



# **GRADUAL OPENING STRATEGY FOR CAMPUS FACILITIES:**

**Working together to keep  
everyone healthy and safe**

**August 13, 2020**

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# GRADUAL OPENING STRATEGY FOR CAMPUS FACILITIES: WORKING TOGETHER TO KEEP EVERYONE HEALTHY AND SAFE – AUGUST 13, 2020

## INTRODUCTION

The various pandemic response and planning groups at OCAD University are set out in Section E, Governance and Response.

One of these groups, the Reopening Working Group, formulated this strategy, approved by the Management of COVID-19 Group, for a gradual opening of campus facilities that respects the current context and its challenges and allows initial access opportunities to be accelerated upon favourable changes in context or easily retracted in the face of unfavourable events.

Consideration of the extent of opening certain campus facilities now or in the Fall term presents a triangle of issues with the points of the triangle being (i) access needs of faculty, students and staff, (ii) requisite opening protocols involving cleaning, physical distancing, infection control and tracing, communication/signage, and (iii) the nature and type of space, from elevators and washrooms to studios and offices.

This document presents a review of the current context; principles and guidelines informing the development of the Gradual Opening Strategy; specific types of access currently being accommodated by the strategy for students, and faculty and staff; considerations for continuing to work from home or a gradual return to work for faculty and staff; protocols or rules regarding use of specific spaces; the [Gradual Opening Access Request Form](#); and our enhanced safety measures under the Gradual Opening Strategy.

This is very much a 'living' document that will be regularly updated with new information regarding access to the campus as we steer our way through a challenging gradual opening and evolving pandemic. Very few access opportunities will be available in the month of August. Fall term access opportunities given our context – see below – may also be limited and details of these are under study. The next major update will be informed by a joint consultation with OCADFA, OPSEU, OCADU Student Union, Office of Diversity, Equity and Sustainability (ODESI), Joint Health & Safety Committee (JHSC) and Management of COVID-19 Group later in August.

A new web page, Gradual Opening Strategy for Campus Facilities: Working Together to Keep Everyone Healthy and Safe, has been created and is accessible from the OCAD U home page: [ocadu.ca/gradualopening](https://ocadu.ca/gradualopening). An email has also been created so that students, faculty and staff can ask questions and provide comments or suggestions in this respect: [gradualopening@ocadu.ca](mailto:gradualopening@ocadu.ca).

Accessibility and accommodation issues for faculty, staff and students are broader than a specific gradual opening strategy for facilities. The Human Resources Office, in consultation with ODESI, is developing an overview document on Accessibility and Accommodation During COVID-19, which will be a companion piece to the Gradual Opening Strategy.

## **A. CONTEXT**

### **OUR CURRENT CONTEXT IS THIS:**

1. Curriculum will be delivered online/remotely in the Fall term and students have been told they do not need to come to Toronto or to the campus.
2. The Work from Home Program for faculty and staff has been in place for the past four months and has been extended several times, most recently until September 1, 2020. Given the challenging and uncertain conditions presented by the pandemic's evolution, many universities and other organizations around the world as well as in the GTA are extending employee work from home programs until January 1, 2021.
3. It is widely expected by health experts that there will be a second infection spike in the fall. A second-round outbreak has been severe in some areas of the United States that have recently reopened. There has also been a resurgence of cases within recent weeks in other provinces.
4. The nature of our facilities makes it difficult – vertical spaces with small elevators, etc. – and disruptive – occupancy restriction of one person at a time in washrooms – to succeed at physical distancing and access to and use of the facilities is complicated as long as physical distancing, enhanced cleaning, restricted gathering size, and sign-in/sign-out procedures must be in place.
5. Cleaning, health and physical distancing protocols are intended to mitigate the risk of virus transmission when accessing our facilities. Research has been catching up to transmission risk from the beginning of the outbreak. Current science suggests that surface/fomite transmission is not as common as respiratory droplet spread from person to person. Obviously, we are not the health experts and must rely and have been relying on Toronto Public Health (TPH) guidelines for our

sector reopening. You can read the [TPH sector reopening guidelines](#) as well as the recently issued [federal government guidelines](#) for our sector reopening.

