



New York Law School Policy Related to COVID-19

Fall 2022

The top priority of New York Law School (“NYLS” or the “Law School”) is the health, safety, and well-being of our community and visitors. In order to maintain a campus that is as safe as possible, and in accordance with, or exceeding applicable public health guidelines regarding COVID-19, NYLS has implemented the following policy. This policy builds on, and where appropriate modifies, the NYLS Policy Related to COVID-19 announced in August 2020 and reflects, among other things, the widespread availability of COVID-19 vaccines and improved understanding of COVID-19 transmission and prevention.

All members of the NYLS community—which includes students, faculty, staff, trustees, alumni, tenant organization personnel, contract personnel working at the Law School, bar studiers, and clients—and visitors to the Law School are expected to fully comply with the procedures outlined in this document. Failure to do so may result in disciplinary action and/or being asked to leave campus.

Because medical and epidemiological understanding of COVID-19 continues to evolve, NYLS will continuously monitor all relevant public health guidelines, executive orders, state and local health codes, legislation, and rulemaking, as well as the status of the epidemic in New York City and neighboring areas, and will update this policy accordingly.

This policy may be changed at any time and for any reason at the sole discretion of the Law School.

NYLS will also conduct trainings and provide written guidance for community members on aspects of this policy where necessary.

I. Guiding Principles and Plan Development

The Law School’s development of the August 2020 policy, and subsequent modifications thereto, was an intensive, months-long process, and we continue to modify the policy as necessary and advisable. The planning process engaged many members of the campus community, both formally and informally, including students, faculty, staff, administrators, alumni, and trustees. To guide its work, the Law School re-established an academic re-opening taskforce, as well as an operational task force. The work also benefitted from significant input from external public health experts hired by the Law School for that purpose.

As with the earlier policy, efforts were guided by the following common principles established by the Dean and President, in consultation with the Law School’s Board of Trustees:

- Take all appropriate steps, consistent with all government regulations and the best available medical advice, to ensure the health, safety, and peace of mind of all community members and visitors to the Law School.
- Deliver excellence and opportunity, as always, to our students in every aspect of their academic program, academic and bar success, professional development, and the support services we provide them.
- Seize every appropriate opportunity to innovate in the above areas, both as contemplated in our 2020 Strategic Plan to advance the institution, and as dictated by the times in which we live.
- Foster a warm, welcoming, supportive, engaging, collegial, and adaptable learning environment, both in-person and online, and with particular regard for the needs of first-year students, who will be new to our community and have no pre-existing relationships.

This policy will remain in effect until further notice. The Law School will provide all community members with training on this policy, as well as related safety protocols. Maintaining a safe, healthy, and strong community depends on the cooperation of all community members and visitors in this effort.

II. Policy Overview

NYLS has taken important steps to reduce the potential for exposure of our community members and visitors to COVID-19. These steps include, but are not limited to, requiring all community members who come to the Law School, and others who may regularly visit the Law School, to be vaccinated against COVID-19 and to receive at least one booster vaccine (except for those who cannot be vaccinated for medical or religious reasons and who, as a result, will be required to undergo weekly COVID-19 testing); monitoring the health and safety of the community; administering health screenings for anyone seeking entry to the campus; prohibiting those who have been diagnosed with COVID-19, who are experiencing any symptoms of COVID-19 or who have been exposed to someone with COVID-19 from entering or remaining on campus; requiring all community members and visitors to wear face coverings in designated places and at designated times; limiting occupancy on campus and imposing specific capacity limits for different areas of campus, as appropriate; reconfiguring classrooms, the library, and other public campus spaces to facilitate social distancing; upgrading the buildings' ventilation and air-filtration systems; enhancing building cleaning procedures; establishing a process for potential closure of all or part of the campus in response to health conditions; and developing protocols to implement all of the aforementioned steps.

