COVID-19 Safety Plan

1. Introduction

This Safety Plan presents and explains the prerequisites that must be fulfilled at the ZHAW in order to combat the COVID-19 epidemic.

The Safety Plan is based on

- the Swiss Ordinance on Measures during the Special Situation to Combat the COVID-19 Epidemic (as of 26 June 2021)
- the requirements set by the Federal Office of Public Health (FOPH)
- the requirements set by the Canton of Zurich, and
- the decisions taken by the Executive Board on 17 April, 28 May, 4 June, 25 June, 9 July, 20 August, 4 September, 22 October, 28 October, 12 November 2020, 14 January, 28 January, 11 February, 21 April, 23 June and 26 August 2021.

The present Safety Plan will be revised

- if the authorities change the applicable requirements and recommendations, or
- if practical implementation of it proves to be incompatible with the full or partial fulfilment of the recommendations from the authorities.
# Table of contents

COVID-19 Safety Plan .................................................................................................................. 1  

1. Introduction .......................................................................................................................... 1  
   2. Applicability ..................................................................................................................... 3  
      2.1 General ..................................................................................................................... 3  
      2.2 Validity for external activities and circumstances .................................................. 4  

3. Objectives ........................................................................................................................... 4  

4. Precautionary measures ...................................................................................................... 4  
   4.1 Basic precautionary measures ..................................................................................... 4  
   4.2 General rules of conduct ............................................................................................ 5  
   4.3 Requirement to wear face masks ................................................................................ 5  
   4.4 Isolation and quarantine measures ............................................................................ 6  
   4.5 Especially high-risk groups ....................................................................................... 7  
   4.6 On-site teaching activities ........................................................................................... 7  
   4.6.1 Teaching activities in degree programmes ............................................................. 7  
   4.6.2 Teaching activities in continuing education .......................................................... 8  
   4.7 Working on site and working from home ................................................................... 8  
   4.8 Events .......................................................................................................................... 8  
      4.8.1 Events without COVID certificates ....................................................................... 8  
      4.8.2 Events with COVID certificates ........................................................................... 9  
   4.9 Building tours ............................................................................................................... 9  
   4.10 Meetings with research partners and business service clients .................................. 9  
   4.11 Travelling in Switzerland and abroad ....................................................................... 10  
   4.12 Excursions in Switzerland and abroad ..................................................................... 10  
   4.13 Contact tracing .......................................................................................................... 10  
   4.14 Vaccination ................................................................................................................ 10  
   4.15 Supplementary safety plans ...................................................................................... 10  
   4.16 Personal responsibility .............................................................................................. 10  

5. On-site operations ............................................................................................................... 11  
   5.1 Travel and public transport ......................................................................................... 11  
   5.2 Access to buildings ..................................................................................................... 11  
   5.3 Circulation areas ......................................................................................................... 11  
   5.4 Reception areas and counters .................................................................................... 12  
   5.5 Study carrels ............................................................................................................... 12  
   5.6 Passenger and goods lifts ........................................................................................... 12  
   5.7 Other rooms ............................................................................................................... 12  

version: 2.4.0
valid from: 30/08/2021
Page 2 of 19
2. Applicability

2.1 General

This Safety Plan is binding for all ZHAW students, continuing education participants and staff. The Safety Plan is also binding for all operators of facilities and organisers of events on the ZHAW premises. In addition, it applies to all other individuals on ZHAW premises and in ZHAW buildings, regardless of their reasons for being there.

The Safety Plan is binding for all organisational units and locations. More detailed safety plans may be necessary for certain organisational units and locations. The present Safety Plan is the binding basis for any supplementary safety plans specific to various Schools, buildings, rooms and/or activities.
2.2 Validity for external activities and circumstances

The rules of conduct outlined below also apply to ZHAW staff who are working on behalf of the ZHAW outside the ZHAW premises (e.g. on business trips or providing services on the premises of third parties). ZHAW staff may provide services to a third party on the latter’s premises if the third party observes the precautionary measures specified by the federal authorities.