6. The breadth of transmission risk issues may not be broad for us as it may be for some of our peer institutions that have, for example, athletic facilities, student residences and food halls. Our maker facilities and our reliance on these do present challenges with application of the various protocols.
7. Permitting access for some of us presents a slippery slope regarding not permitting access for others. A growing list of requested exceptions includes the Onsite Gallery, creative writing at 49 McCaul St., IAMD/DF graduate programs and research in 205 Richmond St. W. The Academic and Emergency Response Committee of Senate has identified academic priorities for a gradual opening.
8. Infection control and tracing protocols as well as cleaning protocols become more complicated and expensive as more facilities are 'open.'
9. Restrictions and limitations under any gradual opening strategy conceived now will need to be adjusted to meet the evolving pandemic context as well as our gradual opening experience whether good and bad.

## **B. PRINCIPLES/GUIDELINES INFORMING THE GRADUAL OPENING STRATEGY**

1. The health and safety of our students, faculty and staff is our top priority and concern.
2. Access to facilities under this Gradual Opening Strategy will only be for one-time access initiatives and special purpose access initiatives approved from time to time by the University's Management of COVID-19 Group.
3. Facility use by students, faculty and staff under one-time or special purpose access are subject to protocols, including Infection Control and Tracing, Physical Distancing and Personal Protective Equipment.
4. With few exceptions, purpose-based access to facilities will be enabled only after the submission and, where noted, approval of the Gradual Opening Access Request Form (See Section D).
5. Staggering access times for the various special purposes to December 2020 will reduce the risk of transmission and potentially enable more opportunity for special purpose access to become available during this period.
6. Reducing the number of facilities to which one-time or special access purposes apply reduces the near-term challenge inherent in applying and managing infection

control and cleaning protocols to spaces accessed under the Gradual Opening Strategy, thereby potentially reducing the risk of virus transmission.

7. This Gradual Opening Strategy, as amended, will remain in place until the city and province have passed beyond a 'Stage 3' response, and will be subject to (i) retracting gradual opening access in response to an unfavourable pandemic evolution or initiative experience, or (ii) advancing gradual opening access in response to a favourable pandemic evolution and initiative experience.

### C. AUTHORIZED ONE-TIME AND SPECIAL PURPOSE RECURRING ACCESS UNDER THE GRADUAL OPENING STRATEGY FOR STUDENTS AND FACULTY/STAFF IN THE CURRENT CONTEXT

The Gradual Opening Strategy calls for specified purpose-based access and requires submission of the [Gradual Access Request form](#). This approach will be in place for the duration of what is known as the province's Stage 3 response. The list of specified purpose-based access may be expanded through the fall depending on relevant health and transmission risk factors as advised by Toronto Public Health and on successful implementation of our cleaning, physical distancing and infection control and tracing protocols.

Access initiatives marked with an asterisk (\*) are proceeding subject to submission and approval of the Gradual Access Request Form. All others are under risk assessment for consideration.

#### 1. STUDENTS

##### i) ONE-TIME ACCESS

- \*Student locker retrieval of urgently required items: week of August 24, a specific day for each building, subject to Gradual Access Request Form completion starting mid-August (note: this is not for the purposes of locker clean-out, which will be arranged for later in the fall).

##### ii) SPECIAL PURPOSE RECURRING ACCESS

- \*Student Wellness Centre **by appointment only** and subject to Gradual Access Form submission.

