </ul> <p>Monitoring and preventative measures</p> <ul style="list-style-type: none"> <li>• Regular communications on campus, college/school, and department levels on best practices and preventative safety precautions as greater numbers of employees and students return to campus. Signs will be produced by EH&amp;S and distributed via web or campus email.</li> <li>• Regular communications on general status/awareness of pandemic resolution/hot spot resurgences (quarterly until effective vaccine or treatments are identified)</li> <li>• Requirement to remain home if feeling ill, with fever or reporting symptoms of cold, flu or COVID-19</li> <li>• Provide return to work documentation consistent with county guidelines and UCR specific HR requirements</li> <li>• Symptom screening as indicated by campus</li> <li>• Self report or supervisor to report any essential worker /employee identified as SARS-CoV-2 positive to UCR Health/student health as appropriate Contact Tracing following report of infection</li> </ul> <p>Align with CalOSHA ongoing directives  <a href="https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html">https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html</a></p>
<b>3</b>	Shelter-at-home orders may be removed and only recommended. More	<i>Level of on-campus research-related activity moderate but considerably increased from</i>	<b>STAGE 3 GUIDELINES MAY BE REVISED AS THE STATE GUIDANCE EVOLVES AND DEVELOPS</b>

	<p>business and commercial activities, such as personal service provider and face-to-face activities are open. Very small gathering of individuals may be allowed by the health authorities.</p>	<p><i>previous phase. More flexibility in terms of physical distancing.</i></p> <ul style="list-style-type: none"> <li>• All activities in Phase 2 are allowed.</li> <li>• At the deans’ discretion, other time sensitive research which was not authorized in Phase 2 may be allowed.</li> <li>• On-campus research by early-career faculty and graduate students not already allowed in Phase 2 is permitted.</li> <li>• Human subjects research not allowed in previous phases is now allowed, except if it involves individuals who are deemed high-risk (for example, because of age or pre-existing health conditions).</li> <li>• Field research not allowed in previous phases is now allowed if meeting the physical distancing and other health protocols for this phase.</li> <li>• Prioritize access to graduate students and postdocs who were not authorized in Phase 2.</li> <li>• Core lab facilities and machine shops fully operational.</li> <li>• Use of libraries is permitted to limited numbers of researchers at a time.</li> <li>• Access to offices can be allowed if meeting the physical distancing and other health protocols for this phase.</li> <li>• On a case-by-case basis upon Dean’s approval, undergraduate research on-campus may be allowed provided 1) the student is a difficult to replace team member for the project, 2) the project itself has been authorized for access, 3) the work of that student must be performed in person in the research space, and 4) no other work can be assigned to that student that can be performed remotely.</li> </ul>	<p>Maintain low density in breakrooms, workspaces and research buildings</p> <ul style="list-style-type: none"> <li>• Limited personnel allowed as approved by College/School Deans</li> <li>• Training on face coverings and PPE use and social distancing are required. A UCOP video is available for review</li> <li>• No undergraduates permitted unless approved by deans</li> <li>• Ensure that individuals in open spaces (including research bays, alcoves cubicle spaces) are at least 6-foot distance apart per guidance from CDC and local public health.</li> <li>• Elevator use limited to one person per elevator (post building rules for priority of entrance/waiting per floor)</li> <li>• Schedule staggered work shifts (aim for no more than 4-hour shifts, when essential work duties permit). Limit work that extends late in the evening hours for public safety considerations.</li> <li>• Post staggered shift assignments for use of open spaces including breakrooms at room/space entrance</li> </ul> <p>Maintain Physical Distancing</p> <ul style="list-style-type: none"> <li>• Furniture in breakrooms and carrels may be rearranged to ensure 6 feet of physical distance is maintained</li> <li>• Furniture in excess of that needed should be removed to storage whenever possible to enforce minimum density requirements</li> <li>• May post traffic rules for hallways, doorways as best solved for each are to maintain 6 foot distance</li> <li>• Visual guidelines for distancing: may place colored tape on the floor in 6 feet increments in work or potential traffic zone areas</li> <li>• Restroom policies that insure 6-foot distancing – for example flip sign on door or closing alternative sinks and stalls to maintain distancing.</li> </ul>
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4	Shelter-at-home orders removed, with some larger gathering allowed, or no restrictions at all.	<i>Level of on-campus research-related activity is normal, without restrictions.</i>	<p><b>STAGE 4 GUIDELINES MAY BE REVISED AS THE STATE GUIDANCE EVOLVES AND DEVELOPS</b></p> <p>Monitoring and Preventative Measures</p> <ul style="list-style-type: none"> <li>• Regular communications on campus, college/school, and department levels on best practices and preventative safety precautions as greater numbers of employees and students return to campus (transition from weekly, to monthly to quarterly until effective vaccine or treatments are identified)</li> <li>• Regular communications on general status/awareness of pandemic resolution/hot spot resurgences (quarterly until effective vaccine or treatments are identified)</li> <li>• Review and maintain actionable rapid closure/preservation of health and resource plans for each dept/program within each college/school</li> <li>• Requirement to remain home if feeling ill, with fever or reporting symptoms of cold, flu or COVID-19</li> <li>• Symptom screening as indicated by campus</li> <li>• Report any employee/student identified as SARS-CoV-2 positive to UCR Health/student health</li> </ul> <p>Align with CalOSHA ongoing directives</p> <ul style="list-style-type: none"> <li>• <a href="https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html">https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html</a></li> </ul>