I. Overview

1. **Name of Activity Area:** Department of Athletics

2. **Name of Activity Area Lead:** Heather Lyke, Department of Athletics

3. **Name of individual submitting Activity Area Plan:** Heather Lyke

4. **Date of Submission:** July 30, 2020

5. **Revision of a previously approved Activity Area Plan?** No

6. **Summary of Plan:** The goal of Pitt Athletics is to take reasonable steps to minimize health risks of COVID-19 while re-introducing our student-athletes and spectators to competition environments. These steps must remain consistent with public health best practice, University guidance and government restrictions, while maximizing our ability to conduct our mission. Our fundamental principles of our plan include:

   - Resocialization of sporting events to the public must be grounded in the resocialization of the University.
   - Health and Safety is our top priority
   - Personal accountability for mitigation efforts is paramount
   - NCAA Core Principles of Re-Socialization of Spectators at Collegiate Sport

7. **As the lead of this Activity Area:** I hereby confirm the Department of Athletics will commit to following the University’s Healthcare Standards and Guidelines and Personnel Standards and Guidelines. In particular, while on campus, Department of Athletics will:

   i. Adhere to the University’s Standards and Guidelines:
      1. Face Coverings, Personal Protective Equipment, and Personal Hygiene.
      2. Safe Mobility
      3. Shared Spaces

   ii. Adhere to the University’s COVID-19 Standards and Guidelines:
      1. Accommodations for Employees Returning to Campus
      2. COVID-19 Training
      3. Health Attestation and Contact Tracing for Employees
      4. On-Campus and Remote Work

   iii. Adhere to the University’s COVID-19 Standards and Guidelines as it relates to Students.

   iv. Adhere to the CDC, Pennsylvania, NCAA, ACC and University guidelines.
II. Functions in Each Operational Posture

1. High Risk Posture
   a. Function 1 – Staff
      i. **What**: Staff
      ii. **How**: Essential personnel reports to ensure the safety of the buildings, business related functions, to assist student-athletes with returning home and to care for the health and safety of the remaining student-athletes on campus. All remaining business operations will be conducted remotely.
      iii. **Number of people/positions required on campus**: 6 essential personnel on campus. Remaining staff will work remotely.
      iv. **Buildings**: The following buildings are open only to essential personnel: Petersen Events Center, Fitzgerald Fieldhouse, Trees, Petersen Sports Complex, UPMC Sports Complex

   b. Function 2 – Student-athlete Workouts and Practices
      i. **What**: Student-athlete activity (workouts, practices)
      ii. **How**: Continue Daily screening (questionnaire) remotely via Teamworks. Encourage student-athletes to adhere to state guidelines, use of face coverings, PPE and using sanitizing products when on or off-campus. In-person group workouts and practices are suspended and will occur virtually in accordance with NCAA and ACC Guidelines. Meetings will occur virtually.
      iii. **Number of people/positions required on campus**: 10 staff and remaining student-athletes who cannot return home and are continuing to reside in University housing or in the Oakland area while monitored by a Senior Staff member.
      iv. **Buildings**: Petersen Events Center open to essential personnel and student-athletes in need of medical care. The remaining facilities are closed for student-athlete activity Fitzgerald Fieldhouse, Trees, Petersen Sports Complex, UPMC Sports Complex, Cost Center, Sports Dome

