

# **STUDENT AFFAIRS**

## **WORKPLACE GUIDANCE**

Published Spring 2021



STUDENT AFFAIRS

FALL 2020	SPRING 2021	STUDENT AFFAIRS LINK
Face covering policy	Unchanged	<a href="#">Facial Covering Requirements</a>
6 foot physical distancing	Unchanged	<a href="#">Physical Distancing</a>
Campus de-densification via remote work	Unchanged	<a href="#">Returning to Work &amp; Alternative Arrangements</a>
Remote & Flexible Work Accommodation Process	Unchanged	<a href="#">Returning to Work &amp; Alternative Arrangements</a>
Travel policy	Unchanged	<a href="#">Travel</a>
Employee Health and Safety Training	Unchanged	<a href="#">University Trainings</a>
Employee Daily Screening Requirements	Unchanged	<a href="#">Daily Screening Requirements</a>
Event Policy	Revised: outdoor face covers, use of app, and required employee presence	<a href="#">Student Affairs Event Policies (website)</a>
Supervisor Quarantine, Isolation, and Notification Guidance	Revised based on CDC guidance from December 2020	<a href="#">Response Guidance and Requirements for Supervisors and Staff</a>
Voluntary Symptomatic or Exposure Testing at 14th & R	Moved to new pod in front of Willa S. Cather Dining Complex	<a href="#">Staff Testing Requirements</a>
Randomized, Voluntary Testing	New: Required testing (re-entry and follow-up) as needed for all individuals planning to come to any UNL campus in Spring 2021; Testing locations (10+ across City, East, & NIC campuses)	<a href="#">Staff Testing Requirements</a>
Building Access Open	New: Buildings staffed with Wellness Attendants starting Jan. 25th. Require access pass with negative results or approved exemptions for green status.	<a href="#">Mobile Application and Access to Campus Facilities</a>

## **| TABLE OF CONTENTS |**

### **2 Overview and Guiding Principles**

### **3 Illness Response & Symptom Monitoring Requirements**

**3 Staff Testing Requirements**

**3 Mobile Application and Access to Campus Facilities**

**4 Daily Screening Requirements/Coming to Work**

**4 COVID-19 Symptoms**

**5 Requirements of Staff Who Are Ill**

**6 Requirements for Staff Who Have a Confirmed Positive Case of COVID-19**

**7 Leave Types**

**7 Response Guidance and Requirements for Supervisors and Staff**

### **8 Returning To Work & Alternative Arrangements**

#### **8 Team Staffing Options**

**8 Partial Remote Work/Alternating Days**

**8 Staggered Reporting/Departure**

**8 Flexible Work Schedules**

#### **8 Personal Safety Practices**

**8 Facial Coverings Requirements**

**9 Physical Distancing**

**9 Environmental Facility Controls**

**10 Handwashing**

**10 Cough/Sneeze Hygiene**

**10 Cleaning/Disinfection**

**11 Guidance for Working in the Office**

**11 Restroom Use**

**11 Elevator and Stair Use**

**12 Meetings**

**12 Meals**

**12 University Vehicle Use**

**13 Signage**

**13 University Trainings**

**13 Flu Vaccination**

**13 Travel**

#### **14 Health And Well-Being**

**14 Employee Assistance Program**

## **OVERVIEW AND GUIDING PRINCIPLES**

COVID-19 has completely changed the world around us and how Student Affairs provides facilities, services, and resources to our students. The UNL community has been greatly impacted. Guidance for safely returning to campus for the Spring 2021 semester for Student Affairs staff members is provided by several local, university, state and national sources:

- The University of Nebraska-Lincoln has developed a [comprehensive website](#) with the latest university information related to COVID-19.
- The Centers for Disease Control and Prevention (CDC) has provided guidance for [reopening public spaces](#) as well as guidance on [safely operating institutions of higher education](#).
- The Nebraska [Department of Health and Human Services](#) is in the process of monitoring COVID-19 for the state and provides guidance on testing with local and federal partners, and providing guidance and resources to prevent, detect and respond to the occurrence of COVID-19 cases in Nebraska.
- The [Lincoln-Lancaster County Health Department](#) (LLCHD) is providing local guidance on COVID-19 from a county and city of Lincoln perspective.

