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SEC-045: COVID-19 Health & Safety Requirements I Vaccination, Testing, Face Masks, Events and Gatherings, and Visitors

Applies To:
Academic Division for the 2021-2022 Academic Year.

Reason for Policy:
The University is committed to providing a safe environment in which to teach, perform research, work, learn, and study. Because coronavirus (COVID-19) can spread quickly and cause widespread illness and death, the University has established requirements for testing, face coverings, events and gatherings, and visitors to the University to protect faculty, staff, and students from potential exposure to this disease, and strongly encourages that all members of the University community get vaccinated and boosted as soon as they are eligible.

Definition of Terms in Statement:

- **Event or Gathering:**
In-person, on- or off-Grounds assembly, meeting, or convening that brings together multiple people from separate households in a single space, indoors or outdoors, at the same time for a common purpose to conduct University business or student activity. Events and gatherings may include meetings, social events, or other extracurricular activities that bring together people for in-person interaction. Events and gatherings do not include University-scheduled classes or labs. Events and gatherings do not include settings in which people are in the same general space at the same time but doing separate activities, like dorms, offices, stores, and restaurants where people may be working, shopping, or eating in the same general area but not gathering together in an organized fashion.
- **Expressive Activity:**
A non-commercial activity in which a person intends to convey a lawful message through speech or conduct that is likely to be perceived as such by an observer of the speech or conduct, and includes any lawful public gathering, demonstration, procession, or parade in which the primary purpose is to exercise the rights of free speech or peaceable assembly.
- **Face Covering (Face Mask):**
Face coverings/masks are recommended by the Centers for Disease Control & Prevention (CDC) and the Virginia Department of Health primarily to slow the spread of COVID-19 by reducing spread of the virus from the wearer to others. They are not intended to provide protection from inhalation of small particles or virus aerosols. According to CDC guidance, an

effective face covering will:

- Cover both the mouth and the nose;
 - Fit snugly but comfortably against the side of the face;
 - Include multiple layers of tightly woven fabric or multiple layers of non-woven material, e.g., 3-ply disposable masks;
 - Allow for breathing without restriction; and
 - Be one that you will wear consistently.
- Fully Vaccinated:
Fully Vaccinated: Per [CDC guidance](#), people are considered fully vaccinated:
 - 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines;
 - 2 weeks after a single-dose vaccine, such as Johnson & Johnson's Janssen vaccine; or
 - 2 weeks after the last dose of vaccines that have been authorized for emergency use by the World Health Organization.
 - University Property:
Land or buildings that the University owns or leases and that is under the control of the Board of Visitors. University property also includes premises the University uses for activities of its offices, departments, personnel, or students.

Policy Statement:

To protect faculty, staff, students, contractors, and visitors from potential exposure to COVID-19, the University encourages individuals to follow CDC guidelines and federal, state, and local directives. All faculty, staff, students, and contractors are required to follow COVID-19 risk mitigation measures, as directed by the University.

1.

COVID-19 Vaccination:

Faculty and Staff: All full-time and part-time UVA faculty and staff, including those working remotely, are strongly encouraged to receive their primary series of COVID-19 vaccine and a booster dose when eligible per CDC recommendation. This policy does not apply to faculty and staff in the School of Medicine, School of Nursing, the University Physicians Group, and the Claude Moore Health System Library, who are governed by [OCH-002: Occupational Health Screening and Maintenance](#). Those employees governed by [OCH-002](#) should follow the guidance and deadlines found [here](#). All UVA faculty and staff who are unvaccinated are strongly encouraged to take advantage of testing resources.

2.

Testing: Unvaccinated students are subject to a mandatory COVID-19 PCR test once each week or as otherwise directed by the University. Faculty and staff in the School of Medicine, School of Nursing, the University Physicians Group, and the Claude Moore Health System Library are governed by [OCH-002: Occupational Health Screening and Maintenance](#).

Testing exceptions will be granted for students who:

- Are both fully vaccinated with a WHO Emergency Use Listing (EUL) COVID-19 vaccine issued and have uploaded proof of vaccination.
- Have tested positive for COVID-19 in the last 150 days.

All students are encouraged to take advantage of testing resources if they develop symptoms or come into close contact with an individual who tests positive. Students who do not complete pre-arrival testing will not be permitted to come to Grounds before the

beginning of each semester and will be disenrolled. Students who miss their weekly testing requirement will face a series of escalating consequences. Students may also face additional sanctions including referral to the Judiciary Committee, termination of housing contract, registration blocks, and disenrollment and dismissal from the University. The applicable University refund schedule in tuition, housing charges, or any other University fees at the time of dismissal or disenrollment will apply.

3. **Face Masks: Masks are required for all people (e.g., students, faculty, staff, contractors, and visitors), both vaccinated and unvaccinated, who enter UVA properties.** This includes University-owned or leased public spaces like academic or administrative buildings, libraries, labs, dining halls, IM/Rec facilities, all UVA Health properties, and public transportation. This does not include dorms or private housing (including common areas within those spaces), or those alone within individual offices. For outdoor events or gatherings, all people (e.g., students, faculty, staff, contractors, and visitors) are encouraged to follow [CDC guidance](#).

