



Safe Hillel Guiding Principles Task Force
Reopening Syracuse Hillel in a Time of COVID-19

Formal Recommendations: In 3 Phases

Updated October 23, 2020



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Safe Hillel Guiding Principles Task Force *Reopening Syracuse Hillel in a Time of COVID-19*

Goal: To provide Syracuse Hillel staff with recommendations for operating Hillel's program in the fall 2020 semester.

These recommendations will be crafted into a document for presentation to the public. This committee's guiding principles will be made with consideration for laws and recommendations made by the University, government, and health agencies. Recommendations will be assessed on an on-going basis by the staff and committee as guidelines about COVID-19 change.

The Torah teaches us that the other people of the world should be able to look at its followers and say, "Behold, a wise and discerning people is this great nation," (Deuteronomy 4:6). They will look at us and say, "What a great nation, with such just laws and statutes," (Deuteronomy 4:8). It also commands us to be holy (Leviticus 19:2). In the understanding of Rabbi Moses Nachmanides, this means we must not act disgracefully in our observance of Torah. In the words of Rabbi Moses Samuel Glasner, "Anything that is generally forbidden by the norms of enlightened human beings cannot be permitted to us, a holy nation." In the shadow of COVID-19 it is incumbent upon us to be a model for the rest of the campus. We strive to reach a point where other organizations on campus say, "Behold, a wise and discerning people make up this great Hillel. How just are their principles for operating in light of COVID-19!"

Task Force Members:

Barbara Kurman ('78), *Syracuse Hillel Board of Governors President*
Ronni Isenberg ('21), *Hillel Jewish Student Union President*
Kenny Mandelbaum ('76), *Syracuse Hillel Board of Governors Member*
Mara Silver-Smith ('02), *Syracuse Hillel Board of Governors Member*
Habib Alamir, *Syracuse University Facility Maintenance and Project Services Supervisor*
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Alyssa Horwitz ('22), *former Peer Network Engagement Intern*
Aviva Zucker Snyder, *Hillel International Campus Support Director*
Gill Budman Kanter, *Associate Director of Housing, Meal Plan, and ID Card Services at Syracuse University*
Rabbi Leah Fein, *Former Interim Executive Director*
Rebecca Reed Kantrowitz, *Associate Dean of Hendricks Chapel*
Suzanne Doft (P '23), *Parent of a Current Student*

Hillel's Core Values:

- 1) Building relationships
- 2) Supporting and addressing student needs
- 3) Safety and Security of our staff and students
- 4) Cultivating Jewish life on campus



Three Pillars of Consideration:

- 1) Winnick Hillel Center for Jewish Life Facilities
- 2) Student Programs and Engagement
- 3) Staff and Human Resources

Supporting Documents:

- 1) [Syracuse University SAFE initial report](#)
- 2) [Typical Fall Operations and Calendar at Hillel](#)
- 3) [Syracuse University's dedicated website for fall 2020 opening](#)
- 4) Hendricks Chapel plan and recommendations
 - a) [Programs & Services](#)
 - b) [Visitors](#)
 - c) [Operations](#)
- 5) Hillel International Scenario Planning Materials
 - a) [Scenario Planning Summary](#)
 - b) [Planning Principles and Worksheet](#)



Executive Summary

The Safe Hillel Guiding Principles Task Force was established to consider and offer recommendations to maintain the health and safety of students and staff, while still providing meaningful Jewish experiences so that Syracuse Hillel may continue its mission of enriching the lives of Jewish students.

Syracuse Hillel has identified the three main pillars of consideration for a fall opening: 1) opening of the Winnick Hillel Center, 2) hosting student programs and maintaining student engagement initiatives, and 3) enacting policies to keep our staff safe and protect the organization legally and from a health perspective.

In an effort to better understand the needs of the 2,500 Jewish undergraduate students at Syracuse University, Syracuse Hillel released a survey to our student leaders. In their responses, we saw common themes amongst their priorities and their thoughts on the spring semester pivot after the suspension of residential learning. When specifically reflecting on students' biggest priorities, the three most common themes were: 1) maintaining a social life, 2) professional development and career advancement opportunities, and 3) school work.

