



CENTRAL CAROLINA COMMUNITY COLLEGE POLICY & PROCEDURE MANUAL

Human Resources Section

Policy 3.2.11- Adverse Weather & Emergency Closings

I. DEFINITIONS.....	1
II. PROCEDURES.....	2

During situations such as natural disasters, emergencies and/or inclement weather, the President or designee has the discretion to alter the College's operating schedule as needed. The President or designee shall take steps necessary to deal with the situation and notify College employees.

I. DEFINITIONS

- **Adverse Weather Events** - Events that can be predicted in advance with reasonable certainty and that can cause a variety of safety risks to employees, students, or the general public or that may impede the ability of individuals to travel to or from the campus, such as storms with the potential to create large accumulations of snow or ice, high winds, tornadoes, or flooding. Such events can also result in significant logistical challenges, including loss of utilities, IT, and other critical infrastructure that may impede the effective and efficient functioning of the institution or one or more of its operating units.
- **Emergency Events** - Unusual and unexpected situations that may adversely impact the College's ability to continue to provide services to students or the general public or that may place members of the campus community, including employees, at risk. Such conditions may include criminal acts or terrorism, fire, chemical spills, adverse or toxic odors, biological and public health threats, sustained loss of critical infrastructure (e.g., power, water, heat, and life safety systems), major public transit disruptions, tornadoes, flooding, earthquakes, and special directives or restrictions from public safety authorities.
- **Mandatory Employees** - Employees whose presence has been determined to be mandatory to College operations during certain types of adverse weather or emergency events.
- **Mandatory Operations** - Services that have been determined mandatory to continue during various types of adverse weather and emergency events. Typical examples include: law enforcement and public safety, operating high risk or sensitive research facilities, critical student support services, facility operations, and campus utilities. These services could also include administrative operations that support critical College activities or infrastructure.

- **Non-mandatory Employees** - Employees who have not otherwise been designated as mandatory during adverse weather or emergency events.

II. PROCEDURES

The President shall ensure that procedures are adopted that address, at a minimum, the events, operations, and employees addressed in Section I of this Policy.

Adopted:	January 1, 2025
Revised:	N/A
Legal Reference:	N/A
Cross-Reference:	Policy 2.1.11 - Adverse Weather & Emergency Closings (duplicate)