Exceptions:

- a. EATING, DRINKING: Masks are not required when actively eating or drinking.
 - b. TEACHING: Instructors may remove masks when teaching behind plexiglass barriers as long as they can maintain physical distance of at least six feet from students. Specific course-related exemptions to this policy including [for-credit drama, dance, and instrumental music activities](#) will be handled by the schools, in consultation with the Provost's Office.
 - c. AMERICANS WITH DISABILITIES ACT (ADA) ACCOMMODATIONS: Some members of the University community may have pre-existing conditions that preclude them from wearing a mask; the relevant UVA office will evaluate requests for accommodation to determine whether there is a qualifying disability-related condition under ADA and a reasonable accommodation. Students with qualifying disability-related conditions can contact the [Student Disability Access Center \(SDAC\)](#) to seek accommodations related to masking requirements. Employees with qualifying disability-related conditions can seek accommodations related to masking requirements by following the [Procedures for Employees with Disabilities to Request Workplace Accommodations](#).
4. **Events and Gatherings:** To reduce the risk of the potential spread of COVID-19, events and gatherings should be conducted either virtually or outdoors whenever possible. Individuals should follow [CDC guidelines](#) for safe in-person events and gatherings.
 5. **Visitors to the University:** Visitors are allowed on Grounds and must comply with the face mask requirements listed above.

Compliance with Policy:

If a student violates the testing requirement:

- *First Missed Test:* Students who miss one week of testing will receive a warning via email. This warning is not cause for disciplinary action. Because these are just warnings, there is not a process to appeal the warning. Students should ensure that they test weekly so they will not be subject to further sanctions.
- *Second Missed Test:* If students miss a second week of testing, they will receive another warning via email and their school will be notified.
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Third Missed Test: Students who miss a third week of testing will have their NetBadge access (or local equivalent) disabled. This means that the student's access to websites, services, and applications protected by NetBadge will be disabled (such as email, SIS, and Collab). Furthermore, students who miss a third week of testing may not access University facilities or participate in University classes, programs, or activities in person until they test. Please note: If you are a graduate teaching assistant, research assistant, or student-worker, losing access to core systems may have an additional impact on your instruction or your ability to fulfill your work responsibilities.

If a student's NetBadge access has been disabled for failure to comply with the University's COVID-19 testing program, the student can restore NetBadge access by getting tested. Students can view the current testing sites and times at [Be SAFE](#). NetBadge restoration will be processed automatically after testing.

- *Fourth or More Missed Test:* Students who miss four or more weeks of testing will continue to have their NetBadge access (or local equivalent) disabled and be subject to disciplinary action, including interim suspension, which could result in the forfeit of the entire semester and all associated tuition and fees.

If a **student** violates the rules and requirements around University risk mitigation and public health measures, the violation(s) may result in the following consequences:

- *Minor violations* will ideally be addressed in the moment by an active bystander (e.g., offering a forgetful student a mask) and/or through an educational discussion (e.g., student meeting with residence life or other staff). The University encourages peer engagement and bystander intervention by faculty, staff, and students in training programs and other communications, consistent with our broader social norming campaign.
- *Serious violations* will be routed to the University Judiciary Committee (UJC) and also evaluated for immediate interim suspension by the Office of the Dean of Students (ODOS); through this administrative process, ODOS can suspend a student from learning/activities or all enrollment. The interim suspension includes a no-trespass order from Grounds enforceable through the University Police Department. The definition of what is a serious violation will be fact-bound, though we expect it will include repeated violations by the same individual or organization and those that constitute a refusal to comply when warned or encouraged.
- *Widespread violations* will be a factor in determining whether and when to close the University to students and in-person classes and to request that students return home.

If an **employee** fails to comply with the rules and requirements around other risk mitigation and public health measures, it may result in disciplinary action in accordance with relevant University policies.

Effective Term of the Policy: We will continue to monitor 1) public health conditions, (including case counts, hospitalizations, and other conditions); 2) federal, state, local directives; and 3) CDC and VDH guidelines closely and will adjust this policy as circumstances warrant in order to mitigate the spread of COVID-19.

This policy will remain in effect until federal, state, local, and/or University directives deem that mitigation measures are no longer necessary or recommended to help reduce the spread of COVID-19.

Questions about this policy should be directed to [Emergency Management](#), [Environmental Health and Safety](#), or the [Office of the Vice President and Chief Student Affairs Officer](#).

Effective Date: 09/02/2021 Last Revised Date: 02/02/2022 Policy Type: University
Contact Office: [Emergency Management \(UVA\)](#), [Environmental Health and Safety](#), [Vice President and Chief Student Affairs Officer \(Office of the\)](#)
Oversight Executive: President of the University

Major Category: Safety, Security and Environmental Quality

Next Scheduled Review: 03/01/2022

Approved by, Date: President of the University, 09/02/2021

Revision History: Revised Events and Gatherings effective 2/05/22; Revised Reason for Policy, COVID-19 Vaccination and Testing 1/31/22; Revised Reason for Policy, Definition Face Covering, COVID-19 Vaccination, Testing, Compliance with Policy 1/19/22; Revised Events and Gatherings and next scheduled review date 1/14/22; Revised Exceptions 1/11/22; Revised Vaccination and next scheduled review date 1/7/22; Revised Vaccination (Faculty/Staff) 1/5/22; Revised Vaccination 12/21/21; Revised next scheduled review date 12/6/21; Revised Section 1 Faculty & Staff date for receipt of final vaccination dose 11/8/21; Revised Vaccination and Testing sections 10/28/21; Revised masking exceptions and next scheduled review date 10/22/21; Reviewed and revised next scheduled review date, added definition of University Property 10/1/21; Revised Compliance with Policy/contract workers 9/28/21; Removed covered contract workers from Section 1 Contractors and Section 2 9/14/21. New academic year policy 9/2/21.

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