



## FACE COVERING POLICY

**Policy #** PR.001.8

**Responsible Executive:** President  
Environmental Health  
and Safety  
**Responsible Office:**  
**Originally Issued:** 6/4/2021  
**Latest Revision:** 7/20/2022

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### I. Policy Statement

The health and safety of the University of Louisiana at Lafayette (“University”) campus community during the COVID-19 pandemic is the University’s priority. To promote a healthy and safe campus, the University requires that Face Coverings only be worn in a face-to-face course or in classrooms, laboratories, and/or private offices/workspaces on University property if required by the Department or Unit of that specific course or in control of said classroom, laboratory, and/or private office/workspace, subject only to the exemptions described in this Policy.

The University will adhere to the orders, proclamations, and regulations of the Governor of Louisiana and the Mayor-President of Lafayette, Louisiana, as well as guidelines from the Centers for Disease Control and Prevention (“CDC”) and the Louisiana Department of Health (“LDH”) (collectively, “Public Health Law(s)”). In the event of a conflict between this Policy and any such Public Health Law, the stricter requirement shall apply.

### II. Purpose of Policy

If required by a Department or Unit, all Individuals are required to wear Face Coverings over their mouths and noses if determined by said Department or Unit to be necessary. Such Face Covering requirement may be necessary during a specific face-to-face course, or in a specific classroom, laboratory, and/or private office/workspace, as deemed appropriate by the Department or Unit.

It is recommended, but not required, that Individuals wear Face Coverings in all other indoor settings and outdoors while on the University property.

In consultation with and approval by the Environmental, Health, and Safety Office, Office of Human Resources, and Office of Operational Review, department heads may institute additional Face Covering restrictions to mitigate risk specific to their area.

## **A. Face Coverings**

For the purposes of this Policy, a Face Covering must:

1. Fit snugly against the sides of the face;
2. Completely cover the nose and mouth;
3. Be secured with ties, ear loops, elastic bands, or other equally effective method;
4. Include at least one (1) layer of cloth, although multiple layers are strongly recommended;
5. Allow for breathing without restriction;
6. Be free of holes, tears, gaps, mesh, lace, or valves (other than approved NIOSH rated N95 masks) that have the potential to release respiratory droplets;
7. If a cloth Face Covering, be capable of being laundered; and
8. Disposable surgical masks are acceptable for day use, and should be thrown away after one (1) use.

Face shields cannot be used in place of Face Coverings but may be used in addition to Face Coverings. Neither physical distancing nor Vaccination status of the involved Individuals changes the requirement for Face Coverings pursuant to this Policy.

## **B. Face Covering Guidelines**

The following Face Covering guidelines will apply to all Individuals required by Department or Unit to wear Face Coverings while in a specific face-to-face course or in said Department's or Unit's specific classroom, laboratory, and/or private office/workspace:

1. Students, faculty, and staff may use Face Coverings provided by the University or supply their own. Individuals may obtain a disposable Face Covering from the Department or Unit requiring Face Coverings, if needed.
2. If required by a Department or Unit, students and all other Individuals in attendance to a specific face-to-face course, or in a specific classroom, laboratory, and/or private office/workspace must wear Face Coverings.
3. If food/drink are allowed by Department or Unit during a specific face-to-face course or in a specific classroom, laboratory, and/or private office/workspace, Individuals may remove Face Coverings when actively eating or drinking during said face-to-face course or in said classroom, laboratory, and private office/workspace. Individuals are encouraged to maintain physical distance from others while eating or drinking and mask up as soon as they are finished.
4. Face Coverings are required to be worn in on-campus health care facilities, including but not limited to Student Health Services.
5. Cloth Face Coverings should be washed and fully dried after each day's wear. Appropriate cleaning of the Face Covering is the responsibility of the Individual.

6. Guests, visitors, vendors, tenants, customers, and contractors will be expected to honor these guidelines and, in some cases, provide their own Face Covering to keep the University community safe.

### C. Accountability

Public health is everyone's responsibility. The University is relying on members of its community to adhere to and assist with enforcing these standards of behavior. Members of the University community should speak up if they encounter someone violating this Policy. For example, using an informal, personal intervention with friends and colleagues, such as saying "Mask up" may often be a good reminder. Faculty, student organizations, and office teams should clearly define how they will enforce this Policy in their spaces.

## III. Applicability

This Policy applies to all Individuals on University property, unless specifically exempted below.

## IV. Definitions

1. **Department**: is a division devoted to a particular academic discipline and established and maintained by the University.
2. **Face Covering**: is a non-medical mask or cloth or disposable Face Covering worn over an Individual's nose and mouth to protect the spread of COVID-19.
3. **Vaccination/Fully Vaccinated**: is an injection of a COVID-19 vaccine which occurred at least two (2) weeks beyond receiving a full administration of such vaccine.
4. **Individuals**: all University faculty, staff, students, contractors, vendors, tenants, customers, guests, and visitors.
5. **Unit**: is any non-academic division considered an office, center, or department of the University, functioning through University employees acting within the scope of their University employment.

## V. Policy Procedure

N/A

## VI. Enforcement

Individuals who fail to wear Face Coverings as required by this Policy may be reported for non-compliance to the Office of Student Rights and Responsibilities (students) or the Office of Human Resources (employees) and disciplined under the appropriate Code of Conduct provisions. Visitors and third-parties who do not adhere to this Policy may be asked to leave University property. The University may utilize existing policies, including but not limited to policies related to behavior that endangers self or others, for enforcement when intentional or unintentional violations of this Policy occur.

## VII. Policy Management

Upon adoption, the President shall be the Responsible Executive for this Policy in charge of the management of this Policy. The Environmental, Health and Safety Director is the Responsible Officer for this Policy. The Environmental, Health and Safety Office is the Responsible Office for this Policy.

## VIII. Exclusions

Individuals who are unable to wear Face Coverings due to a medical or behavioral condition or disability may seek a reasonable accommodation. Students who require accommodations must be registered with the Office of Disability Services and contact [disability@louisiana.edu](mailto:disability@louisiana.edu) for next steps. Employees experiencing difficulty wearing or using Face Coverings due to a documented health condition should contact the EEO/ADA Coordinator at [hrcompliance@louisiana.edu](mailto:hrcompliance@louisiana.edu) for possible reasonable accommodations. In addition, speakers and/or faculty/instructors may briefly remove their Face Covering while giving official university speeches/presentations if maintaining physical distance of at least six (6) feet from others and abiding by other existing safety protocols.

## IX. Effective Date

This Policy shall apply effective March 14, 2022.

## X. Adoption

This Policy is hereby adopted March 14, 2022.

/s/ Dr. E. Joseph Savoie

**Dr. E. Joseph Savoie**  
**President**

## XI. Appendices, References, and Related Materials

- ✦ [CDC Guidance for Wearing Masks](#)
- ✦ [CDC Order: Wearing of face masks while on conveyances and at transportation hubs](#)
- ✦ [Louisiana Department of Health COVID-19 Vaccination and Masking Requirements](#)

## XII. Revision History

- ✦ PR.001.1: Original adoption date of Interim Policy: 6/4/2021.
- ✦ PR.001.2: On 7/28/2021, the Interim Policy was updated to remove the exception regarding Employee vaccination status.

- ✦ PR.001.3: On 8/10/2021, the Interim Policy was updated to remove exception regarding exercising at Bourgeois Hall and clarified that any conflict between the Interim Policy and Public Health Law shall result in the application of the stricter requirement.
- ✦ PR.001.4: On 10/19/2021, the Interim Policy was updated to re-insert the exception regarding exercising at Bourgeois Hall.
- ✦ PR.001.5: On 10/28/2021, the Interim Policy was updated to add a requirement related to crowded outdoor settings based on CDC guidance.
- ✦ PR.001.6: On 12/16/2021, the Interim Policy adopted as a University Policy
- ✦ PR.001.7: On 3/14/2022, the Policy was updated to remove the requirement of Face Coverings in all indoor settings based on CDC guidance, except for in the instances provided within this Policy.
- ✦ PR.001.8: On 7/20/2022, the Policy was updated to remove references to the Governor's declaration of a statewide public health emergency posed by COVID-19 due the expiration of such declaration.