1. Students are desperate for personal connections. They have been starved and deprived of them since mid-March when they abruptly left campus, thinking they were coming back, and never had the chance to close out their year. Although students have access to dozens of virtual opportunities each week, they are craving the in-person connections that come with being on campus, going to their summer internships, or being able to see their hometown friends.
2. Students have also expressed worry related to their career prospects. Many of them had their summer internships cancelled due to health and safety concerns. Many of our recent graduates have also either lost their jobs or are unable to make the jump into post-grad professional life. This generation grew up hearing about the financial downturn of 2008 and how difficult it was to graduate in the midst of such financial hardship. They now are facing the reality that they may be graduating into something even worse.
3. Finally, students have expressed considerable desire to maintain their grades and use this semester as an opportunity to boost their GPAs. Many students have expressed concern stemming from their experiences this spring with distance learning. Students have said that they don't feel that they have received the same quality of education when they are not residential on campus.



In this opening plan, the Task Force will be proposing a multi-phase opening to address the three main areas of concern put forth by Syracuse Hillel while taking into consideration the three main priorities of our students. The Task Force's recommendations will prioritize the health and safety of students and staff, while ensuring we are compliant with local government and health officials, Syracuse University, and Hillel International guidelines. When putting forth these recommendations, the Task Force is under the assumption that:

1. Students will only be allowed to participate in campus life after presenting a negative test result for COVID-19. Syracuse University will conduct pool tests and test individual samples if a positive test should appear.
2. Syracuse University will operate on a modified academic calendar that prevents students from returning to campus after Thanksgiving break.
3. Syracuse University will provide appropriate PPE resources for Syracuse Hillel staff and students, and the Winnick Hillel Center.
4. Students will be held accountable by Syracuse University for not complying with social distancing and other health mandates both on campus and at the Winnick Hillel Center.
5. There will be set limited capacities for events and gatherings.
6. Strict visitor restrictions will be in place for all of campus.

Finally, the Task Force will make these initial recommendations as three separate phases predefined by time constraints, but will evaluate the plan periodically and before moving into any new phase. These recommendations will exist as a living document, revisited at regular intervals and when new information becomes available.



Winnick Hillel Center for Jewish Life Facilities

The Winnick Hillel Center for Jewish Life is a 16,000 sq ft facility home to five staff offices, dining hall and kosher kitchen, library, auditorium, fitness center, and three lounge and study spaces. In a typical academic year, Syracuse Hillel welcomes thousands of students through the doors of the Winnick Hillel Center for programming, pastoral care, meals, and opportunities to engage with their peers. Three of our four staff members work full time from this building.

Students see the Winnick Hillel Center as a hub of Jewish life on campus, a source of strength and comfort, and a central location where they can decompress and be their authentic selves.

The Task Force sees the Winnick Hillel Center as an integral part of Syracuse Hillel's engagement strategy. However, the Task Force makes the following recommendations to safeguard the health and safety of students and staff. More detail will be provided regarding building usage in the various opening phase sections.

Recommendations:

- **Physical Spaces:**
 - To ready the Winnick Hillel Center for partial capacity use, Hillel staff will work with Physical Plant to remove furniture, box up unnecessary items, and overall limit items that individuals will come in contact with.
 - Physical Plant will commit to biweekly check-ins with Syracuse Hillel staff regarding the Winnick Hillel Center.
 - Physical Plant will commit to providing floor decals, signage, and PPE to promote healthy behaviors, social distancing, and regular sanitation. Hand sanitizer will be made available at all entrances to the building. Extra masks will be provided for those who wish to enter the facility and don't have one with them.
 - Physical Plant will provide plexiglass at the front desk to safeguard staff or office associates.
 - Syracuse Hillel staff will commit to wiping down surfaces they are using in between use, taking their belongings home at the end of each day, and keeping their desks clear at the conclusion of each day.
 - Students will commit to wiping down surfaces they are using after use with the option to wipe surfaces down before use as well, similar to how one would wipe down equipment in a public gym.
 - Syracuse University Housekeeping will maintain their regular cleaning schedule to ensure high traffic areas and the entirety of the Winnick Hillel Center are disinfected daily.
 - Unless a private, pastoral care conversation or private human resources conversation is in progress, doors will remain open to limit contact with surfaces and to promote air flow.
 - Snack spaces and communal food locations will be eliminated.