- Specific Graduate Studies Program (IAMD and DF) access to workspace (identified as a priority by Graduate Studies): September to December, 2 days per week initially, subject to Access Request Form completion starting in September (**under review**).
- Thesis workspace for fourth year students: October to December, in the Great Hall or Auditorium, unassigned workspaces, possibly 2 days per week, subject maximum capacity and Access Request Form completion starting in October (**under review**).
- \*Specific Graduate Studies Program (IAMD and DF) access to summer equipment loan: August, Butterfield Park curbside pick-up, coordinated through Graduate Studies Program Directors and AV Loans. (**completed**).
- 2019-20 graduated student access to Fabrication Centre and Studios to complete unfinished projects further to a virtual Grad Ex (**under review**).
- Undergraduate student access to general study/work areas: October to December, in Auditorium with seats raised, unassigned workspaces, 2 days per week, subject to maximum capacity and Gradual Access Request Form completion starting October (**under review**).
- Library Services returning and lending materials: September to December, curbside drop-off/pick-up (to be determined), 2 days per week, coordinated through Library Services (returned materials would be quarantined for 72 hrs. per Toronto Public Library protocols).

## 2. FACULTY AND STAFF

### i) ONE-TIME ACCESS

- \*Retrieval of workplace belongings: week of August 17; a specific day for each building; subject to Gradual Access Request Form completion starting mid-August (consideration for additional days will be reviewed in the fall).

- \*Faculty and staff laptop renewal/lending: starting August 6; Butterfield Park curbside pick-up; coordinated and pre-arranged through IT Services.
- \*Faculty support for online curriculum – video production: starting week of August 17; specific faculty and studio access identified through consultation between Associate Deans and Studio Services; Access Request Form to be completed after confirmation from Studio Services (**in coordination**).
- \*Library Services alt-formats and e-reserves – Librarian access: August to December; coordinated through Library Services.
- Library Services returning and lending materials: September to December; curbside drop-off/pick-up (to be determined); 2 days per week; coordinated through Library Services (returned materials would be quarantined for 72 hrs. per Toronto Public Library protocols).

## ii) SPECIAL PURPOSE RECURRING ACCESS

- \*Researcher access to specific research labs: August to December; 205 Richmond St. W. (identified by the VP, Research & Innovation); 2 days per week, Tuesday and/or Friday; subject to Access Request Form completion starting August.
- Possible Voluntary Gradual Return to the Workplace Pilot Program: only available to staff with workspaces in 230 Richmond St. W.; there will be no face-to-face services delivery or meetings; 2 days per week; subject to supervisor approval and Gradual Access Request Form completion (starting date under review).

Access for the above noted purposes would be enabled in a gradual and staggered manner such that access for one-time initiatives not overlap with access for special purpose recurring initiatives.

**Note:** Additional purpose-based access or, conversely, reductions in access, will be reviewed on a weekly basis through the fall and communicated by email updates and separate addenda to this document. **Requests whether of a one-time or recurring nature that are not already contemplated as noted above may be emailed to [gradualopening@ocadu.ca](mailto:gradualopening@ocadu.ca) and will be subject to a risk assessment and approval of the MOCG.**

### 3. THE GRADUAL ACCESS REQUEST FORM

Access pursuant to the Gradual Opening Strategy is conditional on completion and submission of the multi-purpose access request form. The form is both a 'social contract' whereby prospective users represent that they will follow the protocols, as well as represent that they will not enter if they are exhibiting symptoms of COVID-19, or have been in contact with anyone who has.

This [online Gradual Opening Access form](#) will be populated with all the various access purposes authorized under the Gradual Opening Strategy. All information collected is subject to the University's [Information & Data Classification Policy](#) and [ERP Data Governance](#).

### 4. THE PROTOCOLS OR RULES GUIDING USE OF SPECIFIC SPACES

The common protocols applying to space use involve cleaning, physical distancing, PPE use (personal protective equipment), infection control and tracing, and communications/signage.

These protocols have been developed in consultation with Toronto Public Health guidelines for the post-secondary education sector and with the practices of many universities both in the GTA and across Ontario, Canada and North America.

