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UNCP Face Covering Regulation

Authority: Vice Chancellor for Student Affairs

History:

- First Issued: August 19, 2020

Additional References:

- [North Carolina Governor Executive Order No. 147 – Phase 2 Extension](#)
- [CDC Guidelines for Face Coverings](#)

Contact Information: Environmental Health and Safety Officer, 910.521.6792

1. INTRODUCTION

UNC Pembroke is committed to promoting a safe and healthy environment for all students, staff and faculty, as well as guests and visitors to our campus. Ongoing scientific studies demonstrate that consistent wearing of face coverings when in public spaces is an effective strategy for mitigating the spread of COVID-19. With limited exceptions, directives from the North Carolina Office of State Human Resources (OSHR) require that all state employees are expected to wear face coverings at all times while inside worksites, unless they are alone in their offices or personal spaces. Further, with limited exceptions, the UNC System has issued University of North Carolina-wide guidance requiring faculty, staff, and students to wear face coverings in classrooms, lecture halls, and any other instructional areas and campus locations designated by the institutions respectively. North Carolina Executive Order 147 that extends Phase 2 further requires, generally, the use of face coverings in public.

2. SCOPE

2.1 This regulation applies to all UNC Pembroke employees, students, volunteers, contractors, guest and visitors while at any university location or facility.

3. GENERAL GUIDELINES

3.1 Except as specified in Section 3.2 (“Exceptions”) below, you are required to wear a Face Covering that meets the minimum requirements specified in Article 4 (“Face Covering”) below, as follows:

3.1.1 University Buildings: Face Coverings must be worn while inside a university building. This includes all in-person classroom settings, public or communal work areas, libraries, hallways, dining settings unless eating or drinking and residence hall common areas.

3.1.2 Residence Halls and Campus Housing: Face Coverings must be worn while in lobbies, elevators and other common areas. Students in UNCP Housing are not required to wear a Face Covering while in their assigned room with the door closed.

3.1.3 Employee Workspaces: Face Coverings must be worn while in workspaces when other people are present. Face Covering are not required while working alone in a private workspace.

3.1.4 Outdoor Spaces Face Coverings must be worn while outdoors on university property where appropriate physical distancing cannot be maintained. Physical Distancing shall mean at least 6 feet of separation. NOTE: Wearing a Face Covering is not a substitute for appropriate physical distancing. All members of the university community should maintain appropriate physical distancing whenever feasible.

3.1.5 University Vehicles and Transportation Face Coverings must be worn while in a university vehicle or transportation and others are present.

3.2 Exceptions. A Face Covering is NOT required in the following limited circumstances:

3.2.1 An individual who has a medical or behavioral condition (including, but not limited to, any person who has trouble breathing, or is unconscious or incapacitated, or is unable to put on or remove the Face Covering without assistance) that prevents them from safely wearing a Face Covering or a Face Shield (where permitted for use by faculty and other instructional employees pursuant to Section 3.2.7). In such instances, individuals shall adopt additional physical distancing measures and contact UNCP's Accessibility Resource Center or Office of Human Resources for information on accommodations available.

3.2.2 An individual is temporarily removing his or her Face Covering to secure medical services or for identification purposes.

3.2.3 When exercising in a university recreation facility or on campus and observing appropriate physical distancing and complying with all facility-specific requirements.

3.2.4 While actively eating or drinking at a dining facility on university property. Compliance with appropriate physical distancing must still be observed.

3.2.5 An individual is under eleven (11) years of age. In particular, children under two (2) years of age should not wear a Face Covering.

3.2.6 An individual is seeking to communicate with someone who is hearing-impaired in a way that requires the mouth to be visible.

3.2.7 A UNCP faculty member or other instructional employee is actively teaching in a face-to-face educational setting (such as in a classroom); provided, however, said faculty member or instructional employee shall wear a face shield or is positioned behind a plexiglass shield. Both instances will still require an appropriate physical distance of no less than 6 feet while actively teaching.

3.2.8 An individual is alone in a personal vehicle.

3.2.9 Such other limited exceptions as may be expressly approved by the Chancellor.

3.3 Disposal and Cleaning All students, staff, faculty, contractors, vendors and visitors should familiarize themselves with the appropriate handling, cleaning and disposal of their Face Coverings. Following the handling of any Face Covering (including placing on and removal from one's face), the wearer should immediately wash or sterilize their hands. After use, reusable masks should be stored in an appropriate container (e.g., a paper bag). Disposable masks should be thrown away immediately in an appropriate trash receptacle.

4. FACE COVERING MINIMUM STANDARDS

4.1 "Face Covering" means a:

4.1.1 Covering of the nose and mouth that is secured to the head with ties, straps, or loops over the ears or is simply wrapped around the lower face. A Face Covering can be made of a variety of synthetic and natural fabrics, including cotton, silk, or linen. Ideally, a Face Covering has two (2) or more layers. A Face Covering may be factory-made, sewn by hand, or can be improvised from household items. These Face Coverings are not intended for use by health care providers in the care of patients.;

4.1.2 Surgical Face Mask meaning American Society for Testing and Materials ("ASTM") Level 1, 2, or 3 approved procedural and surgical masks. An N95 respirator approved by the National Institute for Occupational Safety and Health ("NIOSH") (or a respirator from another country allowed by the Occupational Safety & Health Administration, the Food & Drug Administration, or the CDC) is not recommended for general public use or use in public settings, as it should be reserved for health care providers and other medical first responders in a health care setting. However, if worn, these respirators would meet the minimum standards for Face Coverings in this Regulation.

5. RELATION TO GOVERNMENTAL POLICIES

5.1 All students, faculty, staff, contractors, and visitors are expected to know and comply with all recommendations and requirements of the state and municipal authorities in locations where they study, live, or work (e.g., directives of the State of North Carolina, Robeson County, and the Town of Pembroke and other local municipalities).

6. DURATION OF REGULATION

6.1 This Regulation will remain in effect indefinitely until withdrawn or modified by the Chancellor as guided by appropriate public health information and officials.

7. COMPLIANCE

7.1 Compliance with this Regulation is mandatory. The wearing of a Face Covering as required by this Regulation is not subject to individual discretion.

For students, compliance with this Regulation is a condition of continued enrollment. Failure to comply with this policy may result in administrative action, including, but not limited to, disciplinary action under the Student Code of Conduct, restriction on access to, or use of, university facilities, removal from university housing, disenrollment from one or more in-person courses, transition to remote-only instruction and/or other interventions necessary to effect compliance and protect the well-being of the campus community.

For employees, compliance with this Regulation is a condition of continued employment. In the case of willful failure to comply with the provisions of this policy and/or repeated violations, the university may pursue additional disciplinary actions in accordance with applicable university policies.