- Access and Use:
 - In accordance with Syracuse University recommendations, in-person meetings should be limited. The size of an in-person gathering should not exceed 50% of a room's capacity (assuming individuals can maintain 6ft of separation) or be larger than the maximum gathering size determined by Syracuse University.
 - Syracuse Hillel will eliminate all student swipe access to the Winnick Hillel Center at the start of the semester.
 - All staff and students who wish to enter the Winnick Hillel Center or adjacent tent will need to complete a COVID-19 questionnaire prior to entering any facilities.
 - Syracuse Hillel staff will commit to enforcing social distancing, use of Personal Protective Equipment (PPE, including masks and hand sanitizer), and compliance with other health and safety guidelines.
 - Students will only be able to use the building when a Hillel staff member is present.
 - Anyone who wishes to utilize the Winnick Hillel Center or adjacent outdoor spaces for any purpose, including, but not limited to meetings, engagements, study time, throughout the fall semester will be required to complete a space reservation or intent form in advance. They will receive information about healthy behaviors, PPE requirements, capacity limits, and a COVID-19 questionnaire to complete.
 - Should Syracuse University implement a plan in which buildings are no longer accessible to the campus population, as happened in spring 2020, Syracuse Hillel would adhere to those policies.



Student Programs and Engagement

In a typical academic year, Syracuse Hillel engages over 1,500 Jewish undergraduate students in meaningful Jewish programming. Much of Syracuse Hillel's [work](#) will need to shift and pivot to meet the needs of students in our new normal. The Task Force's restrictions and recommendations will be fairly dynamic throughout the various phases of opening.

Recommendations:

- It is the original recommendation of the Task Force that Syracuse Hillel hosts no in-person events inside the Winnick Hillel Center or other indoor spaces on campus during the fall semester.
- The Family Circle program, which provides soup deliveries and care packages to students when they or their families subscribe to the program, will be suspended for the entire 2020-2021 academic year.
- Masks and other PPE will be required at all student programs and engagements.
- With more students unable to or unwilling to return to campus, Syracuse Hillel must commit to providing virtual options for all events.
- Syracuse Hillel will commit to not inviting or hosting outside speakers on campus for the entire fall semester.
- Taking into consideration student priorities, Syracuse Hillel will provide opportunities for students to
 - connect with one another socially.
 - network and build their professional skill sets.
 - focus on their academic goals.
- Syracuse Hillel will not host a Winter Birthright trip.
- Syracuse Hillel will not host a Winter Perspectives trip.
- FreshFest will move to a virtual format with no organized in-person programming that gathers the whole group during the fall semester. Hillel will allow mentors to meet-up in small groups, no larger than 6, with their first-year student mentees once they are on campus, if they feel safe. These meet-ups will happen outdoors, with masks, and with social distance maintained.
- All off-campus programming will be suspended in the fall semester.
- There will be no Oy Capella rehearsals and performances at the Winnick Hillel Center during the fall semester.
- There will be no Challah for Hunger bakes held during the fall semester.
- The in-person Orange Central Weekend experience has been suspended this fall. Syracuse Hillel will provide a special virtual OCW event as well as ongoing alumni engagement and connection opportunities.
- The in-person Family Weekend experience has been suspended this fall. Syracuse Hillel will provide opportunities for families of different class years to connect with one another. Staff also commits to increased communication with parents and families during this difficult time.