In addition, we are arranging for representatives of the University's Joint Health & Safety Committee to accompany members of Safety & Security on a pre-access checklist inspection of common area and special access space to ensure that preparedness protocols for the space are in place.

### OCAD U SAFETY PROTOCOLS

#### **Persistent Messaging on Personal Hygiene**

[Toronto Public Health](#) has reminded the community that the best prevention regarding the spread of illness is to wash your hands often with soap and water for a least 15 seconds. If soap and water are not available, use an alcohol-based sanitizer.

- [Wear a mask](#) or face covering to reduce the risk of transmission indoors, as per the City of Toronto bylaw.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Avoid close contact with people who are ill.
- Stay home when you are ill.

- Cover your cough or sneeze with a tissue, then immediately throw the tissue in the garbage and wash your hands.
- If you don't have a tissue, sneeze or cough into your sleeve or arm.
- Clean and disinfect frequently touched objects and surfaces.
- Maintain physical distancing of at least 2 arms lengths or 2 metres (6 feet) from others.

***i) Physical Distancing and Cleaning Protocols***

When on campus, practice physical distancing to reduce exposure to risk of transmission — this means staying at least 2 metres (6 feet) away from others, plus, in our facilities:

- Maximum 1-person occupancy in the washrooms. Certain washrooms will be closed to reduce traffic in the building and on the floor.
- Maximum 2-person occupancy in all elevators, except 1-person occupancy in 205 Richmond St. W. elevator, and Elevator 5 in 100 McCaul St.
- Maximum occupancies are being established for the Auditorium and Great Hall and other accessed facilities if these become part of access initiatives.
- Single file and stay right protocol for all stairwell use.
- The entrance will be different from the exit for 100 McCaul St. (to avoid two-way traffic).
- Open washrooms, stairwell rails, elevator buttons, entrance doorway handles, and other high-touch areas will be subject to twice daily enhanced cleaning, which is a standard practice being adopted by universities.
- Potential common area gathering spaces will be closed.
- Prominent protocol-specific signage will be in place.
- Hand sanitizer stations will be available at building entrances/exits, and in each elevator.

***ii) Personal protective equipment***

The City of Toronto's temporary bylaw makes wearing masks mandatory in indoor public spaces.

As part of the Gradual Access Strategy, and until amended, all students, faculty and staff taking advantage of a special access opportunity **must wear a mask** within the facility.

The following individuals are exempt wearing a mask or face covering:

- persons with an underlying medical condition which inhibits their ability to wear a mask or face covering;
- persons who are unable to place or remove a mask or face covering without assistance; and
- persons who are reasonably accommodated by not wearing a mask or face covering in accordance with the Ontario Human Rights Code.

*Proof of exemption for any of these circumstances will not be required.*

Non-surgical masks will be available at sign-in.

Learn more about masks and face coverings, including how to properly wear, fit, remove and clean your mask **[HERE](#)**.

### ***iii) Infection Control and Tracing***

The record and authorization for either one-time or a special recurring purpose as provided by the Gradual Access Request Form is a fundamental part of infection control and tracing in the event of a COVID-19 reported case involving access to the facilities.

Students, faculty or staff who were in any University facilities, and subsequently test positive for COVID-19 are asked to notify the University by emailing [ehs@ocadu.ca](mailto:ehs@ocadu.ca).

This information will be kept confidential and will assist the University in working with Toronto Public Health in contact and tracing next steps, and in assessing the risk of transmission within our community.

**Please refer to page 10 for more information on the University's response plan to a positive COVID-19 case on campus.**

## 5. WHAT ARE OUR ENHANCED SAFETY MEASURES?

Safety measures are achieved through a combination of physical distancing and cleaning protocols and by obtaining COVID-19-free representations on access request forms as a condition of access entry. We also will be arranging for Safety & Security and representatives of the Joint Health & Safety Committee to undertake pre-access inspections of space to ensure compliance safety with the various protocols in advance of an access opportunity.

