

## MASKS AND FACE COVERINGS

LAST UPDATED AUGUST 13, 2020

PSU requires that any person on campus must wear a mask or face covering while indoors in PSU owned, leased or controlled public spaces and in shared spaces. Masks or face coverings are also required outdoors when on PSU property and when physical distancing expectations (at least 6 feet apart) cannot be met.

For purposes of this policy, “mask” means a medical grade mask and “face covering” means a cloth, paper or disposable face covering that covers the nose and the mouth. In accordance with current CDC guidance, PSU does not consider face shields as an acceptable substitute for masks or face coverings under this policy.

This safety requirement is subject to change as future guidance on face coverings is issued from the Centers for Disease Control and Prevention (CDC), Oregon Health Authority (OHA) or other health authorities.

Departments should ensure that all employees who plan to return to work on campus are aware of the requirement and have a mask or face covering. Departments that expect visitors / customers must have disposable masks or face coverings available for those who arrive not wearing a mask or face covering. [Departments can request](#) reusable cloth face covering (1 per employee) to distribute to employees and/or a box of disposable masks to distribute to visitors, students or employees. MMS will distribute masks and face coverings to Departments in accordance with its [Mask Distribution Policy](#).

### **Exemptions:**

- When working alone in an enclosed, single occupant workspace;
- When use goes against documented industry best practices for a specific position, or by law or regulation.
- Individuals under the age of two;
- In situations where face coverings for minors are advised against and not required for participation in youth activities, as per OHA Specific Guidance for Child Care Sector;
- While eating in a space designated for eating, when physical distancing expectations are being met;
- Within University Housing in a student’s own residence hall room;
- Additional exemptions may be requested on a case by case basis by contacting Jeff Rook at [jrook@pdx.edu](mailto:jrook@pdx.edu).

### **Disability Accommodations**

If you have a medical condition or a disability that prevents you from wearing a mask or cloth face covering, you may:

- Arrange to conduct business remotely
- For any on-campus obligations that cannot be made remote, seek an accommodation, which may include wearing an alternate face covering (e.g. face shield, etc.). Students make accommodation requests through the DRC and employees, including student employees, make accommodation requests through HR.
- If you have a disability or if you are Deaf and you need those you communicate with to wear a clear face covering, make a request for this accommodation with DRC (if you're a student), HR (if you're an employee) or your event host (if you're a guest).

If a current or prospective student, employee, candidate for employment, or member of the public disagrees with the determination and/or proposed accommodation after engaging in the interactive process, then the person may contact PSU's ADA Coordinator or the Office of Equity & Compliance. The Office of Equity and Compliance evaluates concerns of discrimination and may investigate a complaint.

### **Enforcement**

- PSU employees who do not follow this process may be asked to leave the space by their supervisor, Human Resources, or other authorized university official. Enforcement procedures for employees will comply with PSU policies and procedures and applicable collective bargaining agreements;
- PSU Students who do not follow this process may be asked to leave the space by the faculty or staff, or other authorized university officials. Failure to abide by this policy may be adjudicated by the Office of the Dean of Student Life as a violation of the Student Conduct Code.