Staff and Human Resources

The health and safety of our community is paramount. Syracuse Hillel aims to achieve our mission of enriching the lives of Jewish students, but never at the expense of staff and student safety. The recommendations and policies outlined in this document are meant to safeguard the health of our community, articulate staff resources and rights, and establish systems to legally protect our organization.

Recommendations:

- Employees who have symptoms of communicable illnesses should notify their supervisor and stay home.
- Employees exhibiting no symptoms but have been in contact with a person who has tested positive for COVID-19, should notify their supervisor and follow CDC recommended precautions.
- Syracuse Hillel senior staff, the Board of Governors, and the Task Force commit to frequent and transparent communication with all Syracuse Hillel professional staff and student leadership.
- There will be no sharing of professional offices -- all Syracuse Hillel staff will occupy their own offices. However, staff may be asked to sit at the front desk or at a table outside in the tent to manage traffic and ensure compliance with health guidelines.
- All Syracuse Hillel employees will be required to take home their laptop, relevant chargers, and any paperwork, resources, materials necessary to complete their work at the end of each day. Employees should be prepared to work from home and not return to the office the next day.
- There should be at least one staff member present at the Winnick Hillel Center each day during hours of operation to manage reservations and ensure that those utilizing outdoor or indoor spaces are practicing healthy behaviors.
- All staff should wear masks when at the Winnick Hillel Center, even if alone in their own offices.
- All staff members commit to informing their supervisor if they plan to leave the Central New York region. Any travel outside the region may require quarantine upon return as dictated by official government or university policies. In the event that a mandatory quarantine is put into effect, the staff member must make arrangements with their supervisor to complete their necessary duties from home. In the event that their job responsibilities cannot be completed from home, they will be asked to take vacation or sick leave.
- Supervisors will have conversations with each employee so that they can express concerns. Supervisors and supervisees will work together to mitigate any concerns about health and safety in coming to work. If there is a business need for the employee to be physically present in the office, Syracuse Hillel reserves the right to have employees come to the Winnick Hillel Center for those business needs. Syracuse Hillel will prioritize flexibility, health, and safety of our staff and students when considering enforcing this policy.
- Syracuse Hillel commits to identifying a member of the Board of Governors as a designated point person to report issues of workplace safety with the option for anonymous reporting.
- If an employee has tested positive for COVID-19 or has been exposed to COVID-19, Syracuse Hillel will ensure that the employee feels supported and has what they need to get well,



including time off if they are unable to work and/or opportunity to work remotely while quarantined. Syracuse Hillel will also notify the local public health agency and Syracuse University. Finally, Syracuse Hillel will notify employees and other colleagues, students, or vendors that they may have potentially been exposed. Syracuse Hillel will work to keep the names and identifying details of individuals strictly confidential when notifying of potential exposure.

- Syracuse Hillel commits to working with employees with children in the event that child-care is suspended to create flexible work schedules that both meet the needs of Syracuse Hillel and their familial obligations.
- The Syracuse Hillel Chief Operations Officer is not based in Syracuse and will not be making visits to campus during the fall semester.



Phase 1

30 Days (through at least September 16)

The Task Force will evaluate the success of Phase 1 after the first 30 days of school, no earlier than September 16. In order to consider Phase 1 a success, there will have been no cases of COVID-19 originating from participation in any Syracuse Hillel initiatives. We will see almost 100% compliance from our students, staff, and visitors with regards to health guidelines. There have been no major outbreaks at Syracuse University.

Winnick Hillel Center:

