1. INTRODUCTION

The University of Washington’s COVID-19 Face Covering Policy is in accordance with the Washington State Department of Labor and Industries (L&I) workplace health and safety requirements, the Washington State Department of Health Face Covering Order, and the Washington state Proclamation for Higher Education. This policy is in effect until otherwise modified or rescinded. In order to ensure the health and safety of the University campus community and the public:

- **Individuals who are not fully vaccinated against COVID-19** are required to wear a face covering indoors when on site at a University of Washington location.

- **A face covering is required, regardless of vaccination status**, in health care settings, University shuttles, K-12 schools, childcare facilities, and day camps in locations where children are present or expected to be present.

- **Non-fully vaccinated individuals**, and all individuals in the above settings where a face covering is required regardless of vaccination status, must wear a face covering: Indoors when other people are present and in all public and common areas, such as lobbies, hallways, stairways, restrooms, elevators, and in shared vehicles.

- **Wearing a face covering is strongly recommended for fully vaccinated individuals** on site at a University of Washington location except for locations where a face covering is required regardless of vaccination status.
  
  - Supervisors must verify personnel are fully vaccinated against COVID-19 before removing the face covering requirement in the workplace, in accordance with L&I and the University's COVID-19 Vaccination Policy.

- **A face covering is not required outdoors regardless of vaccination status.** However, a face covering is encouraged for non-vaccinated individuals when in outdoor crowded settings and settings where there is a decreased ability to consistently maintain a physical distance between others.

A person is **fully vaccinated** two weeks after receiving the second dose in a 2-dose series (e.g., Pfizer or Moderna) or 2 weeks after a single-dose (e.g., Johnson & Johnson) of a COVID-19 vaccine authorized for use by the U.S. Food and Drug Administration or World Health Organization.

For the purposes of this policy, a face covering must: Fit snugly against the sides of the face; completely cover the nose and mouth; be secured with ties, ear loops, elastic bands,
or other equally effective method; include at least two layers of material; allow for breathing without restriction; be capable of being laundered and machine dried without damage or change to shape (if made with fabric); be free of holes, tears or valves that have the potential to release respiratory droplets.

2. APPLICABILITY

This policy applies to all University personnel, students, volunteers, contractors, vendors, tenants, customers, and visitors, on site at a University location, including campus residence halls, unless specifically exempted below. For the purposes of this policy, “University personnel” includes:

- Faculty, librarians and other academic personnel, students who work on site at a University work location, staff including contract-covered, classified non-union, temporary hourly, and professional staff, Hall Health physicians, and Intercollegiate Athletics (ICA) contract employees
- Individuals who have a contingent worker or appointment relationship with the UW, stipend recipients, and others who work on site at a University location but are not employees of the University

3. EXEMPTIONS

The following exemptions to this policy apply.

UW Medicine: UW Medicine medical facility employees and visitors to UW Medicine medical facilities are required to wear a face covering and/or personal protective equipment (PPE) in accordance with UW Medicine policy.

Personal office/workspaces, private residential units:

Non-fully vaccinated individuals and all individuals in settings where a face covering is required regardless of vaccination status (e.g., healthcare, childcare, K-12, University shuttles), are not required to wear a face covering when:

- Working or spending time alone in a personal office or workspace with the door closed
- Operating a vehicle with no passengers
- Inside an assigned on-campus residential unit
- Actively eating or drinking
- Other exempted activities indicated in the WA state face covering order

Job-specific PPE requirements:

Face coverings do not replace required job-specific PPE, such as medical/procedure masks, face shields or respirators. See the Workplace COVID-19 Risk Level and Selection of Personal Protective Equipment guidance for job-specific PPE requirements.
Children younger than five years old:

Children who are younger than two years old should never wear a face covering due to the risk of suffocation. Children who are two, three, or four years old, with the assistance and close supervision of an adult, are strongly recommended to wear a face covering at all times in public settings and when around non-household members.

4. UNIVERSITY UNIT RESPONSIBILITIES

Units are required to provide all personnel working on site at a University work location with required face coverings and/or job-required PPE and replace them when necessary. Unless personnel have job- or location-specific required PPE, units must distribute two cloth face coverings to personnel who are required to wear them. Face coverings should continue to be provided to employees who choose to wear them voluntarily. Personnel are responsible for laundering their University-issued reusable cloth face coverings and remembering to bring them to work. Personnel may use a personal alternative face covering as appropriate, as long as it complies with requirements in this policy.

Personnel must be trained on the proper use, care, storage and disposal of face coverings and PPE. University units should refer to the EH&S Guidance on Facemask Use for Preventing the Spread of COVID-19 for training personnel on the selection, care and use of face coverings and facemasks. Units can also refer to the Centers for Disease Control and Prevention (CDC) guidance with regard to type and fit, wearing and washing face coverings.

Units must communicate and enforce these requirements to all personnel working on site at a University work location and ensure all personnel are trained on the University’s COVID-19 Prevention Plan.

The University of Washington is committed to maintaining a respectful, productive, inclusive, and equitable workplace, and discrimination and other conduct that is inconsistent with our values will not be tolerated.

5. POLICY ENFORCEMENT

In the Workplace:

University units are required to verify vaccination status for employees/appointees and personnel working in their workplaces to relax the face covering requirement where permitted. If an individual’s fully vaccinated status is not verified and documented by the unit, the individual must wear a face covering in accordance with this policy. See the University’s COVID-19 Vaccination Policy for more information about verifying vaccine status.

Personnel are required comply with the University's COVID-19 Face Covering Policy as a condition of employment, as well as for the health and safety of themselves, their colleagues, and the UW community. Units are required to ensure all of their personnel have a thorough understanding of the requirements outlined in this policy. If, after education and training, personnel refuse to comply, contact your unit human resources.
(HR) representative to initiate the appropriate corrective action or standard of conduct process. If unit human resources representatives require assistance, they should contact their HR consultant or Academic Human Resources (AHR) business partner.

If personnel state they are unable to wear a mask due to a health condition, refer the individual to the formal accommodation request process.

University personnel with concerns that other personnel are not complying should speak with their supervisor or report it to the Environmental Health & Safety Department.

Students:

Students are required to follow the University's COVID-19 Face Covering Policy at all times when on-site at the University, including any posted requirements in specific buildings or spaces. Students are responsible for wearing a face covering where required, based on their vaccination status or requirements for the setting they are in (e.g., health care, K-12, childcare, UW shuttles).

If a student refuses to comply with the policy, the student can be sent home (on or off-campus residence). Student Conduct offices are available for consultations on potential violations of student conduct if needed. University personnel with concerns that a student or group of students are not complying with this policy should speak with their supervisor, a representative of the academic unit, or report it to the Environmental Health & Safety Department.

Members of the public, customers, and visitors on campus:

Members of the public, customers, and visitors on campus are required to follow University's COVID-19 Face Covering Policy at all times when on campus, including posted requirements in specific buildings or spaces, and are expected to wear a face covering where it is required, based on their vaccination status or requirements for the setting they are in (e.g., health care, K-12, childcare, UW shuttles). Members of the public, customers, and visitors on campus will be informed of the requirement for non-fully vaccinated people to wear a face covering indoors by the host unit and/or via signs in and around University buildings. Units are encouraged to have face coverings available for individuals who require them in case a member of the public, customer, or visitor does not have a face covering with them.

6. MEDICAL OR HEALTH RISK ACCOMMODATIONS

Individuals required to wear a face covering who have the following medical conditions or health risks may request an accommodation: A person has a medical condition, mental health condition, developmental or cognitive condition, or disability that prevents wearing a face covering. This includes, but is not limited to, persons with a medical condition for whom wearing a face covering could obstruct breathing, who are unconscious, incapacitated or otherwise unable to remove a face covering without assistance.
For University personnel requesting a medical or health risk accommodation, determination of the accommodation will be made on a case-by-case basis with the unit human resources representatives in coordination with the Disability Services Office (DSO) and the Environmental Health & Safety Department (EH&S). Personnel may be required to provide documentation to substantiate their need for an accommodation.

Students seeking an accommodation should contact Disability Resources for Students (DRS) for determination of a medical or health risk. Accommodation will be made on a case-by-case basis through consultation with DRS.

RESOURCES

- [WA State Department of Health Face Covering Order](#)
- [WA State Labor & Industries (L&I) COVID-19 Regulations and Guidance](#)
- [EH&S Face Coverings Website](#)