



Linfield University COVID-19 Prevention: Temporary Face Covering Policy		<i>Department:</i> Environmental Health & Safety	
		<i>APP No.</i>	
<i>Division Vice President:</i> Finance & Administration/CFO	<i>Revised:</i> 3/11/2022	<i>Original Effective Date:</i> 6/15/2020	Page 1
<i>Subject:</i> In alignment with public health recommendations, Linfield is taking measures to prevent community spread of COVID-19, which includes requiring students, faculty and staff to be vaccinated and boosted. Linfield is relaxing the required use of face coverings except in specified situations while on Linfield Campus property. Specific situations and exemptions noted.		<i>Applicable Divisions:</i> All	

Section

PURPOSE

The best known protective measure against the spread of COVID-19 is to become vaccinated and get a booster vaccine once eligible. Linfield University’s COVID-19 Vaccine Policy can be found [here](#).

Due to a significant decline in COVID-19 case counts and the high vaccination rate of the Linfield Community, and in accordance with Oregon Governor Kate Brown’s March 2022 rescinding of the statewide mask mandates and in conjunction with Oregon Health Authority’s and CDC’s updated recommendation/guidance issued February 2022, face coverings are required only in specific instances listed below.

Some individuals may choose to continue to wear face coverings while on Linfield property or at Linfield events in accordance with this policy, regardless of their vaccination status. Some people may just feel more comfortable continuing to wear a mask, while other people may be immunocompromised or have underlying health conditions (or work or live with those who do).

Linfield reserves the right to reinstate any and all previous COVID-19 mitigation strategies should the conditions warrant.

REQUIREMENTS

Requirement for ALL Linfield Community Members (for vaccinated, unvaccinated, exempted, and vaccination status unverified individuals)

- Masks are required within the Student Health, Wellness and Counseling Center (SHWCC) in Walker Hall and the Athletic Treatment Center in HHPA on the McMinnville campus in accordance with Oregon and Federal guidelines. Since the SHWCC and Athletic Treatment Center are considered a

health care or clinical setting, OHA masking, Personal Protective Equipment and vaccination requirements must be followed.

- When indoors, face coverings **can be worn by those that choose to do so.**
- When outdoors, face coverings **can be worn by those that choose to do so.**
- Continue to wash your hands thoroughly with increased frequency AND stay home when you are ill (contact the SHWCC or your primary care physician).

Requirement for individuals moving from Isolation and into Modified Isolation.

- All students or employees returning from isolation into modified isolation **MUST** wear a high-filtration efficiency mask (KN95, N95, or KF94) or equivalent for a minimum of 5 days at all times when masks are required under this policy.

School of Nursing Experiential Learning Center(ELC)

- Linfield School of Nursing will follow this policy, ELC Personal Protective Equipment requirements may be lesson dependent. School of Nursing vaccination requirements must continue to be followed.

Exemptions to the face covering policy are specifically listed in the Face Covering Exemptions section below.

DEFINITIONS

- “High Filtration Efficiency Masks or respirators” – N95, KN95, and KF94 disposable respirators are masks that are designed to filter smaller particles from the air. These masks are much more effective to protect the wearer and the community from airborne viruses and are now strongly recommended by OHA and the CDC(and Linfield University).
- “Cloth or Craft Masks or Face Coverings” – These are homemade or privately purchased but are not medical grade masks. These have been shown to protect the larger community and the wearer from the potential spread of a virus.
 - A face covering can include a paper or disposable mask, cloth mask, or a religious face covering. A face covering must cover the mouth and nose completely. The covering should not be overly tight or restrictive and should feel comfortable to wear.
 - *Neck gaiters, bandanas, and scarves are not acceptable for use as a face covering to protect you and others.*
 - Any masks that incorporate a valve that is designed to facilitate easy exhaling, mesh masks, or masks with openings, holes, visible gaps in the design or material, or vents, are not sufficient face coverings because they allow droplets to be released from the mask.
 - *An exception for band members playing a wind instrument is listed in the Face Covering Exemptions section.*
- “Medical or Surgical Grade Masks” – These are masks that have been specifically made for medical environments and situations. These are designed to protect the wearer from airborne virus threat during medical procedures or while dealing with a sick patient.

