

# Frequently Asked Questions concerning the Duke Compact and Expectations Document by Duke Faculty

August 2020

## The Nature and Implications of the Duke Compact

Q. What does the phrase "personally responsible" in the Duke Compact mean?

*That phrase refers only to the commitment of each member of the Duke community to take responsibility for her/his/their behavior in adhering to public health protocols – to take the crucial reasonable steps to prevent the spread of COVID-19.*

Q. Even with all of my safety precautions, am I personally responsible if my students transmit coronavirus between each other?

No.

Q. Is the Duke Compact a legally binding document?

*The Compact outlines expectations for all of us as members of the Duke community and affirms our commitment to each other, expressed through adherence to the public health guidelines that seek to prevent spread of COVID-19. It is binding to the extent that members of the Duke community (students, faculty and staff) must attest that they will adhere to the Compact as a condition for continued access to Duke facilities.*

Q. How will the university be using data about me that I generate while I am on campus or in other Duke facilities?

*WiFi-location, card-swipe, and parking-access data will be used to facilitate pandemic response, such as contact tracing and building density management. All pandemic response data access will be strictly limited to those with an explicit need to know, including Employee Occupational Health and Wellness, and others as explicitly authorized under [Duke's Acceptable Use Policy](#). Please note that the provisions in [Duke's Acceptable Use Policy for Data Usage during COVID-19](#) apply. Duke may use data gathered to develop approaches for understanding where the virus may be spreading and who is at risk. Data will only be collected when individuals are on Duke's campus or in Duke-leased buildings. The data will be protected in accordance with the IT Security Office's [Standards for Sensitive Data](#).*

Q. Does the Compact have an expiration date and/or a COVID-related metric that signals expiration?

*The Compact will be in effect for the duration of the pandemic and while related health and safety guidelines from authorities in local, state, and national governments remain in effect. Any lifting or*

*loosening of the restrictions and measures currently in place will be informed by guidance from Duke health experts and local, state, and national governments.*

## **General Health Concerns**

Q. I have a concern about the vaccine requirement for faculty. Is the University asking me to commit to receiving a COVID-19 vaccine, even though we don't know which vaccine candidates will be selected, and are not in a position to assess the safety and efficacy of any potential vaccine?

*No. The current vaccine requirement described in the Duke Compact and accompanying document pertains to the influenza (flu) vaccine. Since there is no COVID-19 vaccine at this time there is no requirement to take it. There will be extensive discussion with faculty, students and staff if public health experts recommend a COVID-19 vaccine. Signing the Compact does not commit you to receiving a COVID-19 vaccine.*

Q. Are results from COVID-19 tests and/or symptom monitoring going to be reported to the Duke community?

*Duke will provide regular updates based on tests that are administered by the university.*

Q. Are my medical data protected under HIPAA?

*Yes.*

Q. I am teaching online this fall and do not plan to come to campus. Do I still need to report symptoms or possible exposure COVID-19?

*Even if you are not coming to campus, we encourage you to report actual symptoms and evidence of possible exposure in order to facilitate appropriate responses to support your health and mitigate the spread of the virus.*

## **Parameters for Teaching In-Person This Year**

Q. Is my class considered a large gathering?

*No. The term "gatherings" in the Duke Compact refers to assemblies of individuals for extra-curricular and social purposes.*

Q. May I hold a class at my home or somewhere else that is off Duke property?

*You may not hold a regularly-scheduled in person class at your home and faculty are discouraged from inviting students inside their homes in order to protect the health and safety of students, faculty and their families. Outdoor gatherings are permitted if they conform to university policy and local ordinances.*

Q. How can I get tested for COVID-19 before the semester begins?

*If you will be teaching an in-person or hybrid class this fall – as indicated by the university course registration – you received an email on August 8 inviting you to sign up for a COVID-19 test prior to the start of your teaching. These **entirely voluntary** tests will be offered August 12<sup>th</sup> through August 14<sup>th</sup>.*

Q. What obligations do I have to my TAs during the pandemic?

*As always, you should meet regularly with TAs to discuss course issues and confirm whom to contact in case of emergency, especially if you are not available. In addition, you should:*

- *ensure that TAs are aware that they do not have to teach in-person if they do not feel comfortable doing so;*
- *make compliance with public health protocols a regular discussion topic;*
- *encourage TAs to reach out to you if they have any concerns.*

Q. Will faculty members teaching in-person receive a notification if a student in their course receives a positive COVID-19 test result?