   c. Function 3 – Events and Facilities Operations
      i. **What**: Events and Facilities Operations
      ii. **How**: Events would not occur. Facilities Operations would be limited to essential needs of the buildings.
      iii. **Number of people/positions required on campus**: Number of people/positions required on campus for the purpose of hosting the cancelled event would be none. Number of people required for the purpose of facilities operations would be limited to essential personnel (listed above).
      iv. **Buildings**: None for the purpose of hosting an event.
2. Elevated Risk Posture
   a. Function 1 – Staff
      i. What: Staff
      ii. How: Staff pods are identified and phasing plan begins, daily screening (questionnaire); PPE required; social distancing encouraged through virtual meetings and by meetings held with adherence to group capacities and room occupancy limits; interaction with student-athletes through approval only; remote work for those who are 65 years or old, have serious medical conditions, or for any reason are apprehensive about working on campus.
      iii. Number of people/positions required on campus: 250-300 employees (FT, All-Temp, Students, Volunteers) on campus.
   b. Function 2 – Student-athlete Workouts and Practices
      i. What: Student-athlete activity (workouts, practices)
      ii. How: Student-Athlete pods are identified and phasing plan is characterized by a return to campus including education, scheduled meal pick-ups, required quarantine, testing, contact tracing, isolation protocols and by increasing complexity of activity. Daily implementation of screening (questionnaire, temperature checks), facility enhanced cleaning measures, PPE requirements, social distancing encouraged when in the workout space, indoor, locker rooms; group workouts and practices will occur according a strict comprehensive and windows of access scheduling plan; all activity can occur in person with consideration to capacity limits.
      iii. Number of people/positions required on campus: 420 student-athletes
   c. Function 3 – Events and Facilities Operations
      i. What: Events and Facilities Operations
      ii. How: Events will be conducted under the recommendations provided by the State, University, NCAA and ACC Guidelines for the safety of the staff, student-athletes, visiting teams, and patrons. Implement education regarding event and safety protocols for the venue will be provided to event staff, coaches, student-athletes, visiting teams, facilities staff, patrons, third-party vendors, officials, and any additional parties associated with the event. Enhanced cleaning protocols for daily use of the facility with considerations for workouts, events, meetings, and the general use of the facility.
      iii. Number of people/positions required on campus: 25-50 staff members. 100 contractors and 100 third-party employees associated with Officials, Chartwells, Landmark, ISS, and ASM. Event capacity will be determined based upon the guidelines of the appropriate State,
University, NCAA and ACC guidelines while encouraging social distancing.


3. Guarded Risk Posture
   a. Function 1 – Staff
      i. What: Staff
      ii. How: Daily screening (questionnaire); PPE required; social distancing encouraged through virtual meetings and by meetings held with adherence to group capacities and room occupancy limits; interaction with student-athletes through approval only; remote work for those who are 65 years or old, have serious medical conditions, or for any reason are apprehensive about working on campus.
      iii. Number of people/positions required on campus: 350-400 employees (FT, All-Temp, Students, Volunteers).

b. Function 2 – Student-athlete Workouts and Practices
   i. What: Student-athlete activity (workouts, practices)
   ii. How: Student-Athlete pods are identified and phasing plan is characterized by a return to campus including education, scheduled meal pick-ups, required quarantine, testing, contact tracing, isolation protocols and by increasing complexity of activity. Daily implementation of screening (questionnaire, temperature checks), facility enhanced cleaning measures, PPE requirements, social distancing encouraged when in the workout space, indoor, locker rooms; group workouts and practices will occur according a strict comprehensive and windows of access scheduling plan; all activity can occur in person with consideration to capacity limits.
   iii. Number of people/positions required on campus: 420 student-athletes

c. Function 3 – Band and Spirit Squad
   i. What: Band and Spirit Squad
   ii. How: Daily screening (questionnaire), PPE required, social distancing encouraged when indoors and practice areas; meetings can occur in person with consideration to capacity limits.
   iii. Number of people/positions required on campus: 400 Band and Cheer Voluntary Members
   iv. Buildings: Petersen Events Center, Fitzgerald Fieldhouse, Trees, Peterson Sports Complex, Cost Center

d. Function 4 – Events and Facilities Operations
   i. What: Events and Facilities Operations
ii. **How**: Events will be conducted under the recommendations provided by the State, University, NCAA and ACC Guidelines for the safety of the staff, student-athletes, visiting teams, and patrons. Implement education regarding event and safety protocols for the venue will be provided to event staff, coaches, student-athletes, visiting teams, facilities staff, and patrons. Enhanced cleaning protocols for prior to the event and after the event.

iii. **Number of people/positions required on campus**: For the event and facility operations: 25-50 staff members. 100 contractors and 100 third-party employees associated with Officials, Chartwells, Landmark, ISS, and ASM. Event capacity will be determined based upon the guidelines of the appropriate State, University, NCAA and ACC guidelines while encouraging social distancing.

iv. **Buildings**: Petersen Events Center, Fitzgerald Fieldhouse, Trees, Peterson Sports Complex

III. **Transitions between Operational Postures**

As the environment shifts, the University’s Senior Leadership Team will make determinations about when the University’s operational posture must also shift to either more or less restrictive.

**As risk levels decline:**
1. Shift from High Risk Posture to Elevated Risk Posture
2. Shift from Elevated Risk Posture to Guarded Risk Posture

**As risk levels increase:**
3. Shift from Guarded Risk Posture to Elevated Risk Posture
4. Shift from Elevated Risk Posture to High Risk Posture

**Shift from High Risk Posture to Elevated Risk Posture**

**Staff** – Athletic department begins identifying the pods and starts the back to work phasing plan. Communication to staff begins as they are notified of their pods when returning to campus. Education regarding policies and procedures.