The rules of conduct are also binding for the organisation of events (see Section 4.8), excursions and study trips (see Section 4.12).

3. Objectives

The aim of the ZHAW is to ensure operations in its various areas of activity. The primary focus of this Safety Plan is the prevention of COVID-19 infections in connection with any activities at the ZHAW.

The aim of the precautionary measures is to keep new infections to a minimum.

The objectives are:

a) preventing the spread of COVID-19 and breaking transmission chains;

b) facilitating on-site activities for students, continuing education participants and staff at the ZHAW as long as they have no symptoms of COVID-19 and do not live in the same household or have close contact with anyone who has COVID-19;

c) ensuring compliance with the rules of conduct and hygiene rules.

4. Precautionary measures

4.1 Basic precautionary measures

The following principles hold:

a) physical distancing on the way to the ZHAW and back;

b) minimum distance of 1.5 metres during all interactions on the premises of the ZHAW (1.5-metre distancing rule) whenever possible;

c) compliance with the general rules of conduct as per Section 4.2;

d) requirement to wear face masks in ZHAW buildings.
4.2 General rules of conduct

Everyone on ZHAW premises or in ZHAW buildings must observe the applicable hygiene and distancing rules set out by the Federal Office of Public Health. Information posters explaining how to follow these rules correctly (hygiene concerning hands, objects and surfaces; no hand shaking, embraces or kissing) are placed at all building entrances by Facility Management.

Hands should be washed with soap and water and dried thoroughly before and after touching any objects or equipment that are publicly accessible and used by several people, such as printers, computers, drink dispensers and books. Hand-washing is also recommended whenever possible after touching any surfaces exposed to many people, such as switches, window and door handles, lift buttons, and handrails.

Cups, glasses, dishes and utensils should not be shared. Dishes should be washed with soap and water or in the dishwasher after use.

Whenever possible, single-use equipment should be used when working with tools or equipment that require physical contact. If this is not possible, then the tools or equipment must be disinfected after use. This is especially the case if the room is fitted with special equipment or needed for special activities (e.g. skills training).

Wounds (e.g. on fingers) must be covered (e.g. with protective gloves).

Lecturers and line managers are obliged to prohibit students, continuing education participants and staff who appear ill (especially those with fever, flu symptoms or cough) from attending classes on site or coming to the ZHAW and to ask them to leave the ZHAW premises if necessary. They can justify their actions by referring to the General House Rules.

If an individual on the ZHAW premises clearly has symptoms of an illness, the lecturer or line manager should urge the person to consult a doctor and to use a safe mode of transport (e.g. an ambulance).

4.3 Requirement to wear face masks

In general, the ZHAW recommends that everyone wears a face mask.

Face masks must be worn in publicly accessible buildings, as per the general requirement to wear face masks that applies to educational institutions. Face masks do not have to be worn in buildings or indoor spaces that are only accessible with a CampusCard or key if the 1.5-metre distancing regulation can be observed.

This applies to everyone in all publicly accessible areas (e.g. reception areas, libraries, circulation areas, passenger and goods lifts, stairways and sanitary facilities), in gathering areas (e.g. common rooms, study environments and canteens when no food services are being provided) and in classrooms.

Presenters are exempt from the requirement to wear face masks when they are presenting in classrooms or lecture theatres provided they comply with the 1.5-metre distancing rule.

The requirements set out in Section 4.6 apply to teaching activities and on-site assessments.

Face masks do not have to be worn in publicly accessible ZHAW offices provided only one person is present in the room. Face masks do not have to be worn in ZHAW offices that are only accessible with a CampusCard or key if the 1.5-metre distancing regulation can be observed.
People who present a corresponding certificate from a qualified professional are exempt from this requirement. When people who are exempt from the face mask requirement are present, either the distancing rule must be maintained or other effective precautionary measures must be taken, such as installing suitable dividers. If this is not possible, provisions must be made to collect the contact information of everyone present.

Face shields and visors are not a replacement for masks and therefore do not exempt from the face mask requirement.

Everyone (staff, students, continuing education participants, external service providers, guests, visitors, etc.) who is present on ZHAW premises is responsible for ensuring that they have a sufficient number of face masks while they are present on ZHAW premises.

