

UNIVERSITY OF TORONTO CONTINUITY OF EDUCATION PLAN

Updated September 9, 2021



UNIVERSITY OF
TORONTO

BACKGROUND

In the Ministry of Colleges and University's July 16, 2021 memo, "Fall 2021 Planning for the Postsecondary Education Sector," Deputy Minister Shelley Tapp asked all publicly assisted colleges and universities to publish Continuity of Education Plans (CEPs) by September 3, 2021. These CEPs are to include:

1. Information about protocols (i.e., health and safety) in the event of an emergency.
2. Information on continuity of education in the event of a disruption to in-person teaching and learning.
3. Links to useful resources in the event of an emergency (e.g., emergency contact information).

Below you will find the plans and policies U of T has developed in response to the pandemic along with useful links and information, organized by the three CEP themes that the memo sets out.

1 | HEALTH AND SAFETY PROTOCOLS

Information about health, safety and related protocols in the event of an emergency

The University of Toronto is closely monitoring the latest public health guidance as it prepares to welcome students, faculty, staff and librarians back to its three campuses this fall. Planning is already well underway for a safe resumption of in-person classes, with Faculties and divisions tailoring their individual plans to meet their unique needs.

MANDATORY VACCINATIONS

Vaccination is the most important way that individuals can protect themselves against COVID-19 and is a key element of the University of Toronto's strategy to support a safe return to campus.

All members of our community who come onto our campuses in the fall must be [fully vaccinated against COVID-19](#), and are required to upload proof of vaccination via [UCheck](#). We expect all members of the community to have their first dose by September 13, and to be fully vaccinated by October 15. This requirement aligns with the August 24 [recommendation of the Council of Ontario Medical Officers of Health](#) for post-secondary institutions in the province that all individuals involved in any in-person campus activities be fully vaccinated with proof of vaccination except for those who cannot be vaccinated due to a permitted exemption.

Those seeking a permitted exemption for medical reasons or other protected grounds under the Ontario Human Rights Code can make a request through the University's Enterprise Service Centre (ServiceNow). Students who have already applied for an exemption from the vaccination (i.e., those living in residence) will continue via the process communicated to them.

Those who have not received at least one vaccine dose or who have not been granted an exemption by the University cannot come to any University campus or premises. Individuals who are not fully vaccinated (i.e., partially vaccinated but not yet 14 days past their second or final shot) or who are unvaccinated but have received a University-approved exemption must participate in the University's rapid screening program and may be subject to additional safety measures. [At-home screening kits are being provided to these individuals](#) at no cost, along with an instructional video. Results must be uploaded in UCheck at least twice weekly, and a negative test result is required before coming to a University campus.

Visitors to U of T campuses are required to be fully vaccinated. More details about the process for visitors—including vendors, events attendees, gym members, and others—is coming soon.

We have put these measures in place in consultation with local public health units and experts in the field.

The University has also supported the province's vaccination efforts by [supplying space and volunteers for COVID-19 vaccine clinics on its three campuses](#), and is partnering with UHN to deliver on-campus access to vaccination clinics and pop-up opportunities for students, faculty and staff participating in activities requiring vaccination. We are also actively supporting initiatives such as [ThisIsOurShot](#) to encourage Canadians to get vaccinated.

For more information about vaccinations, visit the UTogether [vaccine page](#) and [frequently asked questions](#).

12 WAYS U OF T IS PREPARING FOR A SAFE RETURN TO CAMPUS

Vaccine requirements and rapid testing are just two of the measures the University is taking across the three campuses to curb the risk of COVID-19 transmission. Here are [12 ways U of T is planning for a safe return of in-person instruction](#) this fall. Details on some of these measures are provided below.

CONTACT TRACING AND CASE MANAGEMENT

U of T's [Office of Environmental Health and Safety](#) (EHS) has [developed case management procedures](#) for reporting COVID-19 cases. EHS works with local public health officials on case management, conducts contact tracing and speaks directly with individuals who have been exposed to either a suspected or a confirmed case.

If any member of our community receives a positive test result for COVID-19, they are advised to immediately contact the Occupational Health Nurse (OHN) at ehs.occhealth@utoronto.ca.

The University provides community notifications and cleaning notifications to those affected by COVID-19 cases on our campuses. These notifications are provided out of an abundance of caution and do not signal elevated risk or require any further action by individuals, other than those who are contacted directly by the Health & Safety Office.

In an effort to keep everyone informed, the University of Toronto is posting the number of confirmed COVID-19 cases among members of the U of T community. Updates are [published on the COVID-19 Dashboard](#) every Monday (Tuesday after a long weekend) and Thursday.

COVID-19 HEATING, VENTILATION AND AIR CONDITIONING (HVAC) STRATEGY

To ensure a thorough approach to maintaining a safe indoor environment, the role of HVAC (heating, ventilation, and air conditioning) systems and current maintenance practices are routinely assessed against emerging public health evidence and industry guidelines with regard to COVID-19. A group including University Utilities and Building Operations, Environmental Health and Safety, and external professional engineers with expertise in ventilation also conducted an assessment of practices in the context of the pandemic, and the recommendations of this assessment have been adopted.

For more information, answers to frequently asked questions, and information about central and classroom ventilation, please refer to [U of T's COVID-19 HVAC strategy](#).

MASKS

In October 2020, the Government of Ontario enacted a requirement for the use of non-medical masks and face covering to reduce the risk of transmission of COVID-19 in the province. This regulation requires non-medical masks to be worn in indoor University spaces, including classrooms and common areas in residences, and leased spaces. Wearing a mask or face covering is also strongly recommended outside when a two-metre distance is not possible to maintain.