Under this policy, all community members and visitors must:

- A. Receive a COVID-19 vaccine and any necessary boosters.** At present, three different COVID-19 vaccines are readily available in the New York City area: Moderna, Pfizer/BioNTech, and Johnson & Johnson/Janssen. The Moderna and Pfizer vaccines require two doses, given four and three weeks apart, respectively; the Johnson & Johnson vaccine requires a single dose. Those who received two doses of either the Pfizer or Moderna vaccines are eligible for a booster five (5) months after their second dose; those who received the single-dose Johnson & Johnson vaccine are eligible for a booster two (2) months after that dose. You do not need to receive the same brand of booster vaccine as the initial dose(s) received. While none of the vaccines or boosters are considered 100% effective at reducing the risk of contracting COVID-19, each is considered highly effective in doing so. Initially, Moderna and Pfizer was 95% effective and Johnson & Johnson was 79% effective at preventing infection. Over the course of the many mutations of COVID-19, that effectiveness has fallen, and the longer one goes without a booster, the less effective a vaccine is. But all vaccine types remain very highly effective at preventing shortening the symptoms of illness should an infection occur, reducing the duration of infectivity, and preventing serious illness, hospitalization and death.

Community members may make a COVID-19 vaccine appointment using the following resources:

- **New York State:** Use the [Am I Eligible tool](#) or call 1-833-NYS-4-VAX.
- **New York City:** Use the [COVID-19 Vaccine Finder](https://vaccinefinder.nyc.gov), <https://vaccinefinder.nyc.gov>. or call 1-877-VAX-4NYC.
- **New Jersey:** Use the [New Jersey Vaccine Scheduling System](#) or call 1-855-568-0545.
- **Connecticut:** Use the [CT Vaccine Portal](#) or call 877-918-2224.
- Vaccinations are also widely available on a **walk-in** basis at drug stores and urgent care clinics throughout New York City.

In accordance with the [NYLS COVID-19 Community-Wide Mandatory Vaccination Policy](#) and the [NYLS COVID-19 Community-Wide Mandatory Booster Vaccination Policy](#), as a condition of entering the NYLS campus, including participation in any in-person classes and/or other activities, NYLS requires all students to be fully-vaccinated against COVID-19. As a condition of employment, NYLS will require all employees, including contractors, be fully-vaccinated against COVID-19. Vaccine recipients are considered fully vaccinated after receipt of the initial dose(s) and a booster dose. Visitors to the Law School are subject to the [NYLS COVID-19 Visitor Policy](#).

As described in the NYLS Vaccination Policy, Booster Vaccination Policy, and Visitor Policy, NYLS provides limited exemptions from this COVID-19 vaccine and booster mandate for students, employees/contractors, and visitors: who have either (i) a documented medical condition (including pregnancy) or disability that contraindicates the vaccination; or (ii) sincerely held religious beliefs that prohibit receipt of the vaccine. Community members who need an exemption must request one in accordance with the procedures set forth in the NYLS Vaccination Policy. Once NYLS is aware of a request for an exemption, the Law School will engage in an interactive process to identify accommodations which protect the exempted person and do not pose a threat to the health and safety of our community or create an undue hardship on NYLS.

Any community member or visitor who is not vaccinated because of an approved exemption may be allowed to enter the NYLS campus only if they provide weekly proof of a negative COVID-19 PCR test performed within the previous seven (7) days. NYLS will also accept home rapid antigen tests, provided the results are accompanied by a statement (i) that the results pertain to the community member in question, and (ii) including the date and time the test was administered.

Through a HIPAA-compliant, automated system hosted by OnTask, community members and visitors will be able to securely (a) upload the required proof of vaccination; (b) upload the required medical documentation to support a medical exemption; (c) claim a religious exemption; and (d) upload test results. Once the Law School reviews the relevant information, the community member or visitor will be permitted on campus, or, in cases where the information is deemed incomplete or insufficient, denied access to campus until such time as the information is supplemented as required. OnTask may be accessed on a desktop computer, or on a phone or tablet:

Students

- **Confirm vaccination status or request an exemption**
- **Submit weekly test results** (for those with approved exemptions)
- **Confirm booster vaccination status or request an extension**

Faculty, Staff, and Contractor Staff

- **Confirm vaccination status or request an exemption**
- **Submit weekly test results** (for those with approved exemptions)
- **Confirm booster vaccination status or request an extension**

Visitors

- **Confirm vaccination status or request an exemption**
- **Submit weekly test results** (for those with approved exemptions)
- **Confirm booster vaccination status or request an extension**