Active planning and preparation utilizing these resources have led to the development of the operational plans and processes with two overarching goals:

1. Providing a safe environment for staff within Student Affairs and users by minimizing risks associated with COVID-19.
2. Carefully adhering and following CDC, state, and local policies, guidelines and principles.

For these priorities to be successful, all individuals associated with Student Affairs must work together, maintain an open dialogue, and be flexible. In order to protect the health and safety of UNL's employees, students and visitors, all employees are expected to fully comply with university policies and requirements. Failure to do so may result in corrective action.

Additionally, this document has been updated from the previous versions during the Fall 2020 semester. The document is intended to be fluid and will require adjustments and changes to policies/procedures, likely with limited notice, as the response to COVID-19 continues to evolve.

# **ILLNESS RESPONSE & SYMPTOM MONITORING REQUIREMENTS**

The following processes and procedures have been put in place to minimize the risk for all Student Affairs staff members.

## **| Staff Testing Requirements |**

The University will provide mandatory saliva-based diagnostic testing to protect our campus community in the spring. Unlike the nasal test used in the fall, saliva samples will be self-collected non-invasively at multiple locations across our campus. Following the [recommendation of the Lincoln-Lancaster County Health Department](#), testing will be mandatory for our community starting in Spring 2021. All students, faculty and staff can request an exemption for one or more of the following reasons:

- Provide documentation of a positive COVID-19 test in the prior 90 days, and you have completed your 10 days of isolation.
- Provide documentation of a health-care provider's note that substantiates a medical reason for an exemption request.
- Provide documentation that participation in the testing program entails an especially burdensome hardship. Exemptions for this case will be rare. Those wishing to seek an exemption can request one through a portal available on the [COVID-19 website](#).

In addition to the mandatory saliva-based testing, faculty and staff will have symptomatic and [on-demand testing](#) available for anyone showing [symptoms](#) of COVID-19, who have been identified as a close contact of someone with COVID-19 or who feel the need to be tested prior to their next scheduled saliva test. In the spring, anyone who experiences symptoms, even if you recently had a negative saliva test, should seek on-campus testing.

Additional information, including answers to frequently asked questions, can be found on the [COVID-19 website](#).

## **| Mobile Application and Access to Campus Facilities |**

Beginning in January 2021, all individuals coming to campus to attend class, teach or work will be required to provide evidence of test results. The university is working with the University of Illinois to modify an existing smartphone application, the Safer Community app. Testing results will feed into the app. Students, faculty and staff will need to show a status card to wellness attendants for access to campus buildings.

## | Daily Screening Requirements/Coming to Work |

In addition to the required testing, staff must agree that they will not come to work if:

1. Staff are displaying any symptoms of COVID-19, and
2. A staff member has been identified as a close contact\* by the Lincoln-Lancaster County Health Department for an individual who has tested positive for COVID-19.

All Student Affairs staff are required to complete the [University of Nebraska-Medical Center 1-Check COVID app](#) process daily prior to coming to work.

The 1-Check COVID app can be downloaded from most mobile app providers. Upon completing the 1-Check COVID process, only staff members that receive a 'Low' evaluation may report to work.

Staff who are unable to access the mobile 1-Check COVID App are required to ask themselves the following questions each day prior to reporting to work. Staff must answer 'no' to all questions to attend work. Staff members who are unable to answer 'no' to these questions should contact their supervisor and follow the steps below for [staff who are ill](#).

Questions:

- Have I had a fever (temperature of 100.4 degrees or higher) within the last 72 hours?
- Do I have symptoms consistent with COVID-19 (listed below)?
- Have I, or has anybody in my immediate family/household, had a known exposure to COVID-19 within the last 14 days?

*\*Close contact for exposure is currently defined by the LLCHD as an individual who had contact for more than 15 minutes while closer than 6 feet with the confirmed positive individual where either one or both individuals were not wearing a mask. This includes when the positive individual is either symptomatic or asymptomatic and has had a positive test within the past 48 hours. These 15 minutes are cumulative within 24 hours, meaning people may have had repeated close contact with the positive individual, unmasked, throughout the day.*

## | COVID-19 Symptoms |

People with COVID-19 have a wide range of symptoms. Symptoms may appear 2-14 days after exposure to the virus. [Symptoms as defined by the CDC](#) vary.