Additional details about the application of the regulation, exceptions, and medical accommodations are available in U of T's [Policy on Non-Medical Masks or Face Coverings](#) and [Guideline on Non-Medical Masks](#). The guideline is based on the latest regulatory requirements and may be further updated periodically as our response to COVID-19 evolves.

SUPPORT FOR FACULTY, STAFF AND LIBRARIANS RETURNING TO CAMPUS

The University has shifted its focus from crisis response to [planning for a safe return to campus](#), and encourages faculty, staff, librarians and their families who may need additional support to reach out for help during the transition. The wellbeing of the U of T community remains a top priority as the University gradually moves towards restarting and recovery.

GUIDELINES AND TOOLS FOR FACULTY MEMBERS, STAFF, AND LIBRARIANS INCLUDE:

- [Workplace Guidelines](#)
- [Guidance and Policy on Masks](#)
- [Assessment Tools](#)
- [Resuming Property Operations](#)
- [Supporting Employee Wellbeing](#)
- [Working Remotely](#)
- [Managing Employees](#)
- [Absences During COVID-19](#)
- [COVID-19 Policies, Guidelines, and Resources](#)
- [Wellness, Equity, and Accommodation](#)

2

ACADEMIC CONTINUITY

Information on continuity of education in the event of a disruption to in-person teaching and learning

The University has academic and business continuity plans that are enacted as needed. Our plans focus on the need to ensure the health of our community, and the continuity of our courses and programs.

OVERARCHING GOALS:

- Ensure continuity of courses and programs
- Ensure graduating students can graduate in a timely fashion
- Ensure continuing students can progress appropriately in their degrees

OVERARCHING PRINCIPLES:

Academic Freedom

- Course instructors have primary responsibility and authority to make changes to their courses
- As we continue to work to maintain our academic programs, faculty members' academic freedom is fully respected and neither the Provost nor other administrators will require faculty members to take any action that is inconsistent with the academic freedom provisions in Article 5 of the [MOA between UTFA and the University](#)

Integrity of Academic Programs

- The University's commitment to maintaining the integrity of all academic programs is a fundamental consideration when making any change to academic courses and programs
- The integrity of programs involves both maintaining the key learning outcomes of courses within program and maintaining academic integrity under the [Code of Behaviour on Academic Matters](#)

Academic Disruption

- The declaration of an academic disruption under the [Policy on Academic Continuity](#) provides the framework that allows divisions to provide instructors and departments with a broader menu of remedies to achieve their goals in courses and programs

Marking Scheme

- Students have the right to expect transparency in how a grade is calculated
- The [University Assessment and Grading Practices Policy \(UAGPP\)](#) establishes a process for how changes to the marking scheme can be effected when instructors judge this to be necessary

Key Resources:

- [Policy on Academic Continuity](#)
- [University Assessment and Grading Practices Policy](#)
- [Supporting Course Resiliency: Best Practices for Teaching Staff](#)

3 | RESOURCES IN THE EVENT OF AN EMERGENCY

Links to emergency contact information and other useful resources in the event of an emergency.

CRISIS AND ROUTINE EMERGENCY PREPAREDNESS AND RESPONSE

Crisis and routine emergency situations on the University of Toronto's three campuses are governed by the [Policy on Crisis and Routine Emergency Preparedness and Response](#). In addition to the Policy, internal and external policies and statutes define the University's roles and responsibilities in a crisis or routine emergency situation. University officers recognize that every crisis and routine emergency requires a response as set out in the Policy and an evolving administrative Framework.

If a University officer is uncertain about the seriousness of an incident, they are directed to contact Campus Police immediately to assist in an assessment.

Under the Policy and Framework, the Incident Manager has full decision-making authority in the implementation of this Policy.

EMERGENCY PREPAREDNESS

The foremost priority of the University in responding to crisis or emergency situations is the safety of students, faculty, staff, and affected community members. The University is committed to limiting and containing the extent of damage incurred during a crisis or emergency.

The University is also responsible for restoring order and mitigating the effects of the incident as soon as practicable by ensuring that the appropriate resources are assigned to manage the situation.

Emergency preparedness entails plans and procedures that the University undertakes in anticipation of a likely emergency. The [Crisis and Emergency Preparedness site](#) provides information and guidance for students, faculty, staff, and visitors to the University in the case of an emergency.

SUPPORT LINKS

- [Safety and Support](#)
- [Community Safety Office](#)
- [Campus Safety App](#)
- [UTAlert System](#)
- Campus Police
 - [St. George Campus Safety](#)
 - [UTSC Campus Community Police](#)
 - [UTM Campus Safety](#)

OTHER POLICIES

The following is a list of University of Toronto policies that are relevant to the University's crisis and routine emergency preparedness and response.

- [Statement of Institutional Purpose](#)
- [Statement Regarding Access to Information and Protection of Privacy](#)
- [Statement on Freedom of Speech](#)
- [Policy on the Disruption of Meetings](#)
- [Statement on the Bearing of Firearms](#)
- [University of Toronto Police Policy](#)
- [Statement on Human Rights](#)
- [Statement on Prohibited Discrimination and Discriminatory Harassment](#)
- [Code of Student Conduct](#)
- [Policy with Respect to Workplace Violence](#)
- [Policy on Sexual Violence and Sexual Harassment](#)