UW-River Falls Administrative Policy

Title: Interim COVID-19 Related Health & Safety Rules

Policy ID: AP-01-128

Administrative University Officer: VCBF
Policy Owner/Responsible Officer: VCBF
Approved by: Chancellor

Revision:
2/5/2021
5/20/2021
8/19/2021 – updated to address Fall 2021 planning and mitigation practices
8/30/2021 – updates to Authority and Duration sections and date of review
9/23/2021 – updates to required testing frequency
11/19/2021 – policy extension

Review: As needed
Next Review Date: Jan. 21, 2022

Policy:
UW-River Falls is committed to providing a safe environment in which to learn, teach, perform research, work, study and visit. The novel coronavirus that causes COVID-19 can spread quickly and can result in severe illness and death, particularly for vulnerable individuals such as those with underlying health conditions. UW-River Falls is committed to mitigating, to the extent possible, the risks associated with the novel coronavirus and will act to implement measures and adopt practices that it deems necessary to protect students, employees, contractors, volunteers, visitors and the greater community from potential exposure by reducing the likelihood of spread of COVID-19 on campus property or at any UWRF sponsored activity. These measures will be determined following recommendations and guidance on disease mitigation published by the U.S. Centers for Disease Control and Prevention (CDC), Wisconsin Department of Health Services (DHS) and our local public health agencies. That guidance and this policy will be subject to change based on disease transmission levels.

Wisconsin State Statutes including, but not limited to, Wis. Stat. ch. 36, and Wis. Admin. Code secs. UWS 17-18 provide authority to the University of Wisconsin Board of Regents and its Chancellors to protect the health and safety of those on University of Wisconsin System campuses. See Authority section below for more information.

Duration:
This policy is in place for all university students, employees and visitors to campus until January 21, 2022, unless extended, terminated, or otherwise modified based on changing conditions related the COVID-19 Delta (or other) variants, including but not limited to changes in CDC guidance, state and local public health conditions, and campus safety.

Definitions

**Face covering:** a piece of cloth or other material that is worn to cover the nose and mouth completely, also referred to as a “face mask.” A “face covering” or “face mask” includes but is not limited to a cloth face mask, a disposable or paper mask, a neck gaiter, or a religious face mask. A “face covering” or “face mask” does not include face shields, mesh masks, masks with holes or openings, or masks with vents.

**Physical distancing:** maintaining at least six (6) feet of distance from other individuals who are not members of your household or living unit.

**Fully vaccinated:** it has been ≥ two weeks after a person has received the second dose in a two-dose series (Pfizer-BioNTech or Moderna), or ≥ two weeks after a person has received a single-dose vaccine
(Johnson and Johnson [J&J]/Janssen); there is currently no post-vaccination time limit on fully vaccinated status; guidance may change to address any need for third doses or boosters.

**Campus Property:** any property (land or buildings) subject to UWRF’s control.

1. **Access to Campus Property and Activities**
   a. No employee, student, or visitor may enter or remain in any UWRF building, or other facility of any UWRF sponsored-activity on campus, if the individual has been diagnosed with COVID-19 by a healthcare provider, is currently subject to isolation guidance following a positive COVID-19 test or quarantine from a close contact.
   b. Individuals who develop a fever (temperature of 100.4° or higher) or have had other symptoms consistent with COVID-19 should be tested or otherwise evaluated by a healthcare professional before coming to campus. Information about COVID-19 symptoms can be found on the CDC’s website.
   c. Residence hall students who have tested positive for COVID-19 or have been determined to be a close contact will be expected to follow local public health guidance regarding isolation and quarantine. Residence hall students who test positive and are required to self-isolate will be expected to do so outside the residence halls, at home or another off-campus location.

