

## **HC Policy**

### **Face Covering Protocols**

Pursuant to guidance from the Centers for Disease Control (CDC) and the recently updated [guidance from the Commonwealth of Pennsylvania](#), all employees (faculty and staff), students, and authorized visitors are required to wear a facial covering or disposable mask while present on College grounds or in campus facilities.

Athletes and community members must wear face coverings when exercising on campus, when on the sideline, in the dugout, etc. Haverford College athletic activities (varsity, club, Physical Education, recreational) will require universal face coverings for all participants unless engaged in prolonged and repetitive high intensity physical exertion as determined by the supervising coach or strength & conditioning professional.

Reusable shields may be used, in addition to masks, by employees or students who may be requested to enter and provide support in residential spaces, individual office spaces, to transport individuals via vehicle, or in other confined spaces. Unless the employee or student has permission to wear only a face shield due to a medical accommodation, at no time should the face shield be worn without the use of a facial covering.

The use of reusable cloth masks is strongly encouraged. This will help ensure an adequate supply of masks for those in need, including medical and first responder personnel. Cloth face coverings must only be worn for one day at a time, and must be properly laundered before use again. Having a one week supply of cloth face coverings can help reduce the need for daily laundering.

Employees and students are strongly encouraged to provide their own reusable cloth mask or face covering. If an employee or student is not able to provide their own reusable cloth mask or face covering, the College will provide up to five (5) non-medical disposable face masks. Non-medical disposable masks can be reused for a maximum of one week and then must be placed in the trash. If unable to wear a facial covering or mask due to a medical condition, or if it interferes with safety at work, please follow the procedures below.

If employees or students are unable to wear a facial covering or mask due to a medical condition, or if it interferes with safety at work, please reach out to the Office of Human Resources (for staff and faculty), or Health Services or the Office of Disability Services (for students) to discuss alternate available accommodations.

Employees isolated in their personal office spaces that are not shared with any other colleagues do not need to wear a mask. However, when the employee leaves their office or invites another

colleague in, they must wear a mask. Employees or students who refuse to wear a facial covering or disposable mask may face disciplinary action.

Removal of a face covering while eating or drinking is permitted when maintaining at least six (6) feet of social distance from others. While the face covering is removed for eating or drinking, please refrain from talking to reduce the risk of transmitting droplets to others.

Additional information about masks and facial coverings, including guidance on cleaning and removal, can be found by visiting:

- [CDC: Use of Cloth Face Coverings to Help Slow the Spread of COVID-19](#)
- [PA Department of Health: Help Stop the Spread](#)
- [PA Department of Health: Guidance on Homemade Masks During COVID-19](#)

### **Types of Face Coverings**

*Cloth face covering:* Home-made or commercially manufactured face coverings that are washable and help contain wearer's respiratory emissions. Masks must attach at four points (ear loops or tying behind the head) and should contain three layers of cotton material; bandanas, neck fleeces/gaiters, knitted masks or scarfs are not adequate. Masks with an exhalation valve are not permitted.

*Disposable mask:* Commercially manufactured masks that help contain wearer's respiratory emissions.

*Intended use:* Required for campus community use in non-healthcare settings (office spaces, general research/work settings, shops, community areas where 6' social distancing cannot be consistently maintained. Must be replaced weekly. (While likely necessary for ingress and egress, not required when working alone in an office).

Medical-grade surgical masks and N95 respirators are reserved for healthcare works and other approved areas with task-specific hazards as determined by the College.