### PHYSICAL DISTANCING MEASURES

- Maximum 1-person occupancy washrooms.
- Maximum 2-person occupancy elevators; 1-person in 205 Richmond St. W. elevator and elevator 5 in 100 McCaul St.
- Maximum occupancies established for Auditorium/Great Hall and accessed facilities.
- Single file and stay right protocol for all stairwell use.
- Security sign-in upon entry and sign-out on departure.
- Entrance different than exit for 100 McCaul St.

### CLEANING OR FACILITIES RELATED MEASURES

- Enhanced HVAC air filtration from MERV 8 filters to MERV 13 for improved air scrubbing.
- Mandatory mask or face covering indoors. Non-surgical masks will be available at building entry points.
- Hand sanitizer stations at elevator lobbies.
- Enhanced cleaning with disinfectant of all accessed spaces.
- Twice daily disinfectant cleaning of accessed washrooms and high-touch points such as elevator buttons, building entrance door handles and stairway handrails.

## 6. POSITIVE COVID-19 CASE RESPONSE PLAN

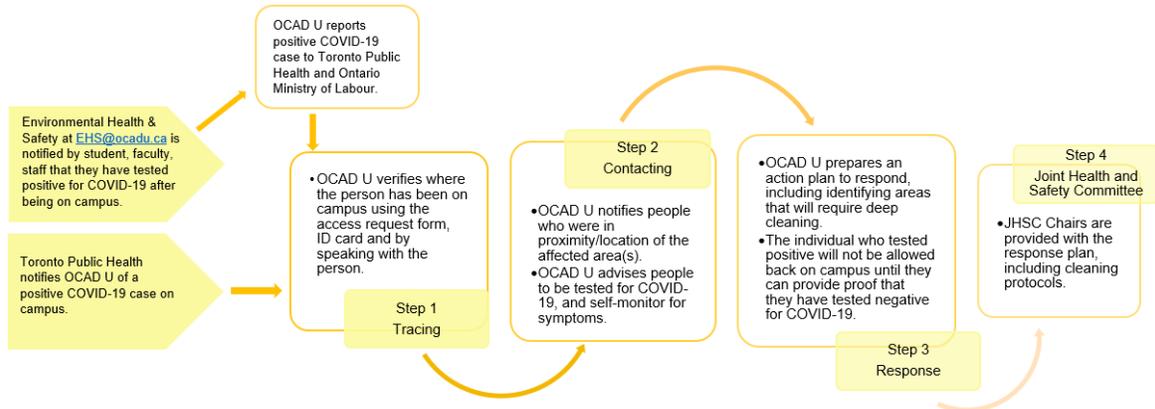
The University has established certain action steps when it is determined that a member of the community, who accessed a facility, either had COVID-19 at the time of access or tested positive shortly thereafter.

There are two ways the University would be notified:

- By Toronto Public Health (TPH), or
- By a student, faculty or staff member who would notify the University by email to [ehs@ocadu.ca](mailto:ehs@ocadu.ca).

The flowchart below indicates next steps. Tracing and communication would be further to instruction by TPH.

The Gradual Access Request Form would play a significant role in enabling tracing efforts. (Note: all information on the form is subject to the University's data governance policy, is confidential, and will only be used only for the purposes, if required, of a TPH-directed tracing and communication effort.)



## D. CONTINUATION OF WORKING FROM HOME AND CONSIDERATION OF A GRADUAL RETURN TO THE WORKPLACE TRIAL PROGRAM

The University earlier stated that its Work from Home program for faculty and staff would continue to at least September 1, 2020.

Given the current context (especially of the prospect for significant second and third waves around the world) and in alignment with our guiding principles, **the Work from Home program is extended to January 1, 2021**, subject always to a change in our context – i.e., physical distancing rules are relaxed or a vaccine is widely available.

Nevertheless, with the prospect of physical distancing protocols still being in place come the Winter term, it will be important to test our workplace protocols in a safe and responsible way on a trial basis.