2. **Face coverings**
   Due to the Delta Variant of the COVID-19 virus currently circulating in the United States, the CDC now recommends that fully vaccinated people wear a face covering in public indoor settings in areas of substantial or high transmission and also recommends that unvaccinated people get vaccinated and continue wearing a face covering until they are fully vaccinated.
   a. As long as Pierce County is experiencing a substantial or high rate of transmission, UWRF will require all individuals to wear a face covering in all indoor public spaces on campus property where physical distancing of six (6) feet is not possible. UWRF will remove this requirement when transmission rates return to lower levels.
   b. Exceptions:
      i. Students in their assigned residence hall rooms or suites and employees when alone in a private, unshared office, lab or other approved workspace.
      ii. Individuals participating in outdoor activities – although physical distancing is encouraged.
      iii. When eating or drinking or performing a task that is not conducive to wearing a face covering (i.e., brushing teeth, showering, etc.).
      iv. Other exceptions to this guidance may be in place for certain areas of campus, such as the C.H.I.L.D. Center, University Preschool, Fitness Center, WIAC/Athletics, or farms, where face covering use is not feasible or safe. Approved exceptions to this policy will be posted in the designated areas. University offices in need of an exception to this policy should write to administrative-policy@uwrf.edu.
   c. Reasonable accommodation:
      Requests by those unable to wear a face covering are considered on a case-by-case basis. A student or employee who has been granted a reasonable accommodation is not required to
explain to others the underlying basis for the accommodation. It is the responsibility of the individual requesting the accommodation to contact the appropriate office below to obtain an approved reasonable accommodation.

i. Employees requesting a reasonable accommodation, should contact Human Resources and complete the Reasonable Accommodation request form located [here](#).

ii. Students requesting a reasonable accommodation due to disability, should contact [Ability Services](#) and may find more information [here](#). Students with an approved reasonable accommodation will receive an approved accommodation form from Ability Services and must present that upon request to a university official or instructor.

iii. Students requesting a reasonable accommodation for a reason other than a disability, should contact the [Director of Student Success](#).

3. **COVID-19 testing**

UWRF will offer free COVID-19 testing on campus through Wednesday, Dec. 22. If confirmed by UW-System, testing may resume for the period Jan. 3-21, 2022 (J-Term). Individuals are also encouraged to seek COVID-19 testing at local clinics, pharmacies or through their healthcare provider.

a. Students and employees are expected to continue self-monitoring for symptoms of COVID-19 and, if experiencing symptoms, are expected to seek testing as soon as possible. This includes those who are fully vaccinated, due to the higher transmissibility of the Delta Variant.

b. Based on the return to largely in-person instruction and operations, current community COVID-19 prevalence, the past fall increase in COVID-19 incidence, and the move to more indoor activity with colder weather, effective Monday, Sept. 27, unvaccinated employees and students who work or learn onsite (i.e., not 100% online) will be required to undergo asymptomatic testing as follows:

   i. Unvaccinated students living on campus will be tested on a weekly basis.
   ii. Unvaccinated students living off campus but coming to campus for class or activities will be tested every two weeks.
   iii. Unvaccinated employees who come to campus will be tested every two weeks.
   iv. Given the increased risk of spread further to the Thanksgiving holidays, effective Monday, November 29, the frequency of required testing for unvaccinated students living off campus and unvaccinated employees will increase from biweekly to weekly.

c. This protocol will be in effect, unless otherwise announced by the chancellor, through December 13.

d. On campus testing will remain available to students, employees and the community Monday through Friday, from Tuesday, Dec. 14 to Wednesday, Dec. 22 and may resume Jan. 3-21, 2022. Testing will not be required during these period, but unvaccinated individuals coming to campus are encouraged to test regularly. Anyone who is experiencing symptoms is strongly encouraged to get tested as soon as possible.

e. This protocol may be extended, terminated, or otherwise modified based on changing conditions related to the COVID-19 Delta (or other) Variant, or in response to changing CDC guidance, state and local public health conditions, and campus safety.
f. The conditions in which you can be exempted from this testing requirement are listed below. The exemption must be registered in the COVID-19 Portal:
   i. Are 100% online.
   ii. Have received a negative test result off-campus. Exemption good for one testing period.
   iii. Have tested positive for COVID-19 in the last 90 days. (This only applies if you tested positive off campus. If you tested on campus, the exemption has been applied for you. Proof of test result may be requested.)
   iv. Have an approved exemption. To receive an exemption, employees should email hr@uwrf.edu and students should email ability.services@uwrf.edu (medical exemption) or student.success@uwrf.edu (non-medical exemption).