- Students will not be permitted to enter the Winnick Hillel Center for any reason except pre-scheduled pastoral care meetings with the Campus Rabbi or to use the bathroom if they are at Hillel for another approved reason.
- Students using the bathroom will only be permitted to enter the building one at a time, must wear a mask the entire time they are in the building, and will not linger. Syracuse Hillel will make both bathrooms on the main level gender neutral with appropriate signage to ensure safety for all gender identities and expressions.
- All staff remain accessible by phone or Zoom for any student who needs to talk with a staff person. The staff can decide at their discretion about meeting in person with a student who may need to talk, and this should be done outside only, wearing masks, except in the case of a pastoral care emergency.
- Syracuse Hillel will set up a tent in the Winnick Hillel Center parking lot to be used by staff and students, weather permitting.
- At the beginning and end of each day, tables and chairs will be disinfected and put away as often as possible.
- Appropriate wipes will be provided to wipe down the tables and chairs. Students will be required to wipe down their tables and chairs after use and will be given the option to also wipe down their tables and chairs before use.
- Students will need to check-in with a Hillel staff member before entering the tent to ensure that they complete a COVID-19 questionnaire, have an appropriate face covering, and apply hand sanitizer. Students will be required to present their SU ID prior to entering the tent. Students without an SU ID will not be permitted to enter the tent.
- No more than the 50% capacity of the tent will be permitted in the tent at any given time or be larger than the maximum gathering size determined by Syracuse University. Capacity will be determined by Physical Plant and Campus Planning, Design, and Construction (CPDC).
- There will be no eating inside the tent. Students may bring drinks with them, but will be required to wear their mask when not drinking.
- Signage with Jewish values of pikuach nefesh and other Jewish values of caring for your community will be displayed where possible.
- Masks will be required inside the tent at all times.
- All people inside the tent will maintain at least 6 feet of distance.

**Student Programs and Engagement:**

- First cohort meetings of programs, such as the Jewish Learning Fellowship and the Israel Learning Fellowship, may take place in person outdoors to establish rapport. These in person meetings must maintain distance and students must be wearing a mask. All subsequent meetings of the fellowships and cohorts will take place virtually.
- Coffee dates will be suspended. One-on-one meetings can take place between peer network engagement interns/staff and students, but not over coffee. Masks must be worn the whole time. Prior to these meetings, the interns/staff will fill out the standard Hillel COVID-19 questionnaire and ensure that the person they're meeting does the same.
- Prospective student visits to the Winnick Hillel Center will be suspended.
- Shabbat and Holiday services may be held in the tent next to Hillel. A staff member will be present and all students will have to register prior to services. All attendees will wear a mask and services may include chanting but not singing. Alternative services or zoom services are highly recommended. No meal rituals will occur in person.

Staff and Human Resources:

- All three Syracuse-based staff members will not be in the building simultaneously.
- Staff are required to wear a mask inside their offices.
- A comprehensive schedule will be created to minimize staff members overlapping with one-another and ensure proper coverage of the tent/building is maintained.



Phase 2

60 Days (through at least October 16)

The Task Force will begin to evaluate the success of Phase 2 after we have been in the phase for a full 30 days, but no earlier than October 16. In order to consider Phase 2 a success, there will have been no cases of COVID-19 originating from participation in any Syracuse Hillel initiatives. We will see 100% compliance from our students, staff, and visitors with regards to health guidelines. Members of the Hillel staff and student leadership have not tested positive for COVID-19. There have been no major outbreaks at Syracuse University.

Winnick Hillel Center:

- Change:
 - Students will be permitted to enter the Winnick Hillel Center if they have scheduled a 1:1 meeting, to study, do virtual class, or hang out. Students will check-in with the staff member present.
 - Syracuse Hillel's tent in the Winnick Hillel Center parking lot will be available through the end of October.
 - Students using the bathroom will only be permitted to use each bathroom facility one at a time and must wear a mask the entire time. Syracuse Hillel will make both bathrooms on the main level gender neutral with appropriate signage to ensure safety for all gender identities and expressions.
 - There will be no eating inside the building. Students may bring drinks with them, but will be required to wear their mask when not drinking. Staff will be permitted to eat meals alone in their own office as necessary.
 - Students may eat in the tent so long as social distancing is maintained and masks are worn whenever food is not being eaten.
 - Syracuse Hillel staff commits to wiping down frequently touched surfaces inside the building once every two hours.
 - There will be new capacity signage listed outside of each room in the building. Syracuse Hillel staff will enforce these capacity restrictions and will commit to hourly walk throughs of the space while we know students are present to ensure compliance.
 - Hand sanitizer and disinfectant will be provided in every room in the building.
 - Masks will be required inside the tent and the building.
 - All people inside the tent and the building will maintain at least 6 feet of distance.
 - There will be no eating inside the tent or building. Students may bring drinks with them, but will be required to wear their mask when not drinking.
- No Change
 - Students will still be permitted to enter the Winnick Hillel Center for pre-scheduled pastoral care meetings with the Campus Rabbi or to use the bathroom if they are at Hillel for another approved reason.