A limited and voluntary Gradual Return to the Workplace Pilot Program (GRWPP) could safely ensure the effectiveness of our various protocols without taxing our resources, enhancing the risk of transmission or compromising the principles and guidelines set out in Section B.

As currently conceived, the GRWPP could be effective as of October 2020 and available on a **voluntary** basis to staff with workspaces in 230 Richmond St. W. It would permit access to and use of one's workspace on, for example, Tuesdays and Fridays from 9 a.m. to 5 p.m. in October and November, subject to the submission of the appropriate access form and the authorization of one's supervisor.

**This initiative is not intended to enable the provision of face-to-face student or faculty/staff services or activities.**

As a first step to understanding the scope and extent of a GRWPP, a survey of staff with workspaces in 230 Richmond St. W. will be conducted by Human Resources in August to assess the impact of continuing to work from home as well as to gauge interest in a GRWPP, and aid in addressing implementation issues. The survey will also determine interest in a work from home program post-COVID.

The key takeaway is that the Work from Home Program for faculty and staff will remain largely in effect from September to December except (i) to the extent that job responsibilities currently, or in order to effect the one-time and special purpose initiatives noted above, require on-campus attendance, which is currently the case, and (ii) for those staff members participating in a Gradual Return to the Workplace Pilot Program along the lines previously described and if implemented.

## **E. GOVERNANCE AND RESPONSE**

This Gradual Opening Strategy was developed by the Reopening Working Group with regular consultations with the Academic and Emergency Response Committee (AERC) of Senate and the Management of COVID-19 Group.

The Reopening Working Group has also kept the Joint Health and Safety Committee apprised of its work. This strategy also follows the Guiding Principles and Framework for Scenario Planning as well as guidelines for reopening developed by the Council of Ontario Universities and Toronto Public Health.

The AERC has been providing – and continues to provide – the Reopening Working Group with academic priorities for a gradual opening. One-time access and special purpose access requests are approved by the Management of COVID-19 Group.

### MANAGEMENT OF COVID-19 GROUP (MOCG) MEMBERS

Alan Simms – Chair	Vice-President, Finance & Administration
Carole Beaulieu – to Aug. 14	Vice-President, Advancement
Tanya Bowes	Board Secretary & Director, Strategic Planning
Nicky Davis	Director, Human Resources
Deanne Fisher	Vice-Provost, Students and International
Caroline Langill	Vice-President, Academic & Provost
Robert Luke – to Sept. 14	Vice-President, Research & Innovation
Alastair Macleod	Chief Information Officer
Omita Mansur	Manager, ERP Administration
Karen McCarthy	Senior Manager, Communications & Media
Silvia Morgado	Assistant, Facilities & Studio Services ( <i>replacing K., Ferrer on maternity leave</i> )
Yinnie Ng	Executive Assistant, Office of VPFA and Vice-Provost, Students & International
Jennifer Robinson	Director, Student Wellness & Conflict Resolution
Ana Serrano – as of July 1	President and Vice-Chancellor
Louis Toromoreno	Director, Safety & Security Services
Winnie Wong	Chief Marketing Officer
Nick Hooper	Director, Facilities & Studio Services
Sara Diamond – to June 30	President and Vice-Chancellor
Adam Bereza	Director, Academic Relations
Peter Fraser	Director of Finance