Face masks are supplied free of charge to employees working in the areas of cleaning services, facility management (especially during transportation of heavy loads and removals), on-site ICT support (especially when setting up workplaces), gardening and landscaping as well as at service counters.

Likewise, staff working in laboratories are supplied with face masks free of charge because of the stricter occupational safety requirements.

Face masks can be purchased at selected ZHAW locations.

The [video from the Federal Office of Public Health](#) explains how to use face masks properly. In addition, the manufacturer’s instructions for the use of the protective equipment should be followed carefully.

### 4.4 Isolation and quarantine measures

Individuals who have symptoms of COVID-19 may not come to the ZHAW and must put themselves in [isolation and quarantine](#). They should call their family doctor and follow the latter’s advice. The family doctor reports the case to the cantonal medical authorities and the Federal Office of Public Health. The canton then identifies the people they have been in close contact with and contacts them (contact tracing).

Individuals who have been in close contact with someone who is ill, especially within the same household or a similar situation, should put themselves in quarantine. This does not apply to individuals who can prove that they have been vaccinated against COVID-19 (within the last 12 months) or that they were infected with SARS-CoV-2 and recovered (within the last 6 months).

Isolation and quarantine are deemed well-justified absences in the event of an assessment that requires the physical presence of the student. Students who put themselves in isolation are to submit a doctor’s certificate to their academic programme director’s office. Students who put themselves in quarantine are to inform the programme director’s office either with a written declaration attesting that they have been in close contact with someone who has tested positive for COVID-19 or by submitting proof of contact tracing.

Employees who put themselves in or remove themselves from isolation or quarantine are to inform their line manager. The line manager informs the School dean, who in turn informs ZHAW Safety and Security.

In the event someone at the ZHAW falls ill, close contacts must be located in accordance with the requirements of contact tracing. This is the responsibility of the cantonal health authorities. If requested, the ZHAW provides the relevant cantonal office with lists containing last names, first names, places of residence and telephone numbers. It is necessary to collect detailed contact information when holding events.
4.5 Especially high-risk groups

Individuals who are in an especially high-risk group (see Art. 27a(10) of the COVID-19 Ordinance 3) must observe the applicable recommendations and work from home. If their physical presence is required on site for operational reasons on a full-time basis or part of the time, special precautionary measures must be taken, for example by providing a separate room for each individual to work in. If this cannot be ensured, the ZHAW will search for alternative arrangements. Individuals who are in an especially high-risk group must be consulted before an alternative to working from home is decided upon. The adopted measures will then be documented in writing and communicated to those involved.

Students who are in an especially high-risk group are to contact their programme director’s office. If the students cannot or do not wish to study on site, the programme director’s office and the students concerned will jointly work out an appropriate solution.

The ZHAW will prepare alternative examination arrangements for these students (e.g. by offering an in-person examination in a separate room or substituting it with an oral examination). The examination venue will be equipped so as to exclude any close contact with other individuals.

4.6 On-site teaching activities

Rooms in which teaching activities are held are considered publicly accessible.

4.6.1 Teaching activities in degree programmes

Teaching activities, final module examinations and other assessments in degree programmes can be carried out in person in the autumn semester 2021 as of the start of the teaching semester (including the orientation week).

Teaching activities, final module examinations and other assessments in degree programmes are not deemed to be events and are therefore not subject to seating capacity restrictions.

The use of COVID certificates is not permitted in degree programmes.

Attendees must observe the rules of conduct and hygiene as well as the requirement to wear face masks. Presenters are exempt from the requirement to wear face masks when they are presenting provided they comply with the 1.5-metre distancing rule.
4.6.2 Teaching activities in continuing education

Teaching activities and assessments in continuing education can be carried out in person.

Teaching activities and assessments in continuing education are deemed to be events and are therefore subject to seating capacity restrictions (see Section 4.8). These seating capacity restrictions can be lifted with the use of COVID certificates (see Section 4.8.2).