- B. Adhere at all times to social distancing requirements consistent with local, state, and national guidance.** Community members and visitors are urged to refrain from large group gatherings where social distancing may not be maintained and where masks are not universally worn, especially where community members and visitors who may not have been vaccinated are present.
- C. Monitor their health for any COVID-19-like symptoms and possible exposure to COVID-19 on a continuous basis and before traveling to campus. *Anyone with symptoms consistent with COVID-19 must report them to the Law School, regardless of whether the community member was on campus or plans to come to campus.*** Monitoring should include use of the health screening survey application referenced in Section III.A. COVID-19 symptoms include, but are not limited to, fever or chills, sore throat, persistent cough, sneezing, or itchy eyes, persistent nasal congestion or runny nose, shortness of breath or difficulty breathing, fatigue, body-wide joint or muscle aches, headaches, and new loss of taste or smell. Community members and visitors with such symptoms must contact their medical provider for appropriate guidance regarding self-isolation and medical care. Those who have any COVID-19 symptoms, have been diagnosed with COVID-19, or have been in close contact with someone with these symptoms or who has been diagnosed with COVID-19 are prohibited from entering the Law School.
- D. Show Security personnel their health screening survey results each time they enter the Law School.** (See details in Section III below).
- E. Maintain social distance from others when unmasked (at least 4 feet away, or as otherwise directed) at all times on campus.** This includes avoiding handshaking and other similar close physical contact.

- F. Cover their mouth and nose with a N-95, KN-95, KF-94 or comparable facemask (without exhalation valves) in areas where the Law School has required it.** This applies when commuting on mass transit and when on campus in areas where mask use is required. N-95, KN-95, KF-94 or similar masks are considered more effective in protecting the user and others than paper masks (often blue in color). The use of paper masks is discouraged, except when doubled up or used underneath one of the other masks referenced above. NYLS community members and visitors should also consider wearing N-95, KN-95, KF-94 or similar facemasks, if available, when commuting to campus. NYLS will continue to provide training on proper [mask use](#). Although the CDC has liberalized its guidance regarding the need for facemasks for fully vaccinated individuals, the Law School will continue to require mask use on campus by all community members and visitors in designated areas until further notice. Students may remove their masks in classrooms when they are speaking and should immediately put their mask back on once they have finished speaking. Please note that individual professors may, in their discretion, request that students in their classes wear their masks at all times, and such requests must be followed.
- G. Upon arrival, and frequently throughout the day, wash their hands with soap and water for 20 seconds and use hand sanitizer containing at least 60 percent alcohol.** *Note:* Wearing gloves is not necessary in most situations. (See Section VII.C.)
- H. Cover coughs and sneezes with a tissue or use the inside of their elbow when coughing or sneezing.** They must throw used tissues in an appropriate trash receptacle and immediately wash their hands or use hand sanitizer if soap and water are not immediately available.
- I. Minimize sharing of any objects with others and be prepared to bring their own supplies, such as pens and notebooks.**
- J. Follow instructions for cleaning and disinfecting surfaces when directed to do so.**
- K. Do not come to campus if they have tested positive for COVID-19, whether they have symptoms (are “symptomatic”) or not (are “asymptomatic”). Everyone must report positive COVID-19 viral or antigen test results to NYLS.** Students must report such results to Shani Darby, Assistant of Students, and to Michael Siller, Chief Compliance Officer. Faculty and staff must report such results to Jody Pariante, Vice President for Human Resources. Contractor personnel and tenant organization personnel must report such results to their supervisor, who in turn will report them to Jody Pariante, Vice President for Human Resources. Visitors must report such results to Paul Repetto, Chief of Building Operations and Security. Positive tests must be reported to NYLS as soon as possible, and reporting must include, if applicable, the dates the affected person was on campus and specific locations in which they were present for 15 minutes or more.
- L. Leave campus immediately if they experience any symptoms of COVID-19 (see list of symptoms in Section II.B), or believe they may have been exposed to someone with COVID-19.** Students must report such symptoms or exposures to Shani Darby, Assistant, Dean of Students, and to Michael Siller, Chief Compliance Officer. Faculty and staff must report such symptoms or exposures to Jody Pariante, Vice President for Human Resources. Contractor and tenant organization personnel must report such symptoms or exposures to their supervisor, who in turn will report them to Jody Pariante, Vice President for Human Resources. Visitors (including bar studiers) must report such symptoms or exposures to Paul Repetto, Chief of Building Operations and Security. Symptoms must be reported as soon as possible, and reporting must include the dates the affected person was on campus and specific locations in which they were present. For community members and visitors who report symptoms or exposure while on campus, the Law School will verify that they are able to leave campus on their own. If they cannot, they will be escorted to a private area, and will be provided with guidance on obtaining appropriate medical treatment, advice, and transportation, including EMS.