- All staff remain accessible by phone or Zoom for any student who needs to talk with a staff person. The staff can decide at their discretion about meeting up in person with a student who may need to talk.
- Syracuse Hillel will set up a tent in the Winnick Hillel Center parking lot to be used by staff and students, weather permitting.
- At the beginning and end of each day, tables and chairs will be disinfected and put away as possible.
- Appropriate wipes will be provided to wipe down the tables and chairs. Students will be required to wipe down their tables and chairs after use and will be given the option to also wipe down their tables and chairs before use.
- Students will need to check-in with a Hillel staff member before entering the tent to ensure that they complete a COVID-19 questionnaire, have an appropriate face covering, and apply hand sanitizer. Students will be required to present their SU ID prior to entering the tent. Students without an SU ID will not be permitted to enter the tent.
- No more than the 50% capacity of the tent will be permitted in the tent at any given time or be larger than the maximum gathering size determined by Syracuse University. Capacity will be determined by Physical Plant and Campus Planning, Design, and Construction (CPDC).
- Signage with Jewish values of pikuach nefesh and other Jewish values of caring for your community will be displayed as possible.

Student Programs and Engagement:

- Change:
 - Coffee dates are allowed so long as they take place outside and both parties are comfortable with the arrangement. One-on-one meetings can take place inside, but not over coffee. Masks must be worn the whole time and social distancing must be maintained. Prior to these meetings, the interns/staff will fill out the standard COVID-19 questionnaire and ensure that the person they're meeting does the same.
 - Syracuse Hillel may help facilitate students eating Shabbat dinner together, outside, socially distant, and in accordance with other health and safety measures laid out in this document.
- No Change:
 - Cohort meetings will continue to be held virtually.
 - Prospective student visits to the Winnick Hillel Center will be suspended.
 - Shabbat and Holiday services may be held in the tent next to Hillel. A staff member will be present and all students will have to register prior to services. All attendees will wear a mask and services may include chanting but not singing. Alternative services or zoom services are highly recommended. No meal rituals will occur in person.



Staff and Human Resources:

- Change:
 - Staff are not required to wear a mask inside their offices when they are alone but must wear a mask when in other parts of the building.
 - Staff are encouraged to keep their windows open when not wearing their masks.
- No Change:
 - A comprehensive schedule will be created to minimize staff overlap and ensure that proper coverage of the building is maintained.



Phase 3

90 Days (through the end of the semester)

The Task Force will begin to evaluate the success of Phase 3 after we have been in the phase for a full 30 days, but no earlier than November 16. In order to consider Phase 3 a success, there will have been no cases of COVID-19 originating from participation in any Syracuse Hillel initiatives. We will see 100% compliance from our students, staff, and visitors with regards to health guidelines. Members of the Hillel staff and student leadership have not tested positive for COVID-19. There have been no major outbreaks at Syracuse University.

Winnick Hillel Center:

