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## Inclement Weather

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### Scope

This policy applies to all University of Nebraska at Omaha (UNO) faculty, staff, students, and visitors who work at the Omaha campus. Those at University of Nebraska-Lincoln (UNL) campus should [monitor local weather conditions](#) in Lincoln.

### Policy Statement

The decision to close the UNO campus or implement a delayed opening or early closure shall be made by the Chancellor or their designee, on the recommendation of the Vice Chancellor for Business & Finance in consultation with the Incident Command team for Inclement Weather. The decision may be based on safety or security concerns and could consider local and regional conditions and forecasts, local and regional travel conditions, advisories, campus conditions, and available campus resources. **In the absence of a specific announcement to the contrary, it should be understood that classes and other functions will continue as scheduled.**

In the event that classes and campus events are cancelled, and all offices and clinics are closed at UNO, only those essential individuals required to report during inclement weather closings should report to their physical work location. Some operations, such as student services, sporting events or performances, and intercampus transportation may or may not be affected by this announcement. See More Information on Inclement Weather [Inclement Weather Information](#).

## Essential Employees

Selected positions have been identified as essential to provide for the safety and well-being of the campus community during UNO closings. Employees are made aware of this designation at the time of hiring or reassignment to a position that is considered essential during an inclement weather closing. These employees are expected to report and work at their assigned physical campus worksite.

## Non-Essential Employees

Employees whose positions are not identified by their supervisor as essential are considered non-essential. Non-essential employees during an inclement weather closing are instructed to not report to their physical work location. Instead, non-essential employees will be directed by their supervisor to either work remotely or not work.

For information regarding pay and leave provisions for UNO employees during inclement weather, please see: [Inclement Weather Pay/Leave Policy](#)

**Students should check for communications from their instructors for instructional continuity plans**

[Continuity of Instruction Guidelines](#)

## Reason for Policy

Storms and weather events are common in Nebraska at any time of the year. Severe weather conditions can occur without much warning. Storms may be unpredictable as to their severity, exact affected area, and times they begin. Whenever possible, the University continues to function during inclement weather. Regularly scheduled classes meet to the extent that students and faculty can travel to campus and attend classes. During the year, and especially during winter months, all students, faculty, and staff are urged to use caution and personal judgment in their travels to and from campus and to dress appropriately for protection against extreme temperatures, storms, and wind chills.

## Procedures

If classes are to be cancelled and offices closed, notifications will be made to the campus community through designated channels. Every effort will be made to have closedown information announced publicly by 6 A.M. for day classes and campus operations and by 2 P.M. for night classes and campus operations.

In the event of inclement weather that does not result in a closure, employees who are not able to safely drive to work may request, with supervisor permission, to work from home, take vacation leave, or take leave without pay.

## Definitions

**Incident Command:** a standardized approach to the coordination of [emergency responses](#).

**Inclement Weather:** any severe or harsh weather condition that could potentially make it unsafe or impractical to travel, commute, work, conduct educational instruction, or operate on university property.

### Additional Contacts

| Subject   | Contact  | Phone & Email   | Additional Contact Information |
|---|--|---|--------------------------------|
| Inclement Weather Alerts (UNO Alert)              | Public Safety Dispatch                           | <a href="tel:402.554.2648">402.554.2648</a><br><a href="mailto:unopublicsafety@unomaha.edu">unopublicsafety@unomaha.edu</a> |                                |
|   |  |   |                                |
| Inclement Weather Notifications                   | Office of Strategic Marketing and Communications | <a href="tel:402.554.2800">402.554.2800</a><br><a href="mailto:unonews@unomaha.edu">unonews@unomaha.edu</a>                 |                                |
|   |  |   |                                |
| Leave/Compensation                                | Human Resources                                  | <a href="tel:402.554.3777">402.554.3777</a><br><a href="mailto:unohr@unomaha.edu">unohr@unomaha.edu</a>                     |                                |
|   |  |   |                                |
| Incident Command and Inclement Weather Procedures | Emergency Management                             | <a href="mailto:emergencymgmt@unomaha.edu">emergencymgmt@unomaha.edu</a>  |                                |
|   |  |   |                                |

### Related Information

- Inclement Weather Pay/Leave Policy [Inclement Weather Pay/Leave Policy](#)
- Continuity of Instruction Guidelines [Continuity of Instruction Guidelines](#)
- More Information on Winter Weather Closures [Inclement Weather Information](#)

### History

New policy approved by the Senior Executive Leadership Team on February 2, 2023.

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