If a community member or visitor has tested positive for COVID-19, is experiencing symptoms of COVID-19, or has been exposed to someone with COVID-19, the Law School will make efforts to identify those most likely to have been in close and sustained contact with the affected person. These efforts will include cooperation with local health authorities for contact tracing purposes, ensuring that community members and visitors are advised on where to obtain COVID-19 testing, and providing information on appropriate next steps, such as monitoring for symptoms, the need to quarantine, etc.

III. Health Screening

Before arriving at the Law School, and ideally before beginning their commute to campus, community members and visitors will be required to self-complete a daily health screening survey. The survey application, hosted by LiveSafe, may be [downloaded and accessed on a phone or tablet](#) or [completed on a computer](#).

- A. All community members and visitors must use the LiveSafe application (if they have access to a device that will support it). The LiveSafe application includes directions on how to complete the survey, and the Law School will provide training on its use. Hard copies of an equivalent survey instrument will be available for community members and visitors who do not have access to such a device. **Those seeking entry to the Law School need only complete the survey once per day.**
 1. If their survey result is "Feeling OK," community members and visitors may proceed to Security, where they will show their date- and time-stamped results, or, for those completing hard copy surveys, will hand the results to Security. They must show Security their results **each time** they seek to enter the building.
 2. If the survey indicates that a community member or visitor should not proceed to the Law School, he or she should follow guidance in the survey results.

IV. Failing a Health Screening; Quarantine Requirements

- A. Anyone (a) who fails to complete the health screening, (b) whose survey responses suggest that they have symptoms consistent with COVID-19 or may have been exposed to others infected with COVID-19, or (c) who meets the criteria for quarantining set forth in Section IV.B, will **not** be permitted to enter the Law School, regardless of their vaccination status. The Law School will provide these individuals with information on the next steps they should take.
- B. Community members and visitors must remain off-campus if, in the prior 5 days, they have experienced symptoms of COVID-19 (see Section II.C for a list of symptoms), or have been in close contact (i.e., less than 6 feet away for longer than 15 minutes over the course of 24 hours) with anyone who has had such symptoms and/or who has been diagnosed with COVID-19. (Close contact might include residing with a significant other or providing direct care to another.) This 5-day period will remain in effect even if no symptoms occurred and even if there is a subsequent negative antigen test result, and community members are expected to conduct all activities remotely during that time. As stated in Section XII below, community members who receive a negative result from a PCR, rapid antigen, or rapid home test taken 5 or more days from either the onset of symptoms or a close contact, may return to campus provided they are not experiencing any COVID symptoms.
- C. Per New York State rules, asymptomatic travelers entering New York from another country, U.S. state, or territory are no longer required to test or quarantine as of April 10, 2021. Symptomatic travelers should immediately self-isolate and take a rapid-test or PCR test while symptomatic.

V. Entrances and Exits

The 185 West Broadway and 55 Worth Street entrances will be the only means of ordinary entry and egress to the Law School for faculty and staff. The 185 West Broadway entrance will be the only means of ordinary entry and egress to the Law School for students and visitors. Emergency exits throughout the campus will continue to operate as normal for evacuation purposes; however, staircases will be designated for unidirectional (up or down only) use.

VI. Social Distancing

- A. All members of the NYLS community and visitors should make every effort to maintain a distance of at least 4 feet when unmasked, where practicable, from anyone present on campus (except where otherwise noted), and must wear approved face coverings at all times in areas where masks are required, and except when consuming food or beverages, or when alone in offices that will not be occupied by anyone else for the remainder of the day, or when speaking in class (See Section VII.A).

Community members and visitors should avoid congregating or creating crowding in classrooms, the library, study rooms, offices, hallways, stairwells, elevators, locker rooms, restrooms, break rooms, cafeterias, or other confined areas used by multiple people, and must adhere to seating charts and any posted facility safety instructions.