- Change:
 - Eating may take place inside the Winnick Hillel Center in specified locations only as noted by signage within the building.
 - Syracuse Hillel's tent in the Winnick Hillel Center parking lot will no longer be available.
- No Change:
 - Students will be permitted to enter the Winnick Hillel Center for pre-scheduled pastoral care meetings with the Campus Rabbi, if they have scheduled an individual meeting with a member of the Hillel staff or reserved a space in advance, or to use the bathroom if they are at Hillel for another approved reason.
 - Students using the bathroom will only be permitted to use each bathroom facility one at a time and must wear a mask the entire time. Syracuse Hillel will make both bathrooms on the main level gender neutral with appropriate signage to ensure safety for all gender identities and expressions.
 - All staff remain accessible by phone or Zoom for any student who needs to talk with a staff person. The staff can decide at their discretion about meeting up in person with a student who may need to talk.
 - At the beginning and end of each day, tables and chairs will be disinfected and put away as possible.
 - Appropriate wipes will be provided for students to wipe down their used surfaces. Students will be required to wipe down their surfaces after use and will be given the option to also wipe down their surfaces before use.
 - Syracuse Hillel staff commits to wiping down frequently touched surfaces inside the building once every two hours.
 - Students will need to check-in with a Hillel staff member before entering the building to ensure that they complete a COVID-19 questionnaire, have an appropriate face covering, and apply hand sanitizer.
 - There will be new capacity signage listed outside of each room in the building. Syracuse Hillel staff will enforce these capacity restrictions and will commit to hourly walk throughs of the space while we know students are present to ensure compliance.
 - Masks will be required inside the building when not eating or drinking.
 - All people inside the building will maintain at least 6 feet of distance.



- Hand sanitizer and disinfectant will be provided in every room in the building.
- Students may bring drinks with them, but will be required to wear their mask when not drinking. Staff will be permitted to eat meals alone in their own office as necessary.
- Signage with Jewish values of *pikuach nefesh* and other Jewish values of caring for your community will be displayed as possible.

Student Programs and Engagement:

- Change:
 - Cohort meetings may be held inside the Winnick Hillel Center so long as social distancing, mask wearing, and capacity limits are maintained.
 - Programs and Shabbat services may take place inside the Winnick Hillel Center or other building on campus so long as social distancing, mask wearing, and capacity limits are maintained.
 - Coffee dates may be held indoors, and food may be eaten on coffee dates in accordance with SU policies. Masks must be worn whenever not eating or drinking and social distancing must be maintained. Prior to these meetings, the interns/staff will fill out the standard COVID-19 questionnaire and ensure that the person they're meeting does the same.
 - Staff will work to understand which students are in pods together to better support student engagement and wellbeing.
 - The leader at Shabbat services may lead with chanting/sing-song at a larger social distance from the other participants while participants themselves hum along or participate quietly in their places. Participants may not chant/sing-song out loud.
 - A staff member will be present and all students will have to register prior to services. All attendees will wear a mask. Alternative services or zoom services will be provided. *Kiddush* may be performed by the service leader.
- No Change:
 - Prospective student visits to the Winnick Hillel Center remain suspended.

Staff and Human Resources:

- No Change:
 - A comprehensive schedule will be created to minimize staff overlap and ensure that proper coverage of the building is maintained.
 - Staff are not required to wear a mask inside their offices when they are alone, but must wear a mask in other parts of the building.
 - Staff are encouraged to keep their windows open when not wearing their masks.

Summary



Syracuse Hillel commits to regular and transparent communication with our stakeholders, specifically students, staff, the Board of Governors, Syracuse University, and Hillel International. To do this, we will:

- Establish a COVID-19 page on our website that will be updated and reviewed weekly. This plan will be available on that page, be shared with students, and be discussed in-depth with student leaders.
- Weekly emails will be sent to students and their families with information on upcoming events and precautions we are taking to ensure the health and safety of participants.
- Weekly check-ins with staff to ensure that their concerns around health and safety are being heard and addressed.
- If there are any changes to our plans or as we enter into a new phase, we will communicate with appropriate contacts at Hillel International and Syracuse University, including but not limited to Brian Konkol, Dean of Hendricks Chapel, and Aviva Zucker Snyder, Campus Support Director.

When we consider the implementation of these guidelines and restrictions, the Syracuse Hillel staff commits to consistency. We will implement and hold all individuals to the same level of accountability.

Above all else, Syracuse Hillel is committed to the health and safety of staff and students. All recommendations by the Task Force put forth in this document are meant to safeguard the health of our community.