



ALTERNATIVE WORK AGREEMENTS

FRANCIS MARION UNIVERSITY RE-OPEN PLAN FALL 2020

ALTERNATIVE WORK AGREEMENT FOR FACULTY

Faculty who are unable to perform the functions of their positions in the usual manner may request an alternative work arrangement. The two arrangements are:

Signing a telecommuting agreement[1] which provides that the faculty member performs at least some of his/her duties from an off-campus location. Telecommuting agreements fall under the [University's Telecommuting Policy](#). The request form[2] should be submitted to the vice president for administration and planning. To download the form [Click Here](#).

Identifying accommodations such that the person can safely carry out his/her duties on campus (e.g., place a barrier, arrange a schedule, provide specific equipment). The faculty member will discuss options with his/her chair or dean and the vice president for administration and planning. Accommodations for conditions which make a person more susceptible or vulnerable to COVID-19 will be made even if they would be non-qualifying for ADA purposes. The [ADA Policy can be found here](#).

ALTERNATIVE WORK AGREEMENT FOR STAFF

Staff who are unable to perform the functions of their positions in the usual manner may request an alternative work arrangement. The two arrangements are a:

- Signing a telecommuting agreement[3] which provides that the staff member performs at least some of his/her duties from an off-campus location. Telecommuting agreements fall under the [University's Telecommuting Policy](#). The request form[4] should be submitted to the vice president for administration and planning. To download the form [Click Here](#).
- Identifying accommodations such that the person can safely carry out his/her duties on campus (e.g., place a barrier, arrange a schedule, provide specific equipment). The faculty member will discuss options with his/her supervisor and the vice president for administration and planning. Accommodations for conditions which make a person more susceptible or vulnerable to COVID-19 will be made even if they would be non-qualifying for ADA purposes. The [ADA Policy can be found here](#).