

Mask Policy

Owner: Hamline University Emergency Preparedness
Hamline University Health Services

Pertains to: Faculty, Staff, Students, and Visitors

Short Description:

Masking requirement to promote the safest possible work and study environment for students, faculty, staff and visitors during the COVID-19 pandemic.

Background:

The Center for Disease Control (CDC) and the Minnesota Department of Health (MDH) recommend wearing cloth face coverings in public settings where social distancing measures are difficult to maintain, especially in areas of significant community-based transmission. In line with these recommendations and executive orders issued by the Governor of the state of Minnesota, the mayor of Saint Paul enacted a mask ordinance on June 1, 2020 requiring the use of non-medical face masks at all times when social distancing of at least 6 feet cannot be maintained. Additionally, while cloth face masks are not considered personal protective equipment (PPE) the Occupational Safety and Health Administration (OSHA) has also issued guidance consistent with the CDC on the importance of wearing facemasks in the workplace.

Detail:

Until further notice Hamline University will require the wearing of masks in the following circumstances:

- Masks will be worn by all students and employees outdoors when unable to sustain at least 6 feet of physical distance from others.
- Masks will be worn by all students, employees and guests while indoors in common areas of campus. This includes hallways, classrooms and labs, offices without private office space allowing for 6 feet of physical distance and shared common areas in all campus buildings including residential facilities.
- Mask use will not be required by employees when they are alone in private offices, however they will be required to mask when anyone enters a private office space and will be required to wear a mask if their office space is physically shared with others and does not allow for 6 feet of physical distancing or if the work area is frequented by others (such as a reception area).
- Masks will not be required for students in their residence hall rooms if guests are not present however they will be required to wear a mask when guests enter their space.
- Masks will be required in residence halls restrooms and may only be removed when occupants are showering, brushing teeth or washing their face.
- Masks will be required when operating or riding in Hamline owned vehicles.

- Mask will be required in all dining areas while entering and leaving or getting food and drinks. They may be removed at appropriately socially distanced tables in order to eat but must be replaced after eating.

To support this policy Hamline University will:

- Distribute two (2) cloth masks each to each student, faculty member and staff member.
- Make available disposable masks for guests who do not have one.
- Engage in community education programs including signage, mass and targeted communication, and positive reinforcement that will actively promote mask use consistent with CDC, MDH, and OSHA guidance and state and local ordinance.
- Proactively remind community members that mask use does not replace the need for social distancing, washing of hands and other preventative practices recommended by appropriate authorities.

Hamline University will make reasonable accommodations for individuals who cannot medically tolerate masks. Students should contact Disability Resources and employees should contact the Benefits Administrator.

References:

<https://www.cdc.gov/coronavirus/2019-ncov/downloads/php/CDC-Activities-Initiatives-for-COVID-19-Response.pdf>

<https://www.health.state.mn.us/diseases/coronavirus/schools/masks.html#ihe>

<https://www.stpaul.gov/departments/emergency-management/coronavirus-covid-19/emergency-executive-orders#May%2027,%202020-09>

<https://www.osha.gov/SLTC/covid-19/covid-19-faq.html#cloth-face-coverings>

This policy is for informational purposes only. It is not a contract, and nothing in it is intended to imply any provision of any benefit. Hamline University reserves the right to interpret the provisions of this policy and to modify any or all matters contained in this policy at any time, with or without prior notice, subject to applicable law. Hamline also may choose not to apply a policy in certain circumstances, if it determines a different course of action is more appropriate in that circumstance.