



COVID -19 Response Recommendation

Continuity Group: Broad Spectrum

Recommendation : Face Covering Standard

- **Brief History**

[Centers for Disease Control and Prevention recommendation](#) (CDC) (April 3, 2020)

[City of Framingham](#) effective April 17, 2020

[Commonwealth of Massachusetts](#) – May 6, 2020

*“...any person over age two who is **in a place open to the public in the Commonwealth, whether indoor or outdoor**, and is unable to or does not maintain a distance of approximately six feet from every other person shall cover their mouth and nose with a mask or cloth face covering, **except where a person is unable to wear a mask or face covering due to a medical condition or the person is otherwise exempted by Department of Public Health guidance**. A person who declines to wear a mask or cloth face covering because of a medical condition shall not be required to produce documentation verifying the condition. This requirement applies to all workers and customers of businesses and other organizations open to the public that are permitted to operate as COVID-19 Essential Businesses as defined in [Appendix A](#) of COVID-19 Order 13, as extended by COVID-19 Orders 21 and 30.*

All persons are required to wear masks or cloth face coverings at all times when inside grocery stores, pharmacies, and other retail stores. All persons are also required to wear masks or cloth face coverings when providing or using the services of any taxi, car, livery, ride-sharing, or similar service or any means of mass public transit, or while within an enclosed or semi- enclosed transit stop or waiting area.

All persons are strongly discouraged from using medical-grade masks to meet the requirements of this Order, as medical-grade masks should be reserved for healthcare workers and first responders.”

- **Definitions**

Face Coverings: - <https://www.mass.gov/news/wear-a-mask-in-public>

A face covering is anything that covers your nose and mouth, including dust masks, scarves and bandanas.

Per [CDC recommendations](#), face coverings should:

- fit snugly but comfortably against the side of the face
- be secured with ties or ear loops
- include multiple layers of fabric
- allow for breathing without restriction
- be able to be laundered and machine dried without damage or change to shape

Face coverings should **not** be placed on young children under age 2. For children between the ages of 2 and 5, it is up to the child’s parents or guardians to decide if the child should wear one Additional

requirements for young children attending on-campus child care centers can be found at:
https://eeclead.force.com/resource/1592325278000/Min_Req.

Face coverings should not be placed on anyone who has trouble breathing, or is unconscious, incapacitated, or otherwise unable to remove the mask without assistance. In addition, individuals who lip read as part of their method of communication do not need to wear face coverings or masks.

When putting on and taking off a mask, do not touch the front of it you should only handle the ties or ear straps. Wash your hands or use hand sanitizer after touching the mask

Personal Protective Equipment (PPE): Full descriptions of PPE can be found at: .
<https://www.mass.gov/info-details/personal-protective-equipment-ppe-during-covid-19>. For the University’s purposes this may include: eye protection, surgical masks, face shields, gloves or disposable isolation gowns as needed.

DPH Guidance, May 21: Comprehensive Personal Protective Equipment

- Rationale**
 As determined by the CDC and widely adopted by states and localities, the consistent and appropriate (coverage of nose and mouth), wearing of face coverings or “masks” **in combination** with all other necessary public health recommendations (such as maintaining a 6 foot distance between individuals and consistent hand washing) reduces the spread of the COVID19 virus between individuals. **In an effort to decrease the risk of exposure and spread of COVID19, all employees and students on the FSU campus will be required to wear face coverings or masks while on campus and in compliance with all state requirements and in accordance with these guidelines (see below).**
- Compliance Requirements**
 As noted above, the CDC as well as a state mandates currently require the wearing of face coverings in public areas. Individuals will be responsible for supplying their own personal face coverings as well as the laundering of the coverings. The University will only provide temporary face coverings in the event that an individual fails to arrive on campus with the necessary face covering. The following standards will be observed for the various areas on campus:

Location	Face Covering Requirement	Exceptions & Specifications
Outdoor grounds	Standard face covering or mask	If 6 feet of distance cannot be maintained between individuals
Offices receiving the public, private offices and open concept offices	Standard face covering or mask	Individuals in private offices should take into consideration adjacent offices, ventilation and unscheduled appointments if electing to remove face covering when working privately
Common indoor spaces (hall ways, stairwells, elevators, bathrooms)	Standard face covering or mask	

Classrooms Students and faculty or other instructional personnel	Standard face covering or mask	Students unable or unwilling to comply with the face covering requirement will be asked to participate in remote format
Laboratories	Standard face covering or mask unless additional PPE is required	Students unable or unwilling to comply with the face covering requirement will be asked to participate in remote format
Health Services	Surgical masks for all employees, students will wear standard face covering or mask unless being examined	
Residence Halls – private rooms (no guests)	No face covering required	Face covering is required if non- room resident is present
Bathrooms & Shower/Locker Rooms – shared bathrooms	Standard face covering or mask	Except while actively showering or or actively using sink that requires mask removal (i.e. teeth brushing, shaving, etc...)
Residence Halls – common areas including hallways, stairwells, elevators, kitchens, etc...	Standard face covering or mask	Except when actively eating or drinking in kitchen areas
Dining Venues	Standard face covering or mask	Except when actively eating or drinking
Emergency Response Personnel, University Police	Necessary PPE as dictated by current standing order	
Fitness Center or Gym	Standard face covering or mask	
Athletics Participation	Standard face covering or mask	In accordance with MASCAC approved recommendations TBD
Facilities Employees	Standard face covering or mask or PPE as required	In accordance with MASCAC approved recommendations TBD
Ram Trams	Standard face covering or mask for operators and passengers	
Campus Vehicles	No face covering required	Standard face covering or mask required when not driving alone
University sponsored commercial transportation (athletics, co- curricular, field trips, etc..)	Standard face covering or mask OR standards exceeding this requirement as dictated by the commercial carrier	

- **Communication**

Effectively communicating this new “community standard” will be essential to achieve the desired results. The University will create and deploy a communication plan that addresses communications for students and employees to raise awareness and reinforce compliance. Additionally, after necessary labor impact bargaining has been accomplished, official memorandum will be issued from Executive Staff describing the requirements, effective dates and enforcement. At the conclusion of any impact bargaining discussions, official correspondence will be issued by the appropriate parties to students (Dean of Students), faculty (Provost) and staff (Human Resources Office). Public campaigns reinforcing these requirements will be designed and used campus wide to reinforce these new standards.

- **Disposal**

Reusable face coverings will be encouraged where possible and individuals will be responsible for laundering and maintenance like any other personal garment. In the case, of single use face coverings, masks or PPE, the former should be treated as any other form of waste and disposed of in an appropriate trash receptacle. The latter (PPE) or any other form of covering that is known or suspected to contain a viral exposure per department protocols.

- **Enforcement**

The Commonwealth’s current requirement includes enforcement provisions including civil penalties. It is not the intent nor desire to enforce this requirement in this manner unless absolutely necessary. Rather, for employees, reminders by supervisors of the requirement, good modeling by all supervisory personnel and support of individual employees struggling to satisfy the requirement will be employed to maintain this new/temporary community standard. Employees requiring further assistance with this requirement may seek assistance from their supervisors. Managers may address violations of this requirement in accordance with the applicable collective bargaining agreement or personnel policies.

Likewise, for students, methods of educational coaching with students will be used by all professionals interacting with students within their daily work on campus. Residential life staff and community standards personnel may assist on a case-by-case basis to assess any flagrant or intentional violations that rise to the level of Student Code of Conduct or Guide to Residence Living violations.

Authorized community members on campus will be expected to comply with all of these relevant requirements. Guests will not be allowed within the residence halls per the current Residence Life Policies.

- **Additional Review**

A team consisting of representatives from the Health Center, the Office of Human Resources department, the Student Development division including Residence life, representation from academic affairs, the University’s Health and Safety Officer and General Counsel will monitor all public health requirements to assure that the campus standard continues to fulfill these public health standards.

Proposed Deployment Date: July 1, 2020
Date Submitted for Approval: June 18, 2020
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