

Face Mask Policy during COVID-19 at Berea College

The Importance of Wearing Face Masks

Wearing a face mask can significantly reduce the transmission of SARS-COV2, the virus responsible for COVID-19. Recent studies indicate that a significant portion of individuals with COVID-19 lack symptoms (“asymptomatic”), and that even those who eventually develop symptoms (“pre-symptomatic”) can transmit the virus to others before showing symptoms. This means that the virus can spread between people interacting in close proximity—for example, speaking, coughing, or sneezing—even if those people are not exhibiting symptoms. **A properly worn face mask is an essential part of Berea College’s [Healthy at Work](#) guidelines.**

Requirement for Face Masks

1. **Outdoors:** All employees, students, and visitors are required to wear properly a face mask at all times while outdoors on College-owned property, including, without limitation, the central campus, Berea College Square, public sidewalks and crosswalks adjacent to or intersecting with campus, parking lots, the Berea College Forest, athletic fields, shared-use paths, green spaces between campus, and Brushy Fork Creek. Excluded from this requirement are:
 - a. Outdoor classes, activities, and meetings conducted under the direct supervision of faculty or staff when social distancing **of at least six feet** between stationary persons is being observed at all times. (Note: Supervising faculty or staff have responsibility for assuring require social distancing or ending the activity.)
 - b. Persons walking or running alone who are separated **by at least twenty feet** from all other persons. (Notes: Unmasked walkers or runners must have their face mask on their person and available for immediate use. Unmasked walkers or runners must yield the “right of way” and avoid all others they may encounter on sidewalks, paths, trails, and other routes of travel.)
 - c. Outdoor spaces at private residences leased from the College (for residents only).
 - d. Construction sites on campus that are fenced and within the control of contractors.
 - e. College employees, including student labor, while actively engaged **alone** in outdoor manual labor who are separated **by at least six feet** from all other persons, including passersby. (This exemption does not apply to employees or students working or moving about in pairs or groups.)
2. **Indoors:** Anyone entering any College-owned building must be wearing a face mask properly and continue to wear the mask in all common areas and shared workspaces. This includes, without limitation, bathrooms, classrooms, conference rooms, elevators, and lobbies. For instance, face masks are required in common areas of all student residential facilities, the Mountaineer Dining Room (except when persons are seated and dining), Boone Tavern Hotel, College Square

businesses, other retail locations and gathering spaces across campus. Face masks may only be removed when alone in an office or other private workspace following social distancing guidelines.

Violations

Persons failing to comply with this policy are subject to discipline under Berea College's [Policy on Violations of Berea College Healthy at Work Standards](#).

Proper Use and Care of Face Masks

Please follow the CDC's guidelines on the proper use and care of face masks:

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

Face Masks Provided by Berea College

Berea College will provide face masks to all employees and students. Additional face masks may be ordered through Facilities Management at this link: <https://www.berea.edu/facilities-management/covid-19-ppe-supplies/>.

Employees and students may provide their own face mask if the mask:

- Fits snugly but comfortably against the side of the face,
- Is secured with ties, ear loops, or equivalent,
- Covers the mouth and nose,
- Allows for breathing without restriction, and
- Can be laundered without damage or change to the shape.

Please note that buffs, neck gaiters, bandanas, and similar garments are not acceptable substitutes for face masks.

College divisions and departments should not hoard or stockpile face masks. Persons are requested to conserve and reuse masks as feasible. Damaged masks or masks that are no longer being used should be disposed of properly.

Face masks should not create additional hazards to the users (e.g., restrictions to breathing or entanglement hazards).

Wearing a face mask does not replace the need for social distancing or [other efforts to slow the spread of COVID-19](#).

Medical and Disability Accommodations

Employees unable to wear a face mask due to a documented medical condition or other protected reason may submit an accommodation request to Berea College Human Resources at 859-985-3050. Please contact Tessa Riley: rileyt@berea.edu.

Students unable to wear a face mask due to a documented medical condition or other protected reason should contact the Office of Disability Services at 859-985-3327. Please contact Lisa Ladanyi: ladanyie@berea.edu.

Duration of Policy

This temporary policy shall continue in effect for so long as the COVID-19 public health emergency remains declared in Kentucky.

Questions?

Questions regarding the application or interpretation of this policy should be addressed to Berea College Human Resources at 859-985-3050. Please contact Steve Lawson, lawsonst@berea.edu.