



## Safety Policy

### **Medical Preparation on Campus**

1. Protective Personal Equipment (PPE)
  - a. Care packages containing reusable items will be distributed by
    - i. Mail to
      1. commuter undergraduate students;
      2. master's students;
      3. doctoral students; and
      4. adjunct faculty.
    - ii. On-campus distribution to
      1. residential students through a no-contact check-in;
      2. staff by their respective supervisors; and
      3. faculty by their respective Department Chair.
2. Mask Policies
  - a. Mask usage is required in all common areas or where interaction is a possibility.
  - b. A limited number (5) of masks is distributed to an individual each week

### **Refusal to Wear a Mask**

1. Students who refuse to use a mask will face the following repercussions:
  - a. Verbal notice with request to leave the building with a follow up of written warning and ban from common areas without mask usage; and/or
  - b. Disciplinary action up to or including an interim suspension pending conduct review.
2. Faculty and staff who refuse to use a mask will face the following repercussions:
  - a. Verbal or Written Warning; and/or
  - b. Termination.
3. Mask wearing accommodations
  - a. Employees and students with medical issues that may be exacerbated by wearing a mask may request an accommodation.



## **Requesting Additional Accommodations**

Those requesting accommodations must submit a letter:

1. to the appropriate ADA Coordinator
  - a. Employees to HR
  - b. Students to Student Life
2. from an appropriate medical professional which states the diagnosis or describes the condition and explains how not wearing a mask mitigates the impact of the condition. Following this submission:
  - a. the ADA coordinator and the individual will engage in an interactive process to determine appropriate accommodations.
  - b. the ADA coordinator will provide a written final agreement on accommodations.