



SEATTLE UNIVERSITY COVID-19 FACE COVERING POLICY

1. INTRODUCTION

Seattle University's COVID-19 Face Covering Policy is adopted pursuant to the [Washington State Department of Labor and Industries \(L&I\) workplace requirements for preventing COVID-19](#), the [Washington State Department of Health Order of the Secretary of Health](#), Governor Inslee's [Proclamation for Institutions of Higher Education](#) and [Public Health-Seattle & King County Local Health Officer Order](#). This policy is in effect until otherwise modified or rescinded.

COVID-19 spreads mainly from person to person through respiratory droplets when infected people cough, sneeze, or talk. Evidence shows that wearing a face covering that covers the nose and mouth reduces an infected person's chance of spreading the infection to others and may protect uninfected persons from infected people around them. Seattle University's Face Covering Policy is intended to help control and prevent the spread of COVID-19 on the Seattle U campus and the broader community.

2. APPLICABILITY

This policy applies to all Seattle University faculty, staff, students, volunteers, contractors, vendors, and visitors on site at a university location.

3. FACE COVERING REQUIREMENTS

To ensure the health and safety of the Seattle University campus community and the public, face coverings are required to be worn at Seattle University, regardless of vaccination status:

- **Indoors** when on site at a Seattle University location.
- **At any outdoor in-person event hosted or sponsored by SU or conducted on SU premises with 500 or more people in attendance.**
- **For other outdoor settings**, face coverings are strongly recommended to be worn by all individuals, regardless of vaccination status, when in crowded settings and in settings where there is a decreased ability to consistently maintain a physical distance between others.
- **While in shared university vehicles.**

Individuals who are immunocompromised or have underlying health conditions should consult with their healthcare provider for additional face covering recommendations.

Even where a face covering is not required, faculty, staff and students should respect the decision of anyone who chooses to wear a face covering on campus in order to prevent exposure to themselves or loved ones.

4. ACCEPTABLE FACE COVERINGS

A high quality, well-fitting face covering must be worn properly. A proper 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 methods; 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. Disposable masks meeting these requirements are acceptable. See the CDC's [Guidance for Wearing Masks](#) for more information.

5. EXCEPTIONS

The following exceptions apply to this policy. Individuals are not required to wear a face covering when:

- Working or spending time alone in a personal office or workspace with the door closed. You are working alone if you are isolated from interactions with others and have little or no expectation of in-person interruptions.
- Operating a university vehicle with no passengers.
- Inside an assigned on-campus residential unit.
- Actively eating or drinking in appropriate places and settings.
- When actively engaged in a performing arts performance or leading religious services.
- While actively playing or training for, coaching, or officiating indoor sports in a collegiate or recreational setting. This exemption does not apply to indoor fitness facilities.
- While swimming or engaged in water sports or recreation.
- When necessary to confirm the person's identity.
- While showering, bathing, or engaging in other personal hygiene or grooming activities that require the removal of a face covering.
- When any party to a communication is deaf or hard of hearing and not wearing a face covering is essential to communication.
- When unable to put on a face covering due to an emergency.
- An individual verified to be fully vaccinated may temporarily remove their face covering when presenting at a campus event in an auditorium or similar large space from behind a podium or in a stage-like setting and a physical distance of at least six feet from others is maintained at all times while the face covering is removed. All others in attendance must wear a face covering. The Department of Health recommends presenters consider all other alternatives before removing their face coverings, e.g., using a microphone while remaining masked. This exception does not apply to faculty teaching in the classroom.
- Other exempted activities as indicated in the [Secretary of Health's face covering order](#).
- Modifications to the application of this policy as approved by the COVID Containment and Prevention Working Group (C-CAP) and the Opening Task Force (OTF) Co-Chairs for specialized operations or programs not covered by the listed exemptions where alternative health and safety measures and protocols are implemented to reduce the risk of transmission while meeting the state and local compliance requirements.

Face coverings do not replace required job-specific PPE, such as medical/procedure masks, face shields or respirators. Individuals should refer to job-specific PPE guidance for further information.

6. UNIVERSITY RESPONSIBILITIES



The university will provide faculty and staff working on site at a university location with required face coverings and/or job-required PPE and replace them when necessary. Faculty and staff may use their own face coverings, so long as the face covering complies with requirements in this policy. [Community members are always encouraged to carry a mask while on campus.](#)

7. POLICY ENFORCEMENT

- **Faculty and Staff:** Faculty and staff are required to 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 SU community. All areas should ensure that their faculty and staff have a thorough understanding of the requirements of this policy. If, after education and training, faculty or staff fail to comply, contact Human Resources to initiate the appropriate corrective action process. Individuals who are unable to wear a face covering because of a health condition should be referred to Human Resources to seek a formal accommodation. Faculty and staff with concerns that others in the workplace are not complying with this policy should speak with their supervisor or contact Human Resources.
- **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 by this policy. The Dean of Students Office is available for consultation on potential violations of student conduct, if needed. Students who are unable to wear face coverings for medical reasons should seek accommodations through Disability Services.
- **Visitors, Volunteers, Vendors, Contractors and Members of the Public:** Visitors, volunteers, vendors, contractors and members of the public on campus are required to follow the 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. Visitors, volunteers, vendors, contractors, and members of the public on campus will be informed of the requirement to wear a face covering indoors by the host department or area and/or via signs in and around University buildings. Departments and areas are encouraged to have face coverings available for individuals who require them in case a visitor, volunteer, vendor, contractor, or member of the public does not have a face covering with them.

8. POLICY REVIEW

The University will continue to monitor the environment on campus and in Seattle and King County and will alter this policy and associated guidance based on current conditions, public health requirements, and guidance from state and local authorities.