



## COVID-19 Community Safety & Accountability Policy

### **Introduction:**

In an effort to mitigate the community spread of the COVID-19 virus on our campus, ensure a successful “Eagles Return” for our students, and provide for a sustainable fall semester, the university calls upon all community members to join together to make responsible choices that protect themselves and others. It is important the university have in place critical precautionary safety measures and that community members follow these expectations and recommendations to minimize the risk of potential outbreaks while we live and learn together. The goal of the COVID-19 Community Safety & Accountability Policy is to outline community expectations related to the COVID-19 pandemic and give notice of the accountability steps the university has put in place to address behavior—that may occur either on- or off-campus—that endangers others or disrupts our educational mission.

### **Health & Safety Expectations**

***Symptom Self Checks:*** Staff at UWL have in place a COVID-19 Workplace Health and Safety Policy which requires staff to complete a CDC guided symptom self-assessment on a daily basis prior to coming to work. Students are encouraged to also engage in regular self-assessment and can do so by using the CDC’s [Self-Checker](#) tool prior to coming to campus or departing their residence hall. If answering “yes” to any of the questions regarding symptoms, students should not report to class and should contact a health provider to determine appropriate next steps. The Student Health Center can be reached at (608)785-8558.

***Face Masks/Coverings:*** All employees, students, and campus visitors shall be required to wear face coverings in all UWL indoor public spaces where they might interact or come in contact with others – classrooms, hallways, restrooms, etc. Disposable masks will be available in each classroom building for a student who forgets their mask and will be attending an in-person class or meeting. In the residence halls, students must wear a face mask/covering in all public areas inside the residence hall including hallways, stairwells, lobbies, common spaces, and bathrooms (except when personal hygiene would require removal of a mask). Outdoors, face coverings are strongly encouraged when moving between buildings and are especially important when physical distancing cannot be maintained.

Community members are reminded about our strong commitment to diversity, equity and inclusion at UWL. We recognize that masks can serve as a platform to express individuality, personality, ideas, and opinions. While the university refrains from restricting any exchange of ideas, the university does not condone, support, or agree with all forms of expression. To support a safe campus climate that embraces all perspectives, the university calls upon community members to mask appropriately.

***Physical Distancing:*** Students and community members should maintain physical distancing of at least 6 feet from others.

***Testing positive:*** Students who test positive should remain at home or in their residence hall room and report their positive test to the university COVID-19 Answer Line (608.785.8559) so the university can take appropriate measures to preserve community safety and provide them with appropriate support.

***Isolation and Quarantine:*** Prior to arrival and while on campus, individuals presenting symptoms or who have been in direct contact with a COVID-19 positive individual should stay home or in their residence hall room. A 14-day self-quarantine is recommended per CDC guidelines. Residence hall students who present symptoms or

who test positive for the virus may be required to quarantine in identified residence hall rooms or other spaces designated for this purpose.

**Face Masks/Coverings Exceptions**

- Students are permitted to unmask within their private residence hall room when not in the presence of others. Face covering within the space shall be determined by roommate agreement.
- Face masks are strongly recommended outdoors and are expected when individuals are unable to safely physical distance (at a minimum of 6 feet).
- The university recognizes that students and community members may need to temporarily unmask to eat in dining facilities, to drink beverages, and to engage in personal hygiene that would require removal of a mask.

**Community Accountability**

Everyone in the UWL community is at risk of COVID-19. While our goal is always to educate students, the current health crisis has elevated our concerns about the health and safety of everyone. The best way for us to maintain an open campus and in-class learning opportunities is to work together to protect ourselves and others from becoming exposed to the virus.

Toward this end, our community safety precautions are not optional. If students cannot adhere to the university’s expectations, whether intentional or unintentional, a staff member from the Student Life Office or Residence Life Office may meet with a student to hold them appropriately accountable and emphasize improved self-regulation of behavior. We will provide progressive discipline and accountability, when necessary and appropriate. Repeated or more significant violations can result in responses that could impact a student’s good standing with the university, so it is important students make safe choices.

COVID-19 Policy Violation	Residence Life and/or University Response
<p><b>Level One</b></p> <p>Includes primarily unintentional behavior, not limited to: forgetting your mask; refusing to get a mask when requested; failing to comply with a request to physical distance; violating the residence hall COVID-19 guest expectation.</p>	<p><b>Response may include:</b></p> <ul style="list-style-type: none"> <li>• Written notification to the student of the reported violation</li> <li>• A required meeting with a staff member in Student Life or Residence Life</li> <li>• Written warning</li> <li>• Educational resource reminders</li> </ul>
<p><b>Level Two</b></p> <p>Includes intentional behavior and can include repeating patterns of unintentional behavior, not limited to: acts that directly affect others; refusing to wear a mask when instructed by a staff or faculty; significant violation of residence hall guest expectations; repeated failure wear a mask or distance.</p>	<p><b>Response may include:</b></p> <ul style="list-style-type: none"> <li>• A required meeting with a staff member in Student Life or Residence Life</li> <li>• Referral to review public health information</li> <li>• Status sanctions, which could include: Written Reprimand; Disciplinary Probation</li> <li>• Denial of specified university privileges; deferred housing contract cancellation</li> <li>• Other educational sanctions</li> </ul>
<p><b>Level Three</b></p> <p>Significant behavior not limited to: intentionally/maliciously contributing to community spread of the virus; continued refusal to comply with university expectations following intervention.</p>	<p><b>Response may include:</b></p> <ul style="list-style-type: none"> <li>• A required meeting with a staff member in Student Life</li> <li>• Status sanctions up to and including: Suspension or Expulsion from the university; housing contract cancellation</li> <li>• Imposition of reasonable terms and conditions on continued student status</li> </ul>

### **Procedural Process Outlined**

When the university receives a report that a student has engaged in behavior that violates this policy, a staff member from the Student Life Office and/or Residence Life will communicate with the student(s). In some instances, the staff member may request a conduct meeting with the student to talk about the behavior. Conduct meetings are not optional. The goals of a conduct meeting are to engage in dialogue about behavior and to talk about its impact on the community, to clarify expectations toward reduced community risk and harm to others, and to identify solutions that may provide opportunities for repair and mitigation of additional community spread of COVID-19. Because of the pandemic, all conduct meetings will be conducted over virtual platforms such as WebEx or Microsoft Teams. Where a student may not have access to the internet, the student may be requested to participate in a phone conference with the staff member. All students at UWL are entitled to an opportunity to be heard regarding reported violations.

### **Conclusion**

With the health and safety at the forefront, UWL expects everyone—students, faculty, and staff—to engage in support of these safety parameters. They are created with the “mind and body” of every Eagle in mind. We know everyone in our community will want to protect themselves and others. Each person’s willingness to follow these safety measures will help us sustain a safe educational experience this semester.