

General Rule – Face Coverings Required

The College/University acknowledges the continuing need to follow health and safety considerations published by the Illinois Community College Board, Illinois Board of Higher Education and Illinois Department of Public Health (IDPH) with respect to the return to campus during the COVID-19 pandemic. Accordingly, except for individuals younger than 2 years of age, any individual present in any building, facility or transportation vehicle owned, operated or used by the College/University, shall at all times wear a face covering, even when social distancing (also referred to as physical distancing) is maintained.

When Face Coverings May Be Removed

Face coverings may be removed when:

1. Individuals are eating and/or drinking in defined spaces (cafeteria) and at times so designated by the College/University;
2. Faculty, staff and students are engaged in pre-approved activities necessitating such removal;
3. Faculty and staff are working in individual office spaces (but should wear them when leaving their individual office space or when others are present in their individual office space);
4. Individuals are outside and social distance (at least six feet apart) is maintained;
5. Individuals have documented reasons. If students have trouble breathing and remove masks, precautions should be made, including up to calling 911.

Reasonable Accommodations

Individuals who cannot tolerate a face covering due to a medical condition or disability related condition, or who present other bona fide reasons for not being able to wear a face covering, may be permitted to utilize alternative options such as a face shield or other reasonable accommodation. The President or designee shall have discretion to determine whether the student, employee, visitor, or third-party individual qualifies for a reasonable accommodation. As a condition to granting a reasonable accommodation, the College/University may require an individual to provide a physician's note and/or other relevant information, documents, or certifications with respect to the condition or circumstance. Requests for reasonable accommodations from the face covering requirement shall be assessed in accordance with applicable state and federal law.

What Constitutes A Face Covering/Additional Resources

For purposes of this section, "face covering" means a cloth face covering, N95 mask, surgical or medical mask, or other similar material that fully covers the nose and mouth. For additional information and resources regarding acceptable face coverings, please see:

Illinois Dept. of Public Health - <http://www.dph.illinois.gov/covid19/community-guidance/mask-use>

CDC DIY Cloth Face Coverings (April 4) – <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html>

CDC Recommendations for Cloth Face Covers – <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover.html>

U.S. Surgeon General How to Make Your Own Face Covering (YouTube) – <https://youtu.be/tPx1yqvJgf4>

CDC Cloth Face Covers FAQ – <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover-faq.html>

Consequences for Violating Policy

An individual's refusal to wear a face covering in accordance with this policy shall constitute a violation of the College's/University's applicable rules of conduct, and may subject the individual to disciplinary action and/or prevent the individual from entering College/University buildings, facilities or transportation vehicles until the individual complies with this policy. Face covering designs and images must not disrupt the educational process, interfere with the maintenance of a positive teaching/learning climate, or compromise reasonable standards of health, safety and decency. The President or designee shall apply and enforce this policy. Law enforcement and legal action are possible.

Application and Duration of Policy

This policy shall apply any time ICCB, IBHE and/or IDPH Guidance recommend that face coverings be used in colleges/universities. Upon any change in or withdrawal of health and safety considerations in effect upon adoption of this Policy, the Board of Trustees hereby delegates to the President or designee authority to establish temporary rules and procedures, and/or to suspend this policy, consistent with such change or withdrawal.

Adopted: August 18, 2020

Amended;

Legal Ref: