ADDRESSING FACE COVERING NONCOMPLIANCE

Student noncompliance

1. Know the requirements and model behavior.
   • Review the requirement to wear face coverings on the coronavirus website.
   • Set an example for students and one another. Students will follow your lead.

2. Decide whether to intervene.
   Understand and acknowledge your own feelings about your level of comfort with intervention. A willingness to intervene, if you choose to do so, is consistent with the Student Code of Conduct.

3. Evaluate the situation.
   • Is the individual inside or outside?
   • Are they in an enclosed space? What kind of space—elevator, study room, classroom, ballroom?
   • Are others around? If so, how many people and how close are they?

4. Attempt to educate the student.
   Intervene politely and in the spirit of compassion, flexibility, and creativity.
   • Inform the student of the requirement. Note that the use of face coverings is included in the Volunteer Commitment.
   • Remind students why face coverings and social distancing matter. Focus on the three key benefits:
     1. protecting themselves and others, including those who are at high risk for serious illness
     2. helping to keep the campus open
     3. reducing their chances of having to self-isolate because of close contact with a person with COVID-19
   Offer the student a university-provided mask if needed.
   A student may indicate a medical concern related to wearing a face covering. To discuss accommodations to the face covering requirement due to a medical condition, students should contact Student Disability Services, and employees and visitors should contact the Office of Equity and Diversity.

5. Take action if the student continues to refuse to wear a face covering.
   • Politely but firmly direct the student to leave the area if they are noncompliant.
   • Faculty and staff members have control over their spaces. In a classroom or laboratory, instructors can dismiss noncompliant students and mark them absent for the day. As a last resort, instructors also have the option of dismissing the class session.
   • If the student refuses to leave the space or becomes hostile, step away from the confrontation and contact UTPD for assistance. Do not contact UTPD for routine situations.

6. Refer to Student Conduct and Community Standards.
   If attempts to change behavior are unsuccessful, you can report noncompliance to the Office of Student Conduct and Community Standards through the student conduct incident report form. Document attempts to correct the behavior in writing.
   Incidents where the student became hostile and UTPD was involved should be reported. The Office of Student Conduct and Community Standards will follow its process for investigating noncompliance with university requirements.

Faculty and staff noncompliance

Faculty and staff are expected to follow health guidelines. Deans, directors, department heads, and supervisors are expected to ensure compliance and will address any issues within their departments directly.