

Return to Campus Decision Tree

- Have you received VP approval to begin campus operations again and request that employees return to campus?
- Have you submitted a Workforce Plan and Exposure Control Plan for review?
- Have employees completed the return to work safety requirements?

Yes



Yes



- Maintain remote working
- Assess productivity
- Evaluate regularly

Can the majority of the employee's day-to-day responsibilities be performed remotely?

No



Is the employee willing and able to work on-site?

Yes



Employee returns to workplace as needed, following safety guidelines and expectations

No



Does the employee have any documented ADA accommodations that limit their ability to work on-site, or has the employee been given the opportunity to produce medical documentation indicating they cannot return to work on-site?

Yes



Consult with HR Business Partner to engage in the ADA interactive process. Can accommodations to on-site work be provided?

Yes



Employee returns to work with accommodations

No



No



Is the employee eligible for another type of leave (FMLA, CTO, SLR, or personal)?

Yes



Consult HR Business Partner to explore leave options

No



Explore alternative work assignment or unpaid leave without benefits