### ACADEMIC AND EMERGENCY RESPONSE COMMITTEE (AERC) OF SENATE, MEMBERS

Simone Jones (Chair)	Associate Professor, Faculty of Art, Graduate Studies
Catherine Black	Assistant Professor, Faculty of Liberal Arts and Sciences Graduate Studies
J.J. Lee	Associate Professor, Faculty of Art
Ilene Sova	Ada Slight Chair of Contemporary Painting and Drawing, Faculty of Art
Ali Qadeer	Assistant Professor, Faculty of design, graduate studies
Kate Hartman	Associate Professor, Graduate Program Director, Digital Futures, Faculty of Liberal Arts and Sciences
Laura Millard	Associate Professor, Faculty of Art, Graduate Studies
Judith Doyle	Associate Professor, Faculty of Art, Graduate Studies
Natalie Waldburger	Interim Chair, Sculpture/Installation & Life Studies Associate Professor, Faculty of Art, Graduate Studies
Gayle Nicoll	Professor, Faculty of Design, Graduate Studies
Richard Hunt	Associate Professor, Faculty of Design, Graduate Studies
Jules Goss	Associate Professor, Faculty of Design, Graduate Studies
Helmut Reichenbächer	Associate Professor, Faculty of Liberal Arts and Sciences
Dot Tuer	Professor, Faculty of Liberal Arts and Sciences, Graduate Studies
Dorie Millerson	Associate Professor, Faculty of Design

Jevonne Peters	Graduate Student
Stephen Foster	Dean, Faculty of Art
Dori Tunstall	Dean, Faculty of Design
Ryan Rice	Acting Dean, Faculty of Liberal Arts and Sciences and SIS
Ashok Mathur	Dean, Graduate Studies
Linda Carreiro	Associate Dean, Faculty of Art
Susan Blight	Acting Associate Dean, Faculty of Liberal Arts & Sciences and SIS
Melanie Hope	Associate Dean Academic Affairs, Faculty of Design
Alastair MacLeod	Chief Information Officer
Andrew McCallister	Director, Academic Computing & Innovation
Adam Bereza	Director, Academic Relations
Natalie Nanton	Manager, Academic Initiatives, Governance & Quality Assurance
Susan Ferguson	Director, Teaching & Learning
Cary DiPietro	Associate Director, Teaching & Learning
Emily Rostoks	Director & Associate Registrar, Student Systems & Records
Deanne Fisher	Vice-Provost, Students and International and Acting Registrar
Caroline Langill	Vice-President Academic and Provost
Ana Serrano	President and Vice-Chancellor

#### REOPENING WORKING GROUP MEMBERS

Alan Simms – Chair	Vice-President, Finance & Administration
Connie Arezes-Reis	Assistant Director, Human Resources
Maya Desai – to Aug. 4	Chair, Environmental Design Program, Associate Professor, Faculty of Design and Graduate Studies
Joanne Frisch	Director, Campus Planning & Projects
Nick Hooper	Director, Facilities & Studio Services
Omita Mansur	Manager, ERP Administration
Yinnie Ng	Executive Assistant, Office of VPFA and Vice-Provost, Students & International
Karen McCarthy	Senior Manager, Communications & Media
Jennifer Robinson	Director, Student Wellness & Conflict Resolution
Louis Toromoreno	Director, Safety & Security Services

#### SWAT OPENING IMPLEMENTATION TEAM MEMBERS

Alan Simms	Vice-President, Finance & Administration
Nick Hooper	Director, Facilities & Studio Services
Omita Mansur	Manager, ERP Administration
Yinnie Ng	Executive Assistant, Office of VPFA and Vice-Provost, Students & International
Karen McCarthy	Senior Manager, Communications & Media
Louis Toromoreno	Director, Safety & Security Services

## F. INPUTS

The University's Management of COVID-19 Group and Reopening Working Group have had – and continue to maintain – communications with Toronto Public Health, the Council of Ontario Universities, Universities Canada, the Council of Environmental Health and Safety Officers, Ontario Association of Physical Plant Administrators (OAPPA), as well as other universities. These communications have involved discussing guidelines regarding health and safety as we have developed our protocols for physical distancing, PPEs, infection control and tracing, and reporting of COVID-19 cases.

Ongoing consultation and issue management will be critical and we will be creating a stakeholder group to regularly provide feedback and raise issues as the GOS evolves. This group would include representatives of OCADFA, OPSEU, the student union, and the JHSC, amongst others.