When teaching activities and assessments are carried out on site without COVID certificates, attendees must observe the rules of conduct and hygiene as well as the requirement to wear face masks. Presenters are exempt from the requirement to wear face masks when they are presenting provided they comply with the 1.5-metre distancing rule.

When teaching activities and assessments are carried out on site with COVID certificates, the requirement to wear face masks and the 1.5-metre distancing rule are lifted.

4.7 Working on site and working from home

The ZHAW recommends that its employees work from home if their work situation permits.

Employees on the ZHAW premises are obliged to observe the rules of conduct and hygiene and the 1.5-metre distancing rule. If the 1.5-metre distancing rule cannot be maintained, the organisational units define suitable on-site options for employees, such as the possibility to work from home with regular schedules for on-site work or team splitting with half the team working on-site on alternate weeks. If this is not possible, supplementary safety plans apply (see Section 4.15).

The general conditions for working from home are set out in the home office guidelines (in German only). The limit of 20% for working from home in Germany, France and Italy is suspended until 30 September 2021. The limit of 20% for working from home in other countries applies.

If meetings are held on ZHAW premises, the rooms should be regularly ventilated.

4.8 Events

Events with more than 1,000 people require a permit from the Canton of Zurich.

4.8.1 Events without COVID certificates

A maximum of 1,000 people are permitted to attend indoor and outdoor events if the visitors are required to remain seated.

A maximum of 500 people are permitted to attend outdoor events if the visitors have access to standing room areas or can move around.

A maximum of 250 people are permitted to attend indoor events if the visitors have access to standing room areas or can move around.

The requirement to wear face masks and the 1.5-metre distance rule apply for indoor events. Presenters are exempt from the requirement to wear face masks when they are presenting provided they comply with the 1.5-metre distancing rule.

Face masks do not have to be worn outdoors.

These rooms may not be filled beyond two thirds of their seating capacity.
In seating areas, fixed seats must be arranged or assigned in such a manner that either every second seat is kept free or an equivalent distance is ensured between the seats. The distance created by removing one seat in each row of seats is considered equivalent to meeting the 1.5-metre distancing rule.

Food and drinks may be consumed at events if people are seated in the catering zones. The rules on food services are to be observed (see Section 5.12).

Apéros¹ and social events for staff with stand-up catering should not be held in indoor spaces. Stand-up catering is permitted outdoors.

4.8.2 Events with COVID certificates

There are no seating capacity restrictions for events held with COVID certificates. The requirement to wear face masks and the 1.5-metre distancing rule are lifted.

In areas that can also be entered by people without a COVID certificate (e.g. building entrances or circulation areas such as hallways, stairways and lifts), the precautionary measures outlined in this Safety Plan remain in effect without limitation.

Events with COVID certificates require a supplementary safety plan (see Section 4.15), which must be approved by the ZHAW Safety and Security Officer.

The supplementary safety plan must contain measures on how to implement access restrictions and demonstrate how the validity of COVID certificates will be checked as well as how visitors may be refused entry if necessary.

Everyone working at the actual event who has contact with the visitors must themselves possess a valid COVID certificate. If not everyone working at the actual event who has contact with the visitors can present a valid COVID certificate, then the requirement to wear face masks remains in place for everyone present.

4.9 Building tours

Tours of ZHAW buildings are permitted. The guidelines and requirements for events (see Section 4.8) apply.

4.10 Meetings with research partners and business service clients

Meetings with research partners and business service clients can take place if the precautionary measures outlined in this Safety Plan and the relevant supplementary safety plans are observed.

¹ Apéros are held standing up.
4.11 Travelling in Switzerland and abroad

There are no travel restrictions within Switzerland. The rules of conduct and hygiene set out by the Federal Office of Public Health and the 1.5-metre distancing rule must be observed. If public transport is used, then the applicable precautionary measures should be followed.

Members of the ZHAW travelling abroad for business purposes are to inform the Dean of the School. In addition, any recommendations set out by the Federal Department of Foreign Affairs and the Federal Department of Public Health must be followed.

