

## POLICY MEMORANDUM

No. I-12

### Health and Safety Standards Policy on Required Face Coverings

Missouri University of Science and Technology is committed to providing a safe and healthy campus community for students, faculty, staff, and visitors. [University of Missouri Collected Rules and Regulations Section 280.010](#) regarding student health services and [University of Missouri HR-700](#) regarding policies for employees are enacted in response to health and safety.

In response to the COVID-19 public health emergency, Missouri S&T's Student Health Services, Environmental Health and Safety, and University administration, in accordance with federal and state safety requirements and national and local public health guidance, enacts the following policy to protect the current and future health, safety, and welfare of the S&T community. This policy is intended to minimize the impact of COVID-19 on the campus community and may be altered as needed, based on the severity of COVID-19 and current medical and public health guidance, best practices and evolving science.

#### **Definitions:**

**Face covering:** A cloth facial covering that fits snugly and covers the mouth and nose to reduce the risk of spreading infectious disease. The purpose of a face covering is to protect public health.

**Face masks:** A disposable, one-time use mask, commonly referred to as a "surgical mask." Face masks serve two purposes: 1) A non-medical face mask meets the purpose of a facial covering as defined above and therefore may be worn as such. 2) A medical face mask is available in several levels of protection and is designed to protect health care workers from fluid exposure.

**Personal protective equipment (PPE):** Equipment that is worn to minimize exposure to hazards that cause serious workplace injuries and illnesses. Respirators are PPE and should not be worn as a face covering. N95 and KN95 masks are considered respirators and "fit testing" is required for proper usage.

**Plastic Face Shield:** A plastic shield designed to fit closely, directly in front of the face, but not on the face.

#### **Policy:**

Effective July 1, 2020, all Missouri S&T students, staff, faculty, vendors, suppliers, and visitors will adhere to the following health and safety practices to reduce the spread of infectious disease.

- Face coverings are required in:
  - Classrooms and lab environments;
  - Common gathering areas; and
  - During activities when six feet of consistent physical distancing cannot be maintained.
- Plastic face shields, in addition to a cloth face covering, are required in lab environments in which close physical contact is necessary over an extended period of time.
- In classrooms, faculty will wear a face covering or face shield that facilitates enhanced communication to students.

Face coverings alone are not a substitute for compliance with physical distancing and robust personal hygiene. Members of the campus community should practice robust personal hygiene including temperature checking, frequent hand washing, avoiding touching the face, covering coughs and sneezes, and sanitation of shared surfaces like conference room tables and lab surfaces.

While on campus, everyone is expected to carry a face covering at all times, in the event they encounter an unforeseen situation where at least six feet of physical distance cannot be maintained. Such situations are likely to occur at entrances or exits, or in hallways, stairwells, elevators, restrooms, and common areas.

***Exceptions:***

Face covering exceptions include individual private workspaces when alone or when six feet of physical distancing is maintained, and in residence hall private rooms, suites, and apartments when alone or with a roommate(s).

Individuals are not be required to wear a face covering when eating in a seated dining area when at least six feet of physical distancing can be maintained. Face coverings are not required when walking alone in an uncrowded outdoor location where six feet of social distancing can be consistently maintained.

In circumstances in which an extenuating medical or health-related risk exists related to use of face coverings, the student, employee (staff or faculty), or visitor may request an accommodation through the appropriate department outlined below. Students and employees will be required to provide supporting documentation as part of the accommodation process.

**STUDENTS**

Students with questions regarding academic or co-curricular accommodations may contact [Testing and Student Disability Services](#) at 573-341-6655 or [dss@mst.edu](mailto:dss@mst.edu).

**EMPLOYEES**

Employees, including staff, faculty, and student employees who have questions regarding exceptions or employment accommodations may

- Complete the [online form](#); or
- Contact the [ADA Compliance Office](#) at 573-341-7734, [equity@mst.edu](mailto:equity@mst.edu).

Exceptions to this policy may be made in consultation with the campus Health Officer and/or Director of Environmental Health & Safety. Coordination may also include Human Resource Services as appropriate.

***Policy Execution/Enforcement:***

Concerns involving student or student organization compliance may be reported to the [Office of the Dean of Students](#) for review and education in accordance with the [University of Missouri Collected Rules and Regulations Section 200.020 Rules of Procedures in Student or Student Organization Conduct Matters](#).

Concerns involving employee compliance may be reported to the appropriate authority, supervisor or administrator, or to Human Resource Services. Staff members may be subject to the procedures of progressive discipline outlined in [HR-601](#). Faculty members will be subject to procedures in accordance with the [University of Missouri Collected Rules and Regulations Chapter 330 – Employee Conduct](#).

**EFFECTIVE DATE:** July 1, 2020  
Revised Oct. 1, 2020

**RESPONSIBILITY:** All Admitted or Enrolled Missouri S&T Students, Staff, Faculty and Visitors to the Campus.

**BASIS:** Chancellor, upon the recommendation of current, best practice medical guidance from the Chief Medical Officer, public health guidance, federal and state workplace safety requirements, and in alignment with the University of Missouri Collected Rules and Regulations Chapters [200](#), [280](#), [330](#), [HR-601](#), and [HR-700](#).



Mo. Dehghani, Ph.D.  
Chancellor