Staff members exhibiting **one** of the following symptoms should not report to work and follow the guidance for staff who are ill:

- Fever (over 100.4 degrees)
- Onset of shortness of breath or difficulty breathing
- New onset of dry cough
- New onset of loss of taste or smell

Staff members exhibiting **two** of the following symptoms should not report to work and follow the guidance for staff who are ill:

- Chills lasting longer than two hours
- Congestion and/or runny nose
- Nausea, vomiting or diarrhea
- Sore throat
- Headache
- Muscle pain

## Requirements of Staff Who Are Ill

Staff members who either do not receive a 'Low' evaluation from the 1-Check COVID or answer 'yes' to the daily screening questions above are instructed not to report to work and must follow the following steps. Those who become ill at work with COVID-19-related symptoms as defined above also are required to follow these steps:

- Notify your supervisor.
- If currently at work, go home.
- Wear a facial covering to avoid possible virus transmission to others.
- Contact your primary doctor or the [University Health Center](#) to determine if and when to seek a COVID-19 test, and for additional care instructions. A medical provider can help determine whether symptoms may be due to a cause besides COVID-19. [COVID-19 testing](#) is readily available for UNL faculty, staff and students at no cost at the UNL on-campus COVID-19 test sites. It is recommended, but not required, that you consult a medical provider prior to registering for a test at this site. Testing is also available at the [University Health Center](#); payment may be required at the Health Center and UNL's health insurance is accepted.
- [Self-quarantine](#) until you are able to reach a medical provider for further guidance or until you obtain a test and receive the test results.
  - Self-quarantine should continue before the test, after the test while awaiting results and for as long as recommended by a medical provider after the test result is known. Individuals in self-quarantine should separate themselves from others, including not going to in-person classes, work, or social/religious gatherings.

- You should notify those who you live with that you are self-quarantining. You should avoid close contact with others, including those who you live with, until further guidance from a medical provider.
- You should notify your supervisor/instructor(s) to make sure they know you will miss any in-person work or school during your self-quarantine and to make any alternative arrangements accordingly.
- If you are living in University Housing, you should self-report your quarantine via a web form at [go.unl.edu/quarantine](http://go.unl.edu/quarantine) so staff are aware and so you will receive quarantine instructions.
- If you receive a positive result indicating a laboratory confirmed case of COVID-19, notify the UNL Public Health Advocacy Team at [covid19@unl.edu](mailto:covid19@unl.edu) or via text message at 402-266-6865. This is so the public health advocates can help confidentially notify your close contacts in an effort to reduce the spread of COVID-19 in our campus community.

## **Requirements for Staff Who Have a Confirmed Positive Case of COVID-19**

If a faculty, staff member or student on campus has a laboratory-confirmed case of COVID-19/tests positive for COVID-19:

- **The individual should follow the advice of the individual's medical provider and the local health department or the Department of Health and Human Services.**
- At a minimum, the individual will need to self-isolate for at least 10 days after symptoms began or after the positive COVID-19 test (if asymptomatic). In order for the isolation to end, all three of the following criteria must be met:
  - 10 full days have passed since the first symptoms (or from the first day the positive test was administered if you didn't have symptoms);
  - No fever for at least 24 hours without the use of fever-reducing medications; and
  - Symptoms of COVID-19 should all be getting better for at least 3 days.
  - All others who had close contact with the individual must self-quarantine, seek the advice of a medical provider to confirm the need to obtain a COVID-19 test and determine when to test, and self-monitor for symptoms of COVID-19. All staff, students and faculty who test positive for COVID-19 should:
    - Report their test results to the UNL Public Health Advocacy Team at [covid19@unl.edu](mailto:covid19@unl.edu) or via text message at 402-266-6865.
    - Contact their supervisor and/or instructors. Learn more about positive test reporting.

- **Campus supervisors, instructors and student support staff** who are notified by a UNL faculty, staff member or student that such person has a lab-confirmed case of COVID-19 should also **report the confirmed case to the UNL Public Health Advocacy Team** at [covid19@unl.edu](mailto:covid19@unl.edu) or via text message at 402-266-6865. Multiple individuals reporting on the same case is fine and encouraged to ensure the most complete reporting possible.
- Campus supervisors, instructors, and student support staff who learn of a positive COVID-19 case should NOT notify anyone besides the university's Public Health Advocacy Team of the community member's positive status.