*Student Health will provide faculty with information to the extent necessary to adequately inform them of potential exposures **in or around the classroom**, while maintaining confidentiality under applicable laws and university policies. Individuals who are identified through the contact tracing process will be contacted privately. As a result, faculty should refrain from commenting on possible COVID-19 exposures.*

Q. If a TA who is providing instructional support in my course tests positive for COVID-19 or is known to have been exposed to someone who has tested positive, will I be notified?

*Student Health will provide faculty with information to the extent necessary to adequately inform them of potential exposures **in or around the classroom**, while maintaining confidentiality under applicable laws and university policies. TAs also have an obligation to inform their faculty supervisor if they will need to miss one or more classes, as they would for any reason.*

Q. Will we have plastic shields around the lectern and should I encourage students to bring clear face shields?

*No. Plastic partitions do not reduce risk from COVID-19 in any scientifically demonstrated way. They are not an effective substitute for masks, physical distancing, and other measures recommended by health and safety experts. The CDC also [does not currently recommend face shields](#) as substitutes for masks.*

Q. If I don't feel comfortable teaching in-person, can I switch my in-person course to an on-line format?

*Yes. You can choose to move a course online if conditions lead you to change how you feel about teaching in-person. This is also the case for your TAs. It will be important to communicate any change clearly to students and to your chair/dean.*

Q. My class will be online but I plan to hold one class in person near the end of the semester, COVID-19 risk pending. How can I obtain approval for this one course meeting?

*If you coded your class as online, rather than hybrid, your students are entitled to the expectation that all required activities will be remote.*

## **Classroom Situations**

Q. I have a student who refuses to wear a face covering. What can I do?

*The first step is to ask them to leave the room to protect the safety of others in the class. If the individual refuses to leave, stop the class, tell the students that you will schedule a remote/virtual class to cover the material for that day, and instruct everyone to leave. In the case of an undergraduate, report the incident to the Dean of Students; in the case of a graduate or professional student, report the incident to the relevant chair/dean.*

Q. What should I do if a student attending an in-person class claims a medical exemption from wearing a face covering, or needs to read lips?

*Students will need to receive an exemption from Student Health, who will then contact faculty. Given public health concerns about unmasked individuals, students who receive medical exemptions, or who depend on their ability to see others speaking, may need to take particular courses online or make other arrangements. Any individualized plan will need to be consistent with Duke's responsibilities under the Americans with Disabilities Act.*

Q. What can I do when I know someone has been infected with or exposed to COVID-19 and is not complying with public health requirements (self-isolation or quarantine, for example)?

*Anyone who is concerned about non-compliance or behaviors of another member of the community (including students, staff, and other faculty) that jeopardize health and safety, and who do not feel comfortable addressing the situation directly, should contact their chair or the office of their dean. They can also contact Duke's anonymous Speak Up Program at (800) 826-8109 (24 hours a day, 7 days a week), complete the online form (<https://values.duke.edu/speak-up-reporting>), or contact the [Duke Office of Audit, Risk, and Compliance](#).*

## **Parameters for Travel**

Q. Where can I get up-to-date guidelines on travel, particularly travel during the winter break?

*Bookmark and regularly consult this [Duke Travel Policy](#) for information and guidance on travel domestically and internationally:*

Q. Is travel to an academic conference in another state forbidden during the semester?

*At the moment, Duke has prohibited non-essential Duke travel, including travel solely for the purpose of attending a conference. There is a process to request permission to use Duke funds for travel that is critical for scholarly research or other official purposes. You can find more information [here](#).*

Q. I'm not sure about the rules pertaining to weekend travel to a personal home or rental. And what about emergencies, such as the need to travel for a funeral or to take care of a relative? Are such trips now prohibited, or discouraged?

*Such personal trips are not prohibited. Duke asks that you carefully assess the need for and circumstances surrounding personal overnight travel. If you do undertake such a trip, and if you are obligated to complete daily symptom monitoring, you must report such travel after you return. Depending on the circumstances, personal travel may have implications for your ability to come to campus. Please see the [Duke Statement on Personal Travel](#).*

*Keep in mind that COVID-19 may lead to state and local governmental travel restrictions, which can change quickly based on pandemic conditions, and which may delay, complicate, or prevent your entry to other countries, your reentry to the United States, and/or your travel between states.*