- “Face shields” – These are plastic or acrylic face coverings which extend from forehead to chin. The purpose is to protect the larger community from the potential spread of a virus by the wearer. Face Shields are only acceptable if there is a medical or communication need for their use.
- Physical Distance – Maintaining at least six feet from others in order to reduce the potential for spreading the virus.
- “Clam Shell or Take Out container” – Cardboard sandwich or food carrying boxes that can be utilized to store reusable medical grade masks. To prevent moisture build up, appropriate boxes cannot be plastic or airtight. A paper “lunch” bag is also acceptable for storage.
- “Fully Vaccinated” – This means an individual has received both doses of a two-dose COVID-19 vaccine or one dose of a single-dose vaccine and at least 14 days have passed since the individual’s final dose of COVID-19 vaccine. Updated [CDC Vaccine Guidance](#).
- “Boosted or Booster Shot” – This means an individual has received a 3rd (or 4th dose) of the available vaccines authorized for use as booster shots. The booster shot(s) have been shown to increase the effectiveness of the original vaccines which have been shown to have decreasing effectiveness after 2 months for J&J, 5 months for Pfizer/BioNtech, and 5 months for Moderna. Booster doses are fully effective 14 days after injection. Updated [CDC Vaccine Guidance](#).
- “Unvaccinated, exempted, or vaccination status unverified individuals” – This refers to an individual that has not received any vaccine or is within 14 days of the final dose. Individuals that have an institutional exemption on file are considered exempted. Individuals that have not completed the required verification of vaccination status are considered unverified, which would include guests, vendors, or other visitors.

FACE COVERING REQUIREMENTS AND COMPLIANCE (for vaccinated, unvaccinated, exempted, and vaccination status unverified individuals)

- 1) General population – If not covered under “Face Covering Exemptions” section below, the face covering that is worn must cover both the nose and the mouth of the wearer.
- 2) Medical or staff working with potentially infected individuals or locations – Individuals that are involved in the treatment of or required to be in close contact with potentially infected individuals, or those disinfecting reportedly infected areas or items will wear a medical grade mask while performing these duties for Linfield University.
- 3) Violation of Linfield University’s Temporary Face Covering Policy will subject an employee to discipline up to and including termination of employment.
- 4) Violation of Linfield University’s Temporary Face Covering Policy will subject a student to disciplinary process and could result in the student being removed from campus.

FACE COVERING EXEMPTIONS (for vaccinated, unvaccinated, exempted, and vaccination status unverified individuals)

- 1) Individuals may request an accommodation based upon medical need to be exempted from the requirement to wear a mask or face covering while on campus. An acceptable alternative is a face shield. An individual should make their disability or diagnosis known to the university, along with

documentation with recommendations from the individual's medical provider for accommodations. The university then determines whether the accommodation is reasonable, can be met, and what steps need to be taken to meet the accommodation.

- a. Learning Support Services (LSS) will accept requests for accommodation from students.

Documentation provided to LSS will remain confidential and approved accommodations can only be disclosed with appropriate student permission. Students that require accommodations are encouraged to contact LSS as soon as possible since wearing a mask is required at Linfield in order to protect the health and safety of others while on campus.

- b. Human Resources will accept requests for accommodation from employees.

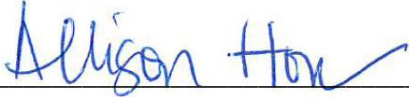
Documentation provided to Human Resources will remain confidential and approved accommodations can only be disclosed with appropriate employee permission. Employees that require accommodations are encouraged to contact Human Resources as soon as possible since wearing a mask is required at Linfield in order to protect the health and safety of others while on campus.

FACE COVERING PROCEDURES (for individual required to wear mask or those choosing to do so)

- 1) Face Coverings – Acquisition, proper use, care, and maintenance of mask or face coverings are the responsibility of each community member. Individuals should consider having more than one cloth face covering to allow for proper washing and drying when necessary.
 - a. Design or symbols – Face coverings utilized on Linfield University property are prohibited from displaying discriminatory, vulgar, offensive, or harassing language, art, or symbols. Any violations of this guideline are subject to employee or student discipline based on the severity of the design and the item in question can be ordered off campus property immediately.
 - i. Any appeal of this decision will be handled by the Dean of Students, the Director of Human Resources or Linfield Public Safety Director, depending on whether the offender is a student, staff member, or visitor.
 - b. Job Specific requirement – For staff employed by Linfield, the institution will provide face coverings.
- 2) Medical Grade Masks – When adequate supplies or supply sources are available, Linfield will provide medical grade masks for those that fit the requirements for wearing them. They will be provided to individuals along with a clam shell storage container. The masks will be multi-use and it will be the responsibility of the user to keep them clean and dry and serviceable. If masks need cleaning or replacement, employees will notify their supervisor.

This Temporary Face Covering Policy is hereby approved. This policy is effective immediately and supersedes all previous editions. This policy will be reviewed 30 days after issuance.

Date Issued: June 15, 2020
Revision Dates: July 17, 2020; August 28, 2020; June 15, 2021; August 13, 2021;
August 26, 2021; January 13, 2022; March 11, 2022
Date Last Revised: March 11, 2022
Responsible Executives: Interim Vice President for Administration
Responsible Offices: Environmental Health and Safety



Interim Vice President for Administration

Date: 3/11/22