## | Leave Types |

Through June 30, 2021, the University of Nebraska is offering all employees access to emergency paid administrative leave for issues related to COVID-19. Quarantined care of an immediate family member, childcare resulting from school closures, or related scenarios qualify. Use of the leave is subject to supervisor approval. In addition, the Families First Coronavirus Response Act (FFCRA) offers university employees the opportunity to apply for an additional 80 hours of paid leave for qualifying reasons. Learn more and get the latest on COVID-19 leave at the [University of Nebraska system website](#).

## | Response Guidance and Requirements for Supervisors and Staff |

A supervisor toolbox on the COVID-19 website includes a screening guide for various scenarios, response guidance for emails or conversations with staff and students (e.g. COVID-19 symptoms, exposure, or lab-confirmed diagnosis), and a supervisor FAQ. View [supervisor resources](#).

## **RETURNING TO WORK & ALTERNATIVE ARRANGEMENTS**

Supervisors will, on a case-by-case basis, work with staff members on alternative work assignments with the aim of helping protect staff members identified as a [vulnerable population](#) by the CDC. For staff requiring and requesting alternative work assignments, supervisors will follow the [principles and guidelines](#) for alternative work due to COVID-19 that have been established by UNL Human Resources.

## **TEAM STAFFING OPTIONS**

In accordance with the university guidelines of reducing the density of our campus, Student Affairs departments are encouraged to reduce the number

of staff working on campus at any given time while keeping offices open and services available. Staff who can deliver the core functions of their jobs and can work remotely are encouraged to do so. When remote work is not possible, other work arrangements should be considered; flexible work schedule, job sharing and alternative work duties are encouraged to decrease the number of individuals on campus and within Student Affairs. When possible, cohorts or teamwork is encouraged to limit the exposure throughout a team. Here are three work schedule types supervisors may consider for reducing the number of people reporting to a workplace:

### **| Partial Remote Work/Alternating Days |**

With a supervisor's approval, team members able to work remotely could be asked to continue to do so for all or a part of their work schedule. In support of cohort or teamwork, this strategy could include a Team 1 and Team 2 who work on different weeks.

### **| Staggered Reporting/Departure |**

Staggering the reporting and departure times of individual team members by at least 30 minutes reduces traffic in common areas such as building entryways, lobbies and break rooms.

### **| Flexible Work Schedules |**

Team members may be candidates for flexible work schedules to expand workdays into evening hours. In support of cohort or teamwork, this strategy should have teams working the same shifts consistently.

## ***PERSONAL SAFETY PRACTICES***

### **| Facial Coverings Requirements |**

The [CDC recommends](#) wearing cloth facial coverings in public settings where other social physical distancing measures are difficult to maintain, as cloth facial coverings may slow the spread of the virus and help keep people who may have the virus and do not know it from transmitting it to others. Student Affairs will closely follow the [UNL Policy on Face Coverings](#) and the [Lincoln-Lancaster County Directive Health Measure](#) requiring all individuals over the age of five years old to wear a face covering. Facial coverings are required when working in cubicles and others are in the same room. The university policy contains a list of conditions where facial coverings are not required,

which includes when working alone in a room. Additional information on facial coverings on the UNL facial covering policy, including exceptions, what constitutes a face covering, requesting alternatives, and other information are available at [go.unl.edu/facecovering](http://go.unl.edu/facecovering).

## | Physical Distancing |

Student Affairs facilities and staff will closely adhere to [CDC](#) and [Nebraska Department of Health and Human Services](#) guidelines and recommendations regarding physical distancing – minimum of 6 feet between individuals whenever possible. All university activities, wherever they are performed (classrooms, labs, research facilities, extension offices, etc.), are expected to maintain physical distancing requirements of 6 feet between participants unless an exemption has been approved in advance. Physical distancing must be practiced even when face coverings and masks are also being used.

**Service Area Plexiglass** – In Student Affairs facilities, plexiglass barriers will be used at all point-of-sale locations, reception desks and high traffic areas where social distancing is difficult.

**Common Area Furniture** – In Student Affairs facilities, common seating areas (lounges and food courts) will be modified to meet or exceed current directed public health measures. When feasible, all common area furniture that has fabric or surfaces that are not conducive to frequent disinfecting will be removed and stored.