4.12 Excursions in Switzerland and abroad

A safety plan must be devised for excursions if the 1.5-metre distancing rule cannot be observed. The safety plan must include the wearing of face masks.

4.13 Contact tracing

Students, continuing education participants and employees are to be informed that their contact information on file will be forwarded to the responsible cantonal authorities upon request in order to enable the identification and notification of suspected cases of COVID-19 infection.

The ZHAW recommends that all students, continuing education participants and employees use the SwissCovid app for mobile phones.

Contact tracing on the part of the ZHAW is not required if the Safety Plan is complied with.

4.14 Vaccination

The ZHAW recommends that all students, continuing education participants and staff get vaccinated against COVID-19 infections.

4.15 Supplementary safety plans

A supplementary safety plan must be devised for unavoidable physical contact that is part of academic programmes (e.g. practical training in nursing), for activities in the areas of research and business services in which the precautionary measures and general rules of conduct cannot be observed (in particular the 1.5-metre distancing rule and the requirement to wear face masks) as well as for events in which COVID certificates are used.

The supplementary safety plan must contain information on the protection of the people involved, the protective equipment required, the training and use of protective equipment (in particular the correct use of face masks), etc.

The Schools can devise comprehensive safety plans as long as all relevant points are dealt with.

ZHAW Safety and Security uses a checklist to evaluate whether the specific safety plan meets the requirements of the present Safety Plan. The checklist is available to the Schools and should be submitted as a self-declaration along with the specific safety plan.

4.16 Personal responsibility

The ZHAW expects its students, continuing education participants and staff to behave in an exemplary manner and to strictly adhere to the requirements.
All students, continuing education participants and staff are called upon to act in a responsible manner and to observe the Safety Plan and all other precautionary measures that serve to minimise the risk of transmitting COVID-19.

All members of the ZHAW community are expected to indicate the appropriate measures to any individuals not observing them.

In the event of repeated misconduct, the managing director and/or the President's Office is to be informed and disciplinary proceedings in accordance with the ordinance on the law governing the Zurich Universities of Applied Sciences and Arts will be initiated to punish the individual(s) for violating the General House Rules.

5. On-site operations

5.1 Travel and public transport
If public transport is used, then the applicable precautionary measures should be followed.

5.2 Access to buildings
Individuals with symptoms of illness are not allowed on the ZHAW premises.
Events of more than 500 people are not permitted on publicly accessible premises of the ZHAW.
The 1.5-metre distancing rule must be observed for any gatherings at building entrances. Additional notices are posted in smoking areas.
Access to the ZHAW buildings in Wädenswil and Winterthur is permitted with a valid CampusCard. Anyone without a valid CampusCard must be escorted into the ZHAW buildings in Wädenswil and Winterthur. Access to the ZHAW buildings in Zurich is not permitted without a CampusCard.
Face masks must be worn in publicly accessible buildings, as per the general requirement to wear face masks that applies to educational institutions. Face masks do not have to be worn in buildings or indoor spaces that are only accessible with a CampusCard or key if the 1.5-metre distancing regulation can be observed.
The building opening hours (available in German) apply.
Face masks must be put on correctly before entering the buildings.
Facility Management is responsible for maintaining the disinfectant dispensers at building entrances.
Facility Management provides additional hand sanitising stations at critical locations (building entrances, libraries, counters, etc.).
Fire regulations must be taken into consideration when choosing where disinfectant dispensers are placed.

5.3 Circulation areas
The 1.5-metre distancing rule holds for all circulation areas (e.g. hallways, stairways, lifts). In addition, face masks must be worn in those circulation areas that are publicly accessible.
Gatherings of people, in particular before and after classes and during breaks, are to be avoided.
For areas in which people move or pass through, people are to be guided by appropriate measures (e.g. signs, partition tape) to allow them to observe the 1.5-metre distancing rule. For locations that cannot be divided into separate directions (e.g. narrow corridors), the 1.5-metre distancing rule may be waived if the people encounter one another for a very short amount of time.

Interactions between groups is to be avoided within circulation areas. In devising occupancy plans and timetables, interactions between student groups should be avoided as much as possible.