- B.** Consumption of food and beverages is generally restricted to those campus areas where mask use is not required. Brief and occasional sips of water are permitted, if necessary, in other areas. Community members and visitors are encouraged to take meal or refreshment breaks in open outside areas (for example, on the fifth-floor terrace or anywhere off-campus) whenever possible. In all instances, community members and visitors are encouraged to maintain social distancing. Faculty and staff may consume food and beverages in their own private offices with the door closed, so long as that office will not be used by any other member of the community or visitor for the entire day.
- C.** To the extent possible, locations for pick-up and delivery of mail, packages, and other items will be designated with the goal of minimizing foot traffic on campus by non-NYLS community members. All personal food deliveries must be accepted outside the doors of the Law School building. All routine vendor deliveries must be made via the 52 Leonard Street entrance, and delivery personnel will be subject to appropriate health screening requirements as set forth in Section III.A.
- D.** The sharing of books, papers, writing instruments, office equipment, electronics, food and beverages, and personal objects is strongly discouraged. The Law School will provide disinfectant wipes and training on the appropriate use of such cleaning products, and will ensure that there is appropriate ventilation in all places where such products are in use. Self-policing and cleaning as described herein is required and essential regardless of frequent cleaning of these areas by maintenance staff.
- E.** Visitors are subject to the [NYLS Visitor Policy](#). Among other things, visitors are subject to the vaccination, booster vaccination, and health screening requirements set forth in Sections II and III as a condition to entry.

VII. Use of Personal Protective Equipment (PPE)

- A.** NYLS community members and visitors must wear approved face coverings at all times in locations where the Law School requires them to be worn; face mask use in other areas is optional, but encouraged. Facemask use by students is required in all classrooms (including library classrooms), although students may remove their facemasks while speaking in class. Please note that individual professors may, in their discretion, request that students in their classes wear their masks at all times, and such requests must be followed. Approved face coverings for COVID-19 include, but are not limited to, N-95, KN-95, or similar products, which are considered more effective in stopping the spread than more loose-fitting masks. Multi-layer cloth-based face coverings that cover both the mouth and nose without any gaps are also acceptable. See [Mask Guidance for New York Law School's Community](#), for a fuller explanation of description of NYLS's recommendations and requirements regarding mask use. Any face covering with an exhalation valve is prohibited, as an exhalation valve defeats one purpose of the mask: protecting others from the wearer. Reusable face coverings should be cleaned or replaced when damaged or soiled, should not be shared, should be properly stored when not in use, and should be safely discarded in a general trash receptacle when no longer usable. Anyone who sneezes or coughs into their mask, so that the mask becomes contaminated with mucus, should change the mask immediately and launder or discard it. (See Exhibit A, "Guidance on the Use of Personal Protective Equipment," for recommended steps for use and reuse of facemasks.) Face shields may not be used as a substitute for cloth face coverings or disposable masks, and the use of face shields is permitted only when wearing a mask, with the exception of onsite instructors in the classroom, who may wear a face shield only, so long as they maintain a distance of at least 12 feet from students in the classroom.
- B.** NYLS will provide community members with at least one reusable KN-95 facemask, at no cost, for their use on campus. Because NYLS's supply of facemasks is limited and may not allow for new masks to be issued daily, community members using NYLS-issued facemasks are expected to take proper care to allow for reuse of their mask to the fullest extent possible. Community members are permitted and encouraged to furnish and wear their own face coverings, consistent with this policy.
- C.** Wearing gloves is not necessary in most situations. Rather, hand-washing or hand sanitizer that contains at least 60 percent alcohol are the best ways to safeguard against germs. The CDC does recommend wearing gloves when cleaning, disinfecting, or caring for someone who is sick. NYLS will maintain a supply of disposable gloves for use by community members in appropriate circumstances, and NYLS will provide training on proper glove use.

