

CWUP 2-40-145 Face Covering

Central Washington University (CWU) is committed to the health and safety of all members of its university community. The Centers for Disease Control and Prevention (CDC) has recommended that all citizens wear a face covering when around others. This measure is meant to prevent the spread of the COVID-19 virus from person to person.

Face coverings are defined as fabric coverings, as recommended by the CDC. Acceptable face coverings must cover the mouth and nose, fitting as snugly as possible against the sides of the face.

The spread of the COVID-19 virus and variants is constantly evolving and recommendations from the CDC, Washington State Department of Health, and Kittitas County Public Health Department change to meet the environment. Thus, CWU's face covering requirements will also change. Anyone physically present at a CWU location (Ellensburg campus, University Center, etc.), may be required to wear a face covering, regardless of location, role, or ability to engage in physical distancing. This applies to all students, employees, visitors, contractors, and volunteers as described below. The Executive Leadership Team is ultimately responsible for imposing, reducing, or removing any face-covering requirements.

Employees and students with medical and religious exemptions as described in [CWUP 2-40-143 COVID-19 Vaccination](#) are required to wear face-coverings continuously when on university property.

Employees: When required, face coverings are to be worn continuously in any CWU building including academic buildings, the SURC, and residential halls, during the shift of work, except when necessary to eat or drink or wash. When the face-covering has been removed, the employee is to follow physical distancing guidelines.

Exceptions to the continuous use aspects of this policy will be made for employees who work alone in a private office with a closed door. In this situation, the employee must still wear a face covering on leaving their office to go elsewhere, but may, when in their office alone with the door closed, work without a face covering. This exception does not apply to offices in which multiple employees are working, nor does it apply to cubicles, or cubicle offices where the space above the cubicle is open to the more general office. Additional exceptions must be submitted to and approved by the employee's division vice president.

Employees and supervisors are both responsible for compliance with this policy. Employees in the workplace failing to follow current face-covering directives will be given an initial warning and remediation regarding the expected use of the face-covering by the supervisor. Repeated failures to adhere to this policy and to comply with the supervisor's instruction may result in additional corrective action, up to and including termination. Supervisors will be held accountable for their assigned employees who are non-compliant with face-covering requirements.

If an employee has a disability and requires an accommodation as a result of this policy, they should contact Human Resources to begin the interactive process.

Students: When required, face coverings are to be worn continuously in any CWU building including academic buildings, the SURC, and residential halls, except when necessary to eat or drink or

wash. When the face-covering has been removed, the student is to follow physical distancing guidelines.

Exceptions to the continuous use aspects of this policy will be made for students who are in their own bedroom in a residential hall with the door closed. Additional exceptions must be submitted to and approved by the Dean of Student Success for non-teaching and learning activities of the Office of the President for athletics.

If a student has a disability and requires an accommodation as a result of this policy, they should contact Disability Services to begin the interactive process.

Teaching and Learning: When required, all students and instructors will wear face coverings in teaching and learning spaces. Exceptions to these requirements may be submitted to the provost for approval (e.g. music performances).

The failure of students to adhere to face-covering requirements may lead to discontinuation of the student's enrollment.

Contractors and volunteers: Contractors and volunteers who have complied with [CWUP 2-40-143 COVID-19 Vaccination Policy](#) are subject to the same face-covering requirements as employees.

All others: When required, vendors, tenants, customers, volunteers, invited guests, visitors and employees not at work will wear face-coverings continuously when inside a CWU building or when outside in a crowded setting.

[Responsibility: BFA, ASL, COVID-19 Fall 2021 Planning Committee and Task Force; Authority: ELT/President; Reviewed/Endorsed by: ELT, COVID-19 Fall 2021 Planning Committee and Task Force; Review/Effective Date: 08/05/2020; 9/23/2021; 9/24/2021; Approved by: A. James Wohlpart, President]

*Policy **ELIMINATED** May 13, 2025; A. James Wohlpart, President.*