Our goal is a return-to-work plan that allows for a gradual phased-in approach to ensure the health and safety of our students, faculty and staff.

**FOUR STAGE RETURN TO STANDARD BUSINESS OPERATIONS**

**STAGE ZERO**
High Risk exists. Instruction and services are provided remotely. Employees work in a telecommute environment unless deemed essential personnel if authorized.

**STAGE ONE**
Moderate risks exists in the community and some high risks. Instruction and services may be permitted based on approved guidelines from State of Nevada and NSHE. Strict adherence to stated requirements (social distancing, PPE, capacity limitations, cleaning, disinfectant, etc.) Majority of employees remain in remote work environment, with the exception of those identified in stage 0 or otherwise authorized.

**STAGE TWO**
Low risks for everyone, however high risks for some exist. Instruction and service employees may resume within established parameters, which may include but not be limited to social distancing, PPE, capacity limitations, scheduling of cleaning and disinfectant may be required, etc.)

**STAGE THREE**
Resumption of business activities

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CSN anticipates that staff returns will occur under a phased approach. This will include a review of operations that lend themselves to telecommuting and/or staff rotating access to campus as determined by the divisional VP’s in consultation with the respective Campus Provost/VP’s.

Employees not identified as Essential On-Campus personnel will be provided a 10-day notice of return to campus. This time period will provide employees the ability to prepare for their return and coordinate any needs with supervisors/managers or Human Resources. Employees may be required to rotate on campus with scheduled days on site and other days remote.