VIII. Hygiene, Cleaning, and Ventilation

- A.** As a general matter, everyone should avoid touching their eyes, nose, and mouth. Frequent hand-washing and/or use of hand sanitizer that contains at least 60 percent alcohol is strongly encouraged, especially in these situations: after using mass transit or being in other public places; when hands are visibly soiled; when preparing to eat; after eating; after using the restroom; after sneezing, coughing, or blowing the nose; when entering and exiting campus; and when touching the face. Appropriate hand sanitizers will be available in dispensers throughout the campus.
- B.** NYLS will provide hand hygiene stations, including hand-washing facilities with soap, tepid water, and disposable paper towels, and/or hand sanitizer containing 60 percent or more alcohol. Hand hygiene stations will be available in all campus facilities, particularly in high-traffic areas (such as building entrances, at elevator banks, and outside classrooms).
- C.** Community members and visitors may be in private offices with the door closed without a face covering so long as that office will not be used by any other member of the community or visitor the entire day; however, under these circumstances, they should remember to always cover their mouth and nose with a tissue or use the inside of their elbow when coughing or sneezing. Used tissues should be thrown in the trash. After sneezing and/or handling used tissues, they should immediately wash their hands with soap and water for at least 20 seconds. If soap and water are not readily available, they should clean their hands with hand sanitizer that contains at least 60 percent alcohol.
- D.** NYLS will supply campus work locations with appropriate cleaning and disinfection supplies for use in wiping down frequently touched surfaces, e.g., copiers, scanners, shared computer terminals and other shared workspaces, telephones, door handles, desk surfaces, chairs, water fountains, bottle filling stations, etc. Everyone is encouraged to use these supplies liberally, and to wipe down all hard surfaces they touch prior to use and again when they are done. (See Section VI.F.)
- E.** Law School maintenance staff will continue regular daily cleaning and disinfection of campus facilities, and will perform more frequent cleaning and disinfection on high-use areas and frequently touched surfaces.
- F.** In the event of exposure of an area to a person testing positive for COVID-19, such cleaning and disinfection will include, at a minimum, the work area and all areas used by the affected person.
- G.** NYLS will adjust its ventilation system to appropriately manage the percentage and frequency of fresh air exchange, install best available filters for our heating ventilation and air conditioning (HVAC) system, and continuously monitor its operations.

IX. Academic Program

The academic program will be offered primarily in-person. Students, faculty, and staff should expect to learn and work in-person. Certain courses may be offered online. As described above and in the NYLS Vaccination Policy, community members are required to be vaccinated to be on campus.

The Law School's Vaccination and Booster Vaccination Policies provides for exemptions for medical reasons or reasons related to religious belief. Community members and visitors who receive an exemption may access the campus provided they regularly undergo COVID-19 testing with negative results pursuant to the NYLS Vaccination Policy and Booster Vaccination Policy.

There are no other exceptions to the Vaccination Policy or Booster Vaccination Policy. And there is no option to learn or work remotely, except as described below or as recommended by a licensed healthcare professional provided pursuant to the Vaccination Policy.

X. Working From Home

As a general policy matter, employees will be expected to work primarily on campus, subject to building capacity limits. The Law School may adjust work schedules and may permit part-time remote work for part of the week. Staff members are subject to the NYLS Interim Remote Work Policy, which will be issued to each staff member and can be viewed on the NYLS Portal.

XI. Departing Campus Upon Development of COVID-19 Symptoms

Any member of the Law School community or visitor who develops any of the COVID-19 symptoms described in Section II must immediately leave campus (if on campus) following the process described below. Students must report such symptoms to Shani Darby, Assistant Dean of Students and to Michael Siller, Chief Compliance Officer. Faculty and staff must report such symptoms to Jody Pariante, Vice President for Human Resources. Contractor and tenant organization staff must report such symptoms to their supervisor, who in turn will report them to Jody Pariante, Vice President for Human Resources. Visitors (including bar studiers) must report such symptoms to Paul Repetto, Chief of Building Operations and Security. Symptoms must be reported as soon as possible, and reporting must include the dates the affected person was on campus and specific locations in which they were present. For those who report symptoms while on campus, the Law School will verify that they are able to leave campus on their own. If they cannot, they will be escorted to a private area, and will be provided with guidance on obtaining appropriate medical treatment, advice, and transportation, including EMS. (See Sections II.L and IV.A.)

XII. Returning to Campus Following COVID-19 Symptoms, Positive Test, or Exposure

A community member or visitor who (1) tests positive for COVID-19; (2) has any COVID-19 symptoms; or (3) has a close contact with someone with COVID-19, must do the following: report their diagnosis, symptoms, or exposure to NYLS to the individuals identified in Section XI above; in accordance with Section IV, self-isolate for a minimum of 5 days by staying home, away from others and pets (in a separate room/bedroom, using a separate bathroom if possible, without sharing personal household items, and wearing a face covering as described in Section VII.A above when around others); monitor their symptoms, including their temperature; and seek emergency medical care immediately if they develop an emergency warning sign (such as trouble breathing, persistent pain or pressure in the chest, new confusion, inability to wake or stay awake, bluish lips or face, or other concerns). A community member or visitor who has (1) tested positive for COVID-19; (2) had any COVID-19 symptoms; or (3) had a close contact with someone with COVID-19, may return to NYLS on the latest of the fifth day after they: (a) were exposed to someone with COVID-19; (b) they began to experience symptoms of COVID-19; or (c) they tested positive for COVID-19, if (i) they are not symptomatic; and (ii) provide NYLS with the results of a negative lab-based rapid antigen or PCR test, or if a licensed medical professional certifies in writing that they may safely return to campus. NYLS will also accept home rapid antigen tests, provided the results are accompanied by a statement (i) that the results pertain to the community member in question, and (ii) including the date and time the test was administered. The Law School will make home testing kits available to community members who may need them, at no charge. They may be obtained at the Security Desk located by the entrance to 185 West Broadway.

