**Title: Personnel compensation and benefits during natural disasters or other emergencies**

**Approved by:**

**Date approved by President or Board of Trustees:**

**Effective Date: March 15, 2020**

**Responsible Officials: VP of Human Resources, Provost and Chief Executive Officer**

**Responsible University Offices: Office of Human Resources, Office of the Provost**

**Revision History: None**

**Related Legislation and University Policies: None**

**Review Period: 5 years**

**Date of Last Review: March 2020**

**Relates to: CWRU Personnel**

1. **Purpose**

The purpose of this policy is to ensure that compensation may continue for CWRU personnel when the University is impacted by natural disasters or other emergencies.

1. **Definitions**

**CWRU Personnel:** Includes faculty, executive staff, senior staff, staff, graduate assistants, postdoctoral scholars, student employees, and others as deemed appropriate by the University

**Natural disaster:** A natural event such as a flood, earthquake, or hurricane that causes great damage or loss of life.

**Other emergency:**  Includes declared public health emergency, Ohio state of emergency, U.S. national state of emergency, or other situations that significantly impact normal operations of the University.

1. **Policy**

During natural disasters and other emergencies, the University may continue compensation to CWRU personnel whether work is performed remotely or whether work is not able to continue due to emergency conditions, regardless of source of funds. This includes all forms of compensation such as, but not limited to, tuition remission paid in lieu of wages and salary and fringe benefits. The amount, form, and duration of this compensation shall be determined by the University, which may be amended at any time.