**Student-athlete Workouts and Practices** – Athletic department begins identifying the pods and then starts the back to campus student-athlete phasing and staggering plan. Communication to coaches and student-athletes begin as they are notified of their groups when returning to campus. Education for parents, student-athletes, coaches and staff begins.

**Events and Facilities Operations** – Athletic department events would be limited to the capacity restrictions and the ability to hybrid events (in-person and virtual). Facilities begin to reopen to accommodate for staff, student-athletes and workouts. Comprehensive scheduling plans for workouts, cleaning, and access to building is developed.
Shift from Elevated Risk Posture to Guarded Risk Posture

Staff – Athletic department communicates the changes to staff. Gatherings can now include more staff members as we increase the gathering sizes from 25 to 250 which affects in-person meetings and activities.

Student-athlete Workouts and Practices – Athletic department continues the back to campus student-athlete phasing and staggering plan. Workouts, practices and group meetings can now increase as capacity limits increase. Communication to coaches, student-athletes, sports performance, and facilities staff continues daily to adjust to the capacity changes. Continues to monitor Pennsylvania, CDC, NCAA and ACC Guidelines as it pertains to athletic activity.

Events and Facilities Operations – Athletic department events would be limited to the capacity restrictions and the ability to hybrid events (in-person and virtual). Facilities are open to accommodate staff, student-athletes and workouts. Comprehensive scheduling plans for workouts, cleaning and access to buildings are implemented.

Shift from Guarded Risk Posture to Elevated Risk Posture

Staff – Athletic department communicates the changes to staff. Gatherings are now limited as we decrease from 250 to 25 which effects in-person meetings and activities.

Student-athlete Workouts and Practices – Athletic department continues workouts, practices and group meetings with an awareness to the capacity limits decreasing. Communication to coaches, student-athletes, sports performance, and facilities staff continues daily to adjust to the capacity changes. Communication is offered in virtual and in-person settings. Continues to monitor Pennsylvania, CDC, NCAA and ACC Guidelines as it pertains to athletic activity.

Events and Facilities Operations – Athletic department events would be limited to the capacity restrictions and the ability to hybrid events (in-person and virtual). Facilities are open to accommodate staff, student-athletes and workouts. Comprehensive scheduling plans for workouts, cleaning and access to buildings are implemented.

Shift from Elevated Risk Posture to High Risk Posture

Staff – Athletic department communicates by the Director of Athletics, employee supervisor and email the changes to the staff. Staff other than essential personnel begins remote work.

Student-athlete Workouts and Practices – Athletic department suspends workouts, practices and group meetings. Communication to coaches, student-athletes, parents, regarding plans to return home or shelter in place. All Athletics department communication and support services begin to be provided remotely. Continue to monitor Pennsylvania, CDC, NCAA and ACC Guidelines as it pertains to athletic activity.

Events and Facilities Operations – Athletic department events would be suspended. Communication to all Athletic Department staff, coaches, student-athletes, parents, patrons,
contractors, campus partners, third-party vendors regarding the cancellation of events. Buildings shut down all operations, open only to essential personnel and continue routine maintenance.

IV. Stakeholder Outreach

Stakeholders of the Department of Athletics include all athletic employees, student-athletes, parents, band and spirit squads, alumni, vendors, contractors, recruits, fans, season ticket holders, board, CAB, Chancellor’s Cabinet, Campus Partners, Senate Athletics Committee, JMI Partners. Notification of a change in posture will be communicated broadly to all individuals so the necessary changes can be made for each area.

V. Monitoring and Amendment

Any revisions to this plan must be approved by the Director of Athletics. The Department of Athletics has also completed a COVID-19 Mitigation Plan.
APPENDIX A
References and Links

UNIVERSITY OF PITTSBURGH:

University of Pittsburgh COVID-19 Responses
https://www.coronavirus.pitt.edu/

COVID-19 Resources for Faculty and Staff
https://www.coronavirus.pitt.edu/return-campus/faculty-staff-and-workplace

My Health at Work

Remote Learning, Teaching and Work Resources
https://my.pitt.edu/collection/all/remote-learn-teach-work

CDC:

Centers for Disease Control and Prevention – Coronavirus

COMMONWEALTH OF PENNSYLVANIA:

Responding to COVID-19
https://www.pa.gov/guides/responding-to-covid-19/

DEPARTMENT OF ATHLETICS:

Return to Work

Student-Athlete Return to Academics, Practice and Competition

Return to Events