



INTERIM COVID-RELATED HEALTH & SAFETY POLICY

No: SAAP 10-12

Date: November 24, 2021

Authority: Wis. Stat. 36.09(1)(a), (f), and (L), 36.11(1)(a) and (c), 36.35(2)
Wis. Stat. 101.11
Wis. Admin. Code § 17.09(1), (14), and (15)
Wis. Admin. Code § UWS 18.08(9)(b), 18.11(6)(a) and (7)(e)
UW System Board of Regents Policy 23-2
UWM Policy on the Creation of University Policies (SAAP 0-1)

Initiator: Chancellor

Responsible Party: Campus Health Officer and Executive Director of Health & Wellbeing

I. Purpose

COVID-19 is a contagious disease that can cause severe illness and death, particularly for vulnerable individuals such as those with underlying health conditions. The University of Wisconsin-Milwaukee (UWM) is committed to ensuring that it acts to the extent possible to shield its students, employees, and visitors from COVID-19. To this end, UWM has adopted this policy to help reduce the likelihood of spread of COVID-19 on UWM Property (defined below) and in UWM activities. UWM may impose stricter requirements to specific situations and activities as necessary to protect health and safety. Certain units and activities, including but not limited to the Children's Learning Center, Norris Health Center and summer camps/clinics, may be subject to unique requirements based on CDC and/or other guidance and requirements.

UWM has set requirements based on the current level of disease prevalence locally. Given the high communicability of certain strains of COVID-19, maintaining this low disease prevalence is most easily achieved through widespread vaccination. Accordingly, UWM encourages all UWM community members to get vaccinated if they have not already.

As indicated below, UWM may alter these rules on a temporary, emergency basis, based on local public health conditions, local public health guidance, and/or CDC guidance. Such changes, including the duration of such changes, will be announced to the UWM community and, as appropriate, will be posted in UWM facilities.

II. Policy

a. When to Avoid UWM Property and Activities. No employee, student, or visitor (defined below) may come on or in UWM Property, or other physical location of any UWM sponsored-activity, for the duration designated by public health guidelines and/or their healthcare provider, if the individual: (1) has been diagnosed with COVID-19 by a healthcare provider; and/or (2) has a positive COVID-19 test; and/or (3) is unvaccinated and has been

determined to be a close contact with a positive case. Individuals who develop a fever (temperature of 100.4° or higher) or have had other symptoms consistent with COVID-19 should be evaluated by a healthcare professional before coming to campus. Information about COVID-19 symptoms can be found on the [CDC's website](#).

b. Symptom Monitoring. All employees, students, and visitors who are physically present on or in UWM Property, or other location of any UWM-sponsored activity, should engage in ongoing, daily symptom monitoring and take appropriate action as described in UWM's [COVID 19 Symptom Monitor](#).

c. Symptoms and/or Positive Cases.

- **Employees.** Employees with possible COVID symptoms or exposure should contact their healthcare provider to determine whether COVID testing is advised. Employees must notify UWM when they test positive for COVID-19, experience COVID-19 symptoms, or are unvaccinated and identified as a close contact of someone who was diagnosed with COVID-19, using the [Employee Self-Reporting Tool](#).

- **Students.** Students with possible COVID symptoms or exposure should contact the Norris Health Center or their regular health care provider to determine whether COVID testing is advised. Students must notify UWM when they test positive for COVID-19 at any testing site, using the [Student Self-Reporting Tool](#).

- Students living within the residence halls should contact University Housing to arrange for isolation (in the case of a positive diagnosis) or for assistance with self-quarantine (in the case of possible exposure of an unvaccinated individual via close contact).

d. Asymptomatic Testing for Employees and Students. Based on the return to largely in-person instruction and operations, current community COVID prevalence, the Fall 2020 increase in COVID incidence, and the move to more indoor activity with colder weather, and to monitor and promote low disease prevalence before the campus community travels to other communities for the fall recess, unvaccinated employees and students who work or learn onsite (i.e., not 100% online) will be required to undergo asymptomatic testing on a weekly basis, unless otherwise announced by the Chancellor, on the main and branch campuses, through December 23, unless extended, terminated, or otherwise modified based on changing conditions related to the COVID-19 Delta (or other) variant, including but not limited to CDC guidance, state and local public health conditions, and campus safety. Refer to the above action steps for positive cases. Individuals who are fully vaccinated may be exempted from testing [upon request](#). Individuals who previously submitted proof of vaccination or otherwise obtained an exemption do not need to resubmit those requests.

e. Face Coverings. The CDC has recommended that vaccinated individuals wear face coverings while indoors under certain circumstances. Given this evolving guidance, increasing cases locally and nationally, and the same conditions described in the prior section, all vaccinated and unvaccinated individuals, including UWM employees, students,

and visitors, are required to wear face coverings indoors when present with any other person(s) in the same room, common area, or any shared space through January 15, unless extended, terminated, or otherwise modified based on changing conditions related to the COVID-19 Delta (or other) variant, including but not limited to CDC guidance, state and local public health conditions, and campus safety.. This includes a campus shuttle bus or when two or more people are present in a university vehicle.