**Traffic Flow Monitoring** – Physical distancing controls (floor stickers, stanchions, etc.) will be utilized in all Student Affairs facilities to manage line queuing and traffic flow. Traffic flow measures (one-way traffic) will be created, denoted by floor tape and appropriate signage to help control high traffic areas and maintain physical distancing as required.

## | Environmental Facility Controls |

HVAC and building systems controls in all university facilities will be set to balance occupant comfort and adequate introduction of fresh air in accordance with ASHRAE standards. Based on these standards, consistent standards have been developed for all Student Affairs auxiliary facilities. Area managers will evaluate systems individually, implementing as many of the standards as possible within specific building controls. Auxiliary maintenance areas will continue with regular air handling maintenance (e.g., cleaning, inspection, filter changes, etc.).

## | Handwashing |

Student Affairs staff should wash their hands often with soap and water for at least 20 seconds especially after time in a public place, after blowing their nose, coughing, sneezing or touching their face. If soap and water are not readily available, a hand sanitizer that contains at least 60 percent alcohol should be used. See the [CDC's "When and How to Wash Your Hands"](#).

Handwashing should occur on the following occasions:

Before, during and after preparing food.

Before eating food.

Before and after caring for someone at home who is sick with vomiting or diarrhea.

Before and after treating a cut or wound.

After using the toilet.

After changing diapers or cleaning up a child who has used the toilet.

After blowing your nose, coughing or sneezing.

After touching an animal, animal feed or animal waste.

After handling pet food or pet treats.

After touching garbage.

## | Cough/Sneeze Hygiene |

Student Affairs staff should cover their sneeze or cough with their elbow or by using a disposable tissue. Cloth facial coverings further prevent the spread of the virus. Immediately after sneezing or coughing, team members should wash their hands for 20 seconds or use hand sanitizer.

## | Cleaning/Disinfection |

Student Affairs operations staff will clean high-touch/high-traffic office and workspaces based on [CDC guidelines for disinfection](#). Also, all team members should wipe down commonly used surfaces before and after use with products that meet the EPA's criteria for use against COVID-19 and that are appropriate for the surface. This includes wiping down surfaces in any shared-space location or equipment (e.g. copiers, printers, computers, A/V and other electrical equipment, coffee makers, desks and tables, light switches, doorknobs, etc.). Supervisors may want to consider checklists for cleaning shared spaces, like meeting rooms, and assign employees to rotate cleaning these spaces.

All are responsible for cleaning and disinfecting in areas that are not public, particularly those with limited service by custodial staff (e.g. offices, residence hall bedrooms, etc.).

Student Affairs operations staff and UNL Facilities Maintenance & Operations will be working to obtain additional cleaning materials to provide to individual departments. However, individuals are allowed to supplement cleaning efforts in their individual areas where possible with self-provided supplies.

Work with your supervisor to determine if there are department funds that can pay for additional cleaning supplies. A supervisor may contact Facilities to request additional cleaning supplies.

## **| Guidance for Working in the Office |**

If you work in an open environment, even if partitions are constructed, be sure to maintain at least 6 feet of distance from co-workers. If possible, have at least one workspace separating you from another team member.

If you work in a closed office, no more than one person should be in your office unless the required 6 feet of distancing can be consistently maintained.

If more than one person is in any room, facial coverings should always be worn by all team members. Facial coverings are not required if you are working alone in a confined office space, but partitioned work areas are considered open environments.

Facial coverings should be worn by any team member in a reception/receiving area and when walking in narrow hallways where others travel and in break rooms, conference rooms and other meeting locations.

When present, follow safety signage and directions posted throughout university facilities.

## **| Restroom Use |**

Use of restrooms should take into consideration any limits based on restroom size to ensure at least 6 feet of distance between individuals. Wash your hands thoroughly for 20 seconds afterward to reduce the potential transmission of the virus. If paper towels are available, use a clean one to turn off the water and a clean one to open the door. Dispose of the paper towel(s) when exiting the restroom.

## **| Elevator and Stair Use |**

Avoid elevators and use the stairs whenever possible because stairs offer a more open area.

If you are using the elevator, wear your mask or face covering and avoid

touching the elevator buttons with your exposed hand/fingers, if possible.

Wash your hands or use alcohol-based hand sanitizers upon departing the elevator or using railings in stairwells.

