



INTERIM COVID-RELATED HEALTH & SAFETY RULES

No: SAAP 10-12

Date: September 2020

Authority: Wis. Stat. 36.11
Wis. Admin. Code § UWS 18.08(9)(b)
Wis. Admin. Code § UWS 18.11(6)(a), (7)(e)
UW System Board of Regents Resolution 11467
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 the following rules to help reduce the likelihood of spread of COVID-19 on UWM Property (defined below).

II. Policy

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, if, the individual has been diagnosed with COVID-19 by a healthcare provider, had a positive COVID-19 test, or has been determined to be a close contact with a positive case for the duration designated by public health guidelines and/or their healthcare provider. Individuals who develop a fever (temperature of 100.4° or higher) or have had other symptoms consistent with of 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 at <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>

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 via close contact).

a. **Masks, Social Distancing, and Daily Symptom Monitoring Required.** All employees, students, and visitors who are physically present on or in UWM Property, or other location of any UWM-sponsored activity, must follow the following basic health and safety rules:

- Remain at least six (6) feet apart from others when possible in all shared, indoor spaces on campus including but not limited to classrooms, restrooms, elevators, laboratories, common spaces, conference rooms, breakrooms, and residence halls. Rules regarding the maximum number of people permitted in any space on campus must also be followed.
- Wear face coverings (defined below) in all shared, indoor spaces on campus, and outdoors if six (6) feet of physical distancing cannot be maintained. Face coverings may be removed while eating, working alone in an office, or by students in their own residence hall room. Deans may permit, at the request of instructors, the removal of face masks where masks interfere with instruction if such exceptions are consistent with applicable State and local orders. Such removal must be limited to the specific activity causing the interference and may not last beyond that activity. Children under 5 are not required to wear masks, but children between the ages of 2 and 5 are encouraged to do so when physical distancing is not possible.
- Engage in ongoing, daily symptom monitoring and take appropriate action as described in UWM's daily symptom monitoring tool.
- Observe any additional rules that may be posted or communicated.

b. **Training and Attestation Required for Employees.** Employees who will work on site full or part-time are further required to:

- Complete online training no later than the first day that they return to the workplace, and
- Complete an attestation no later than the first day that they return to the workplace that they will abide by all UWM health and safety rules and restrictions.

c. **Training and Pledge Required for Students.** Students who will be on campus are further required to:

- Complete online training no later than the first day of classes, and
- Complete a pledge no later than the first day of classes that they will abide by all campus health and safety rules and restrictions.

Individuals who violate this policy may be asked to leave UWM Property and/or may be subject to discipline. This policy will remain in effect until rescinded by UWM's Chancellor.

d. **Asymptomatic Testing Required for Students Living in UWM Housing**

- Participate in testing of asymptomatic students on a biweekly basis or as otherwise determined by UWM staff. Students with possible COVID symptoms or exposure should contact Norris Health Center, their healthcare provider, or a local testing site to determine whether COVID testing is advised.

III. Definitions

Face covering: those items meeting the current CDC recommendations

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html>.

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 (<https://uwm.edu/arc/>).
- 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 (<https://uwm.edu/hr/toolkits/ada/>). Any other requests for a modification should be directed to the employee's HR Business Partner, who can be identified on this list: <https://uwm.edu/hr/home/managers-and-hr-partners/directory-and-meeting-resources/prep-ubr-directory/>,
- 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. Procedures for Implementation

Signage relating to these rules will be posted at entrances to and within UWM Property.

Employees may request reusable face coverings from their supervisor, and students may request reusable face coverings on the Kenwood campus by visiting the Information Center, which is

located on the Ground Floor Concourse, in the UWM Student Union. Students who live in University Housing will receive a reusable face covering in their residence hall.

VI. 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)."