

Oregon State University

Face Covering Policy Guidance

OSU is committed to the health and well-being of the university community. Beginning June 14, 2020, all students, faculty, staff, contractors and visitors on OSU locations will be required to wear a face covering while in enclosed public and common areas while interacting with others or outdoor areas where physical distancing is not easily maintained, unless they meet an exception in the policy. Acceptable face coverings include disposable paper masks, including surgical masks, homemade or purchased cloth face coverings, gators and plastic face shields. These should follow the [Center for Disease Control](#) standards in design and usage.

While formal enforcement and accountability measures will follow OSU’s Student Code of Conduct and HR processes, the intent of the policy is to promote community health through the direct participation of each member – all students, faculty and staff are empowered to help protect the health of others, while also educating and supporting each another in adhering to the policy.

The university will continue wide-scale marketing and education about the policy to ensure all members of the university community understand the purpose and intent of the policy as well as the requirements. This will include multi-media marketing, signage and other methods throughout Summer and Fall terms. As usage of face coverings becomes normalized with university settings, the need for active enforcement will diminish as community norms will function to self-regulate the desired behavior.

The guidance below is intended to aid the university community in understanding and communicating how best to engage students, faculty and staff in a positive manner. Additional questions can be directed to HR, EOA, DAS and the Student Conduct and Community Standards.

	Guidance & Practical Policy Application Tips
All OSU	<ul style="list-style-type: none">• Understand the value of the face covering policy and adhere to the policy as a condition of enrollment at OSU. Community members should take an active role in modeling and promoting positive social norms within the workplace, classroom and other university settings. This includes taking the initiative to encourage others to follow the policy.• Work with peers, supervisors and colleagues in considering how to engage with others who are not in compliance with the policy in a positive way. Recognize that there are legitimate reasons that individuals may not be wearing a face covering and do not seek to find out why someone is not wearing one. You can ask individuals if they are aware of the face coverings policy and if they meet an exception, but do not seek to ascertain someone’s medical condition or other private information.

	<ul style="list-style-type: none"> • Participate in social norming campaigns, including promoting the face coverings among peers as one of the means to contribute to the health and wellness of the OSU community. • Take the initiative to engage with each other to educate and promote policy compliance in a positive way. • Understand and embrace the important and influential role we all play in supporting community health.
Supervisors	<ul style="list-style-type: none"> • Create positive health messaging throughout the workplace, such as, <i>“We value the health of our community and our colleagues. Unless we meet an exception, all of us are required to wear face coverings and we will do so to contribute to the health of all of us.”</i> • Establish clear expectations with employees that adherence to policy is required. • Use a “friendly reminder” approach initially, and assume employees want to follow policy. • If an employee indicates they cannot wear a face covering, supervisors may ask if they meet an exception to the policy. Employees should not be required to state their reason for not wearing a face covering. An employee’s statement that they qualify for an exception will be sufficient. • Employees who are not able to wear a face covering maybe offered a face shield. • Employees may not refuse to comply with the policy based on political or philosophical beliefs. • As with any university policy, non-compliance without an acceptable exception may result in disciplinary processes and potential exclusion from a workplace or public area.
Classroom, Labs and Workspaces	<ul style="list-style-type: none"> • When teaching or advising, faculty members should wear a face shield, stand behind a barrier, or wear face covering. • Review expectations related to distancing and face covering usage during first class sessions, including information on where to get a face covering. This can be done verbally, within the syllabus, through slides or other means to establish classroom expectations. • Use a “friendly reminder” approach initially, and assume students want to follow policy. Make sure students understand the importance of face coverings in protecting the health of those around them. • If individual indicates they cannot wear a face cover, the instructor/researcher/advisor may ask if they meet an exception to the policy. Students should not be asked to specify the reason. A student’s statement that they qualify for an exception is sufficient. If a student is not willing to comply, remote service may be offered as an alternative. • Political or philosophical belief is not an acceptable exception from this policy. • If an individual refuses to comply with the policy after friendly reminders to do so, instructors should follow the same procedures used for other types of classroom misconduct, including asking the student to leave class. If the individual refuses to leave after being asked, contact the Department of Public Safety as needed for back-up.