XIII. Signage and Other Safety Measures

NYLS will post appropriate signage throughout Law School facilities announcing health and safety warnings and protocols, such as the need to wear approved face coverings, practice social distancing, engage in frequent hand hygiene, and report symptoms of or exposure to COVID-19. Additional safety precautions utilized on the NYLS campus may include installation of plexiglass or other barriers; floor and other markings to denote proper social distancing; configuration of common areas such as classrooms, dining areas, library study areas, limited-use conference rooms, and workspaces to ensure adequate spacing; and other similar considerations. NYLS community members and visitors will be expected to follow all signage and guidance regarding safety measures.

XIV. COVID-19 Testing

NYLS does not offer onsite COVID-19 testing. Accordingly, NYLS will refer community members and visitors to an approved medical provider for testing. NYLS also asks that community members and visitors make use of the testing facilities of their state (see [New York State guidance](#)), county, and municipal agencies (see [New York City guidance](#)). The online health search engine Castlight Health has also created a [testing site locator](#).

XV. On-Campus and Remote Standards of Behavior and Corrective Action

- A. On-Campus Activity:** Anyone engaging in in-person learning or working on-campus who violates this policy or its related protocols, or who otherwise engages in conduct that NYLS determines to be inconsistent with good health and safety practices, will be advised to follow the appropriate guidance and provided with educational material as indicated. Those who continue to violate the policy or related protocols may be asked to immediately leave campus and may be subject to appropriate student or employee discipline and to having their building access, including their NYLS OneCard, temporarily suspended and deactivated until violations are resolved.
- B. Remote Activity:** All engaging in remote learning or working are expected to comport themselves with the same degree of professionalism and courtesy to others that is expected of them in the live classroom or office setting. The NYLS Student Code of Conduct and other Law School policies fully apply to the remote learning and working environment.
- C. Reporting Concerns Regarding On-Campus and Remote Activity:** Anyone who wishes to report a concern about a potential violation of this policy or related protocols may alert Shani Darby, Assistant Dean of Students (for potential violations involving students); Jody Pariente, Vice President for Human Resources (for potential violations involving faculty, staff or contract staff); Paul Repetto, Chief of Building Operations and Security (for potential violations concerning visitors); or Michael Siller, Chief Compliance Officer. Concerns about or reports of violations will be reviewed, and appropriate corrective actions, if warranted, will be taken.

XVI. Confidentiality

NYLS will treat, health survey and vaccination information with the utmost confidentiality; strictly limit the number of NYLS personnel with access to such information; and use such information only for the purposes of permitting or restricting access to the Law School, required reporting, and contact tracing (see Section II). NYLS will not retain survey information for longer than is required by law, regulation, or public health requirements.

NYLS reserves the right to modify the above-stated procedures, in whole or in part, subject to prevailing public health and safety guidelines and applicable law.

EXHIBIT A

Guidance on the Use of Personal Protective Equipment

This Guidance supplements the “New York Law School Policy Related to COVID-19” regarding the use of personal protective equipment (PPE).

Pursuant to NYLS policy, anyone entering the Law School must cover their mouth and nose with a cloth facemask or any other type of facemask without valves that can provide a seal over the mouth and nose. Acceptable masks other than cloth facemasks include surgical masks, KN-95 masks, and N95 masks, but not bandanas. Masks must be worn when commuting on mass transit, and when on campus at all times, except when consuming food or beverages, or alone in private offices that will not be occupied by anyone else for the remainder of the day. When commuting to campus, community members should consider wearing KN-95 or similar facemasks, if available.

Wearing gloves is not necessary in most situations. Rather, frequent hand-washing and/or use of hand sanitizer that contains at least 60 percent alcohol are the best ways to safeguard against germs. The CDC does recommend wearing gloves when cleaning, disinfecting, or caring for someone who is sick. NYLS will maintain a supply of disposable gloves for use by community members in appropriate circumstances.

