



Compliance with Health and Safety Directives
Responsible Executive: CHRO
Originally Issued: June 17, 2020
Revised:

OFFICE OF HUMAN RESOURCES
POLICY LIBRARY

Compliance with Health and Safety Directives

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THE DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

POLICY STATEMENT

The wellbeing of Clemson University faculty, staff, students, and visitors is paramount to fulfilling the University’s mission and strategic plan. All Clemson University employees are expected to comply with health and safety directives—issued by federal, state, or local government agencies or issued by Clemson University—in order to promote and protect their personal wellbeing and that of those around them. Exceptions may be made for religious and disability-related accommodations requested by the employee and approved through the University’s [Office of Access and Equity](#).

REASON FOR POLICY

This policy has the following objectives:

- To promote the wellbeing of the Clemson University community, including faculty, staff, students, and visitors
- To set forth a standard of compliance for all University employees in regard to governmental and University health and safety directives

ENTITIES AFFECTED BY THIS POLICY

All colleges/divisions of the University

WEB ADDRESS FOR THIS POLICY

https://media.clemson.edu/humanres/policies_procedures/health-and-safety-directives.pdf

CONTACTS

Subject Matter	Office	Telephone	E-mail/Web Address
Policy Clarification and Interpretation	Office of Human Resources	(864) 656-2000	Ask-HR / https://www.clemson.edu/human-resources
Request religious and disability accommodations	Office of Access and Equity	(864) 656-0620	https://www.clemson.edu/campus-life/campus-services/access/

PRINCIPLES

A. Compliance with Health and Safety Directives

Clemson University employees are expected to comply with any directive of any Clemson University administrator/employee issued on behalf of the University, any Executive Order from the Governor of the State of South Carolina, or any local, state or federal law, regulation or mandate. Failure to comply with any directive of any Clemson University administrator/employee issued on behalf of the University, any Executive Order from the Governor of the State of South Carolina, or any local, state or federal law, regulation or mandate to address a health or safety concern including but not limited to

- natural disasters (e.g., tornado, earthquake, flood, hurricane, etc.),
- war,
- terrorist act,
- strike,
- public health outbreak (e.g., pandemic or wide-spread and/or infectious disease outbreak),
- fire,
- release of nuclear material or dangerous substance into the environment,
- or other catastrophic event or major disruption of University operations,

may result in disciplinary action. Exceptions may be made for religious or disability-related accommodations requested by the employee and approved through Clemson University's [Office of Access and Equity](#).

DEFINITIONS

Access the Office of Human Resources' [Glossary of Terms](#).

RELATED RESOURCES

University Policies and Documents Discipline for Covered Employees Policy Discipline for Non-Covered Employees Policy Faculty Manual
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