

**BAYLOR UNIVERSITY**  
**INTERIM FACE COVERING POLICY**

Effective August 23, 2021, Baylor University requires wearing a face covering as follows:

**Indoors:**

In certain indoor settings, face coverings will be required on a temporary basis. This includes the requirement that face coverings be worn (covering nose and mouth) by all students, faculty and staff in all classrooms and labs when used for academic instruction, in addition to some indoor locations where appropriate social distancing may not be possible, private faculty and staff offices when requested, and other areas designated by posted signage.

We ask that you please keep a face covering with you at all times and respect others who might have personal or family health considerations.

Failure to comply with wearing face coverings within these specific settings will result in referral to the Student Conduct office or the respective faculty or staff disciplinary process.

**Outdoors:** Face coverings are optional outdoors for all individuals, and there are no capacity limitations for outdoor activities.

Baylor has determined that the most effective available means of protecting our university community is for each member to be fully vaccinated against COVID-19, and Baylor has taken significant steps to make the vaccine readily available, easily obtained and free of charge. Absent full vaccination, individuals can protect themselves and the community by wearing face coverings. Individuals who choose not to be vaccinated and to not take other precautions are assuming all risk associated therewith. Each of us, as a member of a Christian community, has a responsibility to make decisions that place the health and well-being of all members of our community as our highest priority as we work and learn together in a mutually healthy way.

Baylor's COVID-19 mitigation efforts are subject to change based on guidance from the Centers for Disease Control and Prevention (CDC) and in coordination with the City of Waco and State of Texas health directives. Whether fully vaccinated or not, the layering of strategies to prevent COVID-19 spread include self-assessment for symptoms, handwashing, cleaning and disinfecting, and staying home when not feeling well and the University strongly encourages the campus community to continue to practice all of these healthy habits daily.

Face coverings must be made of materials consistent with [CDC guidelines](#), should be form fitting, and should completely cover the nose and mouth. Acceptable face coverings include cloth or disposable masks. Neck gaiters, bandanas, scarves, valve masks and plastic face shields are not considered acceptable face coverings.

[CDC Guidance for Wearing Masks](#)

Full face coverings that prevent the recognition of a student are not permitted in accordance with the University's *