Unnecessary items that might be touched by many individuals (e.g. promotional giveaways) may not be put on display and should be put in storage.

5.4 Reception areas and counters
At reception areas and service counters, there should be a notice about the 1.5-metre distancing rule and markers on the floor supplied by Facility Management if possible. The personnel at these sites are protected from direct contact with others by means of mobile acrylic protective shields. The hand disinfectant is supplied by the ZHAW. The Schools notify Facility Management of their needs in this regard.

5.5 Study carrels
Study carrels may be used.

5.6 Passenger and goods lifts
The use of passenger and goods lifts is restricted and only allowed if the 1.5-metre distancing rule and the requirement to wear face masks are observed. Lifts are reserved for individuals with mobility issues and for operational purposes. The stairways are to be used whenever possible.

The individuals waiting to use the lifts have to maintain a 1.5-metre distance from each other.

The passenger and goods lifts are considered critical locations with high volumes of traffic and are cleaned and disinfected several times a day.

5.7 Other rooms
Rooms should be well-ventilated or aired out manually. In rooms with ventilation, this happens automatically because the ventilation systems remain in operation. In rooms without ventilation, the windows should be opened during each break.

Frequent changes between classrooms should be avoided in order to minimise movement and the possibility of interactions between groups.

For rooms in which it is not possible to comply with the face mask requirement or the distancing rule and still carry out operations and/or teaching in an acceptable manner (e.g. laboratories or laboratory-like rooms), a supplementary safety plan must be drawn up by users that is specific to the use case and ensures the implementation of supplementary precautionary measures (see Section 4.15). In addition to face masks, the users of these rooms must use additional protective equipment (possibly gloves) if necessary. The additional equipment is provided to the Schools by Facility Management.
5.8 Offices

The 1.5-metre distancing rule is to be observed in all offices and, in particular, offices for several people. The organisational units request that staff work from home or coordinate their office work if the 1.5-metre distancing rule cannot be observed when the office is fully occupied.

5.9 Common rooms

The 1.5-metre distancing rule holds for common rooms In addition, face masks must be worn in those common rooms that are publicly accessible. Unnecessary objects should not be on display and should be put in storage.

5.10 Sanitary facilities

The 1.5-metre distancing rule is to be observed in sanitary facilities. In addition, face masks must be worn in those sanitary facilities that are publicly accessible. Facility Management is responsible for posting notices about the 1.5-metre distancing rule on the doors of the sanitary facilities. The individuals waiting to use the facilities have to maintain a 1.5-metre distance from each other.

In order to avoid peak times for the use of the facilities, flexible scheduling of breaks is recommended. The organisational units that intend to use rooms in any particular building are responsible for ensuring that the 1.5-metre distancing rule is also observed in the sanitary facilities.

The sanitary facilities are cleaned daily.

As far as possible, sinks are supplied with liquid soap dispensers and single-use towels. Hand sanitiser is only supplied if there is no alternative. Liquid soap and hand disinfectant dispensers are refilled several times a day.

5.11 University library

The present Safety Plan also holds for the university library. Specific points are dealt with in the university library’s supplementary safety plan.

5.12 Food services and cafeterias

All individuals who use the ZHAW food services and cafeterias are required to wear their face masks until they sit down and start to eat or drink. Food and drinks may only be consumed if the individual is seated. As soon as they have finished eating and drinking, they must wear their face mask again.

Individuals are not allowed to consume food or drinks outside of designated areas. This means that consuming food or drinks in areas such as hallways and study carrels is not permitted.

Individuals who use the ZHAW food services and cafeterias are prohibited from sharing their food and drinks with others.

The safety plans of the respective caterers hold for the various cafeterias. The caterers SV and ZFV have their own safety plans, which have been approved by the authorities and supplemented with the ZHAW requirements.

The 1.5-metre distancing rule must be observed between each group of people.
The distancing rule must be observed in all other ZHAW locations offering food services (e.g. break rooms) with respect to all activities (serving food, seating, positioning tables). Appropriate measures should be taken to prevent gatherings of people waiting to be served food.