   g. Those who are required to test but fail to do so will be held accountable. Affected students and employees will receive a follow-up message with more details.

   h. Those who test positive for COVID-19 are expected to adhere to local public health guidance regarding isolation and quarantine. [https://www.dhs.wisconsin.gov/covid-19/diagnosed.htm](https://www.dhs.wisconsin.gov/covid-19/diagnosed.htm)

4. Other recommended health and safety practices
   a. Get the COVID-19 vaccine if possible. UWRF is not mandating that any student or employee receive the vaccine; however, achieving a high campus vaccination rate appears to be the best possible hope of mitigating the risks associated with COVID-19. Therefore vaccines are strongly encouraged.
      i. Vaccination status is confidential and should not be discussed or disclosed outside of a conversation with any employee or student who might self-disclose this information.
      ii. Regarding the federal Executive Order (EO) 14042 (federal contractor vaccine mandate), UWRF has determined it does not have any federal contracts at the present time, and therefore is not a “covered contractor” or a “covered contractor workplace” for purposes of the EO. Therefore, subject to further consultation with UW System, UW-River Falls employees are currently not subject to the terms of the EO.
   b. Frequent handwashing with soap and water, or the use of hand sanitizer that contains at least 60% alcohol when soap and water are not readily available, is strongly encouraged.
   c. While the university has adopted sanitation protocols to reduce the spread of the virus, individual units are expected to be responsible for their office spaces and to appropriately sanitize items and surfaces on a regular basis.
   d. UWRF cannot guarantee that individuals will not be exposed to or develop COVID-19. All students and employees are encouraged to adopt a sense of personal responsibility and use their own best judgement and follow the advice of their healthcare provider regarding their risks.
e. We expect that all students, employees and visitors act in a manner that demonstrates respect and safety for all.

Compliance
Students and employees who choose not to comply with requirements stated in this policy may be subject to disciplinary action. Reports about concerns may be made electronically via the Report It website.

No Discrimination
Consistent with the university's policies against discrimination, UW-River Falls does not tolerate discrimination, profiling, bias, or any form of harassment, based on race, disability, or other protected class, in conjunction with this policy or any other policies. Any incidents of discrimination should be reported on the Report It website.

Authority
In addition to the generalized authority cited above, this order is being issued pursuant to authority in the laws of the State of Wisconsin and applicable University of Wisconsin System policies, including but not limited to: Wis. Stats. ss. 36.11(1)(a) and (c), 36.09(1)(a), (f) and (L), 36.35(2) and 101.11; Wis. Admin. Code ss. UWS 18.11(6)(a) and (7)(e), UWS 18.08(9)(b), UWS 18.13, UWS 17.09(1), (14) and (15); and Regent Policy 23-2.

The UW-River Falls chancellor approves this policy in accordance with the Administrative Policy process. The Vice Chancellor for Business and Finance is responsible for the substance of and compliance with all administrative policies. The Policy Owner (Responsible Office) is responsible for the administration and maintenance of this policy. Request an exception to this policy by writing to administrative-policy@uwrf.edu.

Related Documents
- Wisconsin State Statutes
  - https://docs.legis.wisconsin.gov/statutes/statutes/36/09/1
  - https://docs.legis.wisconsin.gov/statutes/statutes/36/11
- UW System Board of Regents Policy Document
- UW-River Falls Website, Falcons Forward, https://www.uwrf.edu/Falcons-Forward/Index.cfm
- CDC Interim Public Health Recommendations for Fully Vaccinated People
- Pierce County Public Health Coronavirus Response
  - https://covid-piercecounty-wi.hub.arcgis.com/

Contact
Please direct questions about this policy to administrative-policy@uwrf.edu.