A. Rationale for PPE Guidance

This Guidance is designed to provide NYLS community members and visitors with the necessary information on proper PPE use, to ensure their maximum protection, and to ensure optimal use of the Law School's supply of PPE.

B. Distribution, Use, and Reuse of PPE

NYLS, under the direction of the Chief of Building Operations and Security, will regularly supply each community member who needs them with reusable facemasks and disposable gloves. Because NYLS's supply of masks is expected to be limited, all community members are asked to make every effort to store and reuse masks whenever possible—that is, whenever a worn mask has *not* become visibly soiled, damp, or damaged through extensive use during the day. Soiled, damp, or damaged masks should always be replaced by making a request to Paul Repetto, Chief of Building Operations and Security. Community members are also permitted and encouraged to provide their own face coverings that conform to NYLS's policy, including this guidance.

C. How to Put on a Facemask

1. Wash hands with soap and water, or disinfect them with hand sanitizer that contains at least 60 percent alcohol.
2. Make sure the mask is positioned correctly, with the outside of the mask away from the face.
3. Place the mask over the face:
 - For an ear-loop style mask, grab the mask by the ear loops and secure them behind the ears.
 - For a filtering mask with elastic straps, pull the bottom strap over the head first and secure it below the ears. Then pull the top band over the head and secure it above the ears at the crown of the head.
 - For a tie-back style mask, secure the upper ties first, behind the crown of the head and above the ears. Then secure the lower ties behind the head and below the ears.
 - If the mask has a nose-stay (usually an interior metal bendable band), pinch it against the bridge of the nose.
4. Wash or disinfect hands again.

D. How to Remove a Facemask

1. Wash hands with soap and water, or disinfect them with hand sanitizer.
2. Remove the mask:
 - For an ear-loop style mask, remove the mask by holding the ear loops. Because the mask front may be contaminated, remove it slowly and carefully, pulling it away from the face.
 - For a filtering mask with an elastic band, with both hands and from behind, pull the lower band over the head. Then with both hands and from behind, grasp the upper band and pull it over the head, bringing the mask away from the face.
 - For a tie-back style mask, remove the mask by untying the lower ties first and the upper ties second. Because the mask front may be contaminated, remove it slowly and carefully. Ensure that the ties do not fall into the clean interior side of the mask.
3. After removing the mask, visually inspect it for stains, contaminants, tears, or distortion in shape/form. If the mask is soiled, torn, or saturated, thoroughly clean or discard it.
4. If the mask is not visibly soiled, torn, or saturated, carefully store it in a brown paper (lunch) bag, or if a bag is not available, a paper envelope labeled clearly with the following information: "face mask," the date, and "front" and "back" on the two sides. Insert the mask so that the front of the mask faces the side of the bag/envelope labeled "front."
5. Wash or disinfect hands again.

A single mask can be safely worn during days when these procedures are followed.

E. Face Shields

Face shields may not be used as a substitute for cloth face coverings or other masks, and the use of face shields is permitted only when also wearing a mask, with the exception of onsite instructors in the classroom, so long as they maintain a distance of at least 12 feet from students in the classroom.

If an instructor uses a face shield without a cloth face covering or disposable mask in a classroom, the face shield must wrap around the sides of the wearer's face and extend below the chin. Disposable face shields should only be worn for a single use and discarded. Reusable face shields should be cleaned and disinfected after each use.

F. How to Remove Gloves

Because the outside of gloves can be contaminated, they must be removed carefully.

1. Using a gloved hand, grasp the palm area of the other gloved hand and peel off the first glove.
2. Hold the removed glove in the gloved hand.
3. Slide the fingers of the ungloved hand under the remaining glove at the wrist.
4. Peel off the second glove over the first glove. Community members should be sure not to touch their eyes, nose, or mouth while or immediately after removing gloves, and should finish the removal process by washing hands thoroughly with soap and water or, where hand-washing stations are not close, using hand sanitizer that contains at least 60 percent alcohol.

G. Disposing of Facemasks and Gloves

Following use (or, in the case of facemasks, final reuse), masks, gloves, and disinfectant wipes should be placed in the trash.

Questions about this guidance or PPE distribution and use, generally, should be directed to Paul Repetto, Chief of Building Operations and Security.