

## Roger Williams University

### Policy Regarding COVID-19 Workplace Accommodation for High-Risk Individuals (Temporary Policy)

Roger Williams University and Roger Williams University School of Law (collectively “the University”) acknowledge the heightened risks that COVID-19 presents to faculty and staff who suffer from certain preexisting health conditions and/or who are members of populations that render them otherwise medically vulnerable. According to the Centers for Disease Control (CDC), those at high risk for severe illness from COVID-19 include: people 65 years of age and older, as well as people of all ages who are either immunocompromised or who suffer from other underlying medical conditions (such as moderate to severe asthma, chronic lung disease, serious heart conditions, obesity, chronic kidney disease requiring dialysis, and liver disease) particularly if those conditions not well controlled. As part of its institutional response to COVID-19, the University is committed to returning its workforce to campus in a careful and phased way as well as to reasonably supporting employees who are either themselves at high risk of severe illness from COVID-19 or who have a household with someone who is

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What kinds of accommodations are possible?

Accommodations will vary from employee to employee, and from job position to job position. Requests will be considered on a case