5.13  Third party rentals

ZHAW premises may be rented to third parties, who are obliged to observe the precautionary measures outlined in this Safety Plan.

5.14  Use of vehicles for business purposes

The 1.5-metre distancing rule must be maintained in vehicles used for business purposes, and face masks must be worn if the vehicle is used by several people. If no face masks are available at the time, then more than one vehicle should be used. The interiors of ZHAW vehicles should be cleaned by the respective occupants before and after being used by different individuals. For the use of Mobility shared vehicles, the Mobility safety plan must be observed.

5.15  ASVZ sport centres

The ASVZ safety plans hold for their sport centres. The safety plans are binding for all individuals who participate in ASVZ sport activities.

5.16  Construction sites

The safety plan of the respective contractor applies on construction sites that are clearly separate from university operations.

6.  Cleaning and hygiene measures

6.1  Cleaning

During the COVID-19 situation, rooms are being cleaned as usual. It is not foreseen that classrooms are cleaned between classes.

It suffices to clean surfaces and washable floors with standard detergents. The use of disinfectant is not necessary.

More frequent cleaning in areas where several individuals often share a staff or student workplace can be accommodated by Facility Management. Cleaning cloths are made available at a central location by Facility Management. Users are responsible for cleaning their workplaces. In the ICT workplace planning documentation, it is recommended that employees who share workplaces be given their own mouse, keyboard and headset.

Surfaces or objects that are often touched by several people should be cleaned regularly with standard detergents. This also holds for counters, window and door handles, lift buttons, handrails, drink and water dispensers, coffee machines and other contact surfaces.

Cloth dish towels and hand towels should be removed. Hand towel dispensers are still permitted.

Sanitary facilities with consistently high volumes of traffic are subject to additional cleaning cycles during the day.

Special care must be taken to properly dispose of waste. The following points must be taken into consideration by Facility Management or the service provider (the list is not exhaustive):
– provide enough waste containers for the disposal of paper tissues and face masks;
– empty waste containers regularly (especially at hand-washing facilities);
– avoid direct contact with waste by always using implements (e.g. broom, shovel);
– wear gloves when handling waste and properly dispose of them immediately after use;
– never compress waste bags by hand (danger of dispersing viruses).

The use of gloves and face masks is compulsory when disposing of waste. The same applies to their proper disposal.

Facility Management adjusts its cleaning and waste disposal plans according to the requirements of this Safety Plan.

6.2 Protective equipment

In laboratories and laboratory-like rooms, gloves are made available by the ZHAW if the infrastructure, tools or materials are used by several people. The Schools notify ZHAW Safety and Security of their weekly requirements for gloves for each location or room. ZHAW Safety and Security collates the requests and orders the necessary protective equipment. Facility Management distributes the protective equipment to the Schools, and the Schools ensure that it is delivered to the right rooms (no self-service).

The ZHAW supplies protective equipment in justified circumstances if a supplementary safety plan is at hand (see Section 4.15).

The preventive use of gloves is not foreseen outside of their usual applications in connection with cleaning activities or special activities done in the context of academic courses.

Protective equipment should be disposed of in waste containers. The same holds for protective equipment not supplied by the ZHAW.
6.3 Work clothes and laundry

Work clothes may not be hung in hallways or other circulation areas after use. In addition, the following precautionary measures apply:

- personal work clothes should be worn and only by that individual;
- work clothes should be washed regularly with detergent;
- client laundry may be used more than once between washings if it is only used for the same person (e.g. positioning towels for physiotherapy).

7. Communication

The Safety Plan is filed in the process portal and can also be accessed via the Intranet and the Internet. The FAQs on the ZHAW Corona website are to be revised accordingly.

8. Responsibility for implementation

The ZHAW Safety Officer is responsible for implementing the Safety Plan and for all contact with the responsible authorities.

The Safety Officer is supported in his or her duties by all ZHAW employees, students and continuing education participants.

9. Issued by

9.1 Metadata

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Lifting of the mask requirement for presenters (Sections 4.3 and 4.6)  
Use of COVID certificates (Section 4.8) |