## | Meetings |

When possible, meetings should continue to be held using remote platforms such as Zoom, WebEx or another video conferencing tool. Additionally, you are encouraged to communicate with your colleagues and supervisors as needed by email, instant message, telephone or other available technology rather than face-to-face.

If you use a shared meeting place, be sure to maintain the 6-feet physical distance and wear your mask or face covering. In addition to returning the room to its proper order, please clean the table surfaces and any equipment used such as a keyboard, mouse, phone, etc.

## | Meals |

Before and after eating, you should wash your hands thoroughly for 20 seconds using soap and water to reduce the potential transmission of the virus.

Wear your facial covering if dining on campus when obtaining food and prior to sitting down to eat. Follow all physical distancing guidelines and safety signage in a dining facility. Team members are encouraged to take food back to their office area or eat outside.

If you are eating in your work environment (break room, office, etc.), maintain 6 feet of distance between you and others. Only remove your mask or face covering in order to eat, then put it back on. Breakrooms should be rearranged to allow for proper physical distancing. Follow any safety instructions on signage. Wipe all surfaces, including table, refrigerator handles, coffee machine, etc. prior to leaving the common area.

## | University Vehicle Use |

To the extent possible, use of vehicles should be limited to one occupant. After use, internal surfaces shall be wiped with disinfectant before making them available for others to use. Surfaces to be wiped include the steering wheel, controls, armrests, door handles, etc. Staff that have a need to have more than one occupant in a vehicle must obtain approval from their supervisor and observe the following precautions:

- Wearing of facial covering.
- If weather permits, open windows.
- Limit the time of shared occupancy in the vehicle to 15 minutes or less, unless otherwise authorized by your supervisor.

## | Signage |

Departments are asked to display signage throughout the workplace reminding employees of guidance from the CDC on entering the workplace. Team members are expected to comply with safety signage.

University Communication has developed a variety of educational posters for all campus units' use on public hygiene topics such as signs and symptoms of COVID-19, reminders to stay home when ill, elevator etiquette, and more. Unit leaders may access [safety signage](#) for posting in their buildings or facilities.

## | University Trainings |

UNL Environmental Health and Safety (EH&S) has developed two online training modules:

- [COVID-19 Awareness - Campus Procedures & Self Care](#)
- [COVID-19 Module 2 - University Operations Customer Service Procedures](#)

These training modules will be required for many staff within Student Affairs and are strongly encouraged for all staff. Your supervisor will inform you of the training requirements for your individual position.

## | Flu Vaccination |

All students, faculty and staff are strongly encouraged to receive a flu vaccination. Vaccinations are available by appointment at the University Health Center by calling (402) 472-5000; or staff may obtain a vaccine at other locations as desired.

## | Travel |

Non-essential travel should be minimized. Anyone coming to campus from international locations follow current [CDC guidelines](#).

## **HEALTH AND WELL-BEING**

As we plan to keep our colleagues physically safe and healthy, we must recognize the impact COVID-19 has had on our health and well-being. Some of us may be experiencing compassion fatigue while others may find it difficult to focus. Some may simply need additional time to recuperate. Student Affairs staff, particularly those working in the residence halls, dining services, custodial and facilities who have not had the luxury of working from home, must continue to receive our support, care, and resources on stress reduction, anxiety management, and self-care.

Here are some steps to take:

- Familiarize yourself with the warning signs of emotional distress (I.e., lack of energy, feeling on edge, feeling overwhelmed, or difficulty keeping track of things are warning signs of emotional stress) and learn how to triage real-time issues and identify resources you can refer them to.
- Promote venues for sharing and ongoing support. If you see something, say something. If a colleague seems to be out of sorts, ask if they're okay.
- Find ways to provide structured time away.
- Spend a little more time checking in with staff, helping team members understand what is and isn't within their control.
- Acknowledge their work in ways that demonstrate you recognize their additional efforts.

### **Employee Assistance Program**

UNL is committed to supporting your overall health and well-being and offers an [Employee Assistance Program \(EAP\)](#) to all faculty and staff. This benefit extends to your spouse, dependents and other household members. EAP offers emotional, work/life and wellness support during this stressful period. Telephone or video counseling is available, and you can access this service using most smartphones, tablets and computers.



**STUDENT AFFAIRS**

The University of Nebraska does not discriminate based upon any protected status. Please see [go.unl.edu/nondiscrimination](http://go.unl.edu/nondiscrimination).