Residence hall students are not required to wear face coverings in their assigned living space. No individual is required to wear face coverings when actively eating or drinking.

- f. Social Distancing.** Social distancing is not required in indoor spaces, including in UWM classrooms. Where individuals can maintain social distancing without disruption to operations and activities, individuals may maintain or encourage such distancing, particularly in indoor spaces.

Social distancing may be required for all individuals on a temporary, emergency basis in some or all UWM facilities based on any change in local public health conditions, local public health guidance, and/or CDC guidance. Such a requirement, including its duration, will be announced to the UWM community and will be posted in UWM facilities.

- g. Events and Capacity Limits.** UWM's Chancellor or designee will establish and/or modify event capacity limits, as deemed appropriate based on local public health restrictions and conditions and/or CDC guidance. These limits will be posted on UWM's COVID-19 website.

- h. Required Testing and/or Quarantine/Isolation for International Travelers.** Students and employees who have traveled abroad for personal or UWM business must undergo COVID testing and isolation/quarantine as required by the CDC. Current CDC requirements are stated below.

If CDC guidance on international travel changes, changes will be announced to the UWM community and posted on UWM's COVID-19 webpage.

[Current CDC guidance:](#)

If fully vaccinated with a World Health Organization (WHO)-approved vaccine:

- Get tested with a viral test 3-5 days after return to the United States.
- Self-monitor for COVID-19 symptoms; isolate and get tested if you develop symptoms.

If not fully vaccinated with a WHO-approved vaccine:

- Get tested with a viral test 3-5 days after return to the United States AND stay home and self-quarantine for a full 7 days after return.

- Even if you test negative, stay home and self-quarantine for the full 7 days.
- If your test is positive, isolate yourself for 10 days to protect others from getting infected.
- If you don't get tested, stay home and self-quarantine for 10 days after travel.
- Avoid being around people who are at increased risk for severe illness for 14 days, whether you get tested or not.
- Self-monitor for COVID-19 symptoms; isolate and get tested if you develop symptoms.

III. Definitions

Face covering: those items meeting the [current CDC recommendations](#). If State or local orders are enacted that differ from the CDC recommendations, those orders supersede the CDC recommendations.

UWM Property: for the purposes of this policy, this includes any property (land or buildings) subject to UWM's control.

Visitor: any guest, contractor or agent on or in UWM Property or present at UWM activities.

IV. Exceptions

Requests for modification to these rules will be evaluated on a case-by-case basis.

- Students requesting a modification to this policy due to a disability should work with UWM's [Accessibility Resource Center](#).
- Employees requesting a modification to this policy due to a disability should work with UWM's Disabilities in Employment Coordinator in central HR following UWM's [Reasonable Accommodation Policy](#). Any other requests for a modification should be directed to the employee's [HR Business Partner](#).
- Visitors may request a modification to this policy to University Safety & Assurances via email at riskmgt@uwm.edu. Such emails should include the specific request, why it is not feasible to follow this policy, and the additional safety measures taken to further mitigate risk.
- Requirements for children in the Children's Learning Center are defined by Children's Learning Center's policies which follow public health and Wisconsin Department of Children and Family guidelines.

V. Reporting Violations and Enforcement.

Anyone who observes a violation of this policy may make the violator aware of the rules contained in this policy or may report the violation for further review and action as follows:

- Student violations may be reported to UWM’s Dean of Students Office. Students may be subject to disciplinary action pursuant to Wis. Admin. Code § UWS 17.09(15), which prohibits “Conduct that violates any published university rules, regulations, or policies, including provisions contained in university contracts with students.”
- Employee violations may be reported to the employee’s supervisor. Employees may be subject to disciplinary action pursuant to the UWM Code of Conduct, which states, “Employees are expected to abide by the policies and regulations for health, safety and sanitation.” Any discipline must follow the applicable policies/procedures for that employee’s type (i.e., faculty, academic staff, University Staff, etc.).
- Visitor violations may be reported to the UWM Police Department. Visitors may be subject to action pursuant to Wis. Admin. Code § UWS 18.08(9)(b)(re compliance with postings). Such action may include prohibition from entering University buildings consistent with § UWS 18.11(6)(a), which provides that “No person may be present in any university building if his or her presence or behavior...is in violation of a university policy, rule, regulation or any other provision of this chapter...” or civil forfeiture under § 18.13, which provides that “Unless otherwise specified, the penalty for violating any of the rules in ss. UWS 18.06 to 18.12 shall be a forfeiture of not more than \$500, as provided in ss. 36.11(1)(c).”