Title: Interim COVID-19 Related Health & Safety Rules

Policy:
UW-River Falls is committed to providing a safe environment in which to learn, teach, perform research, work, study and visit. The 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 COVID-19 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 May 11, 2023, unless extended, terminated, or otherwise modified based on changing conditions related to COVID-19, 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.

Up to date on vaccinations: a person has received all doses in the primary series and all boosters recommended, when eligible.

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

1. Access to Campus Property and Activities
   a. Individuals who have tested positive for COVID-19 are currently subject to isolation guidance.
   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 test positive will not be required to leave their room to isolate; they can isolate in place or go home. Isolating in place means that you stay in your room, avoid others as much as possible, wear a high-quality mask around others, do not attend in-person classes, and notify your instructors. Failure to notify and make course-related arrangements with instructors may have a negative impact on academic performance in courses. Off-campus students should also follow these isolation guidelines as it respects on-campus and educational activities.

2. Face coverings
   In line with the CDC guidance for institutes of higher education, indoor masking in public is recommended for everyone in areas of substantial or high transmission. Disposable masks, including a limited supply of N95 masks, are available in several campus locations. At the time of this policy revision, the community transmission level in Pierce and St. Croix Counties is low. Transmission levels can be reviewed at the CDC data tracker here.

   Employees may choose to require masks in their private unshared offices. In that case, the employee should proactively communicate the need for visitors entering their office to wear a face covering. With respect to scheduled in-person meetings in the office of any employee requiring face masks therein, the employee must provide meeting attendee(s) a virtual meeting option, as an alternative to the in-person in-office meeting, with as much notice as reasonable possible.

3. COVID-19 testing
   UWR plans to offer free at-home antigen test kits. Individuals may also seek COVID-19 testing at local clinics, pharmacies or through their healthcare provider.

   The federal government has instructed insurers to cover the cost of at-home tests purchased at pharmacies and has also made it possible to order free at-home tests online at https://www.covidtests.gov/. See here for more information on at-home COVID-19 tests: https://www.dhs.wisconsin.gov/publications/p03090.pdf.
a. Students and employees are expected to self-monitor for symptoms of COVID-19 and, if experiencing symptoms, get tested. This includes those who are up to date on vaccinations.

b. Those who test positive for COVID-19 are expected to adhere to local public health guidance regarding isolation. [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 the best possible hope of mitigating the risks associated with COVID-19, therefore vaccines are strongly encouraged. Vaccines remain effective at preventing severe illness, hospitalizations, and death.
      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 policy 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
  - https://www.wisconsin.edu/regents/policies/health-safety-and-security-at_uw-system-institutions/
- 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/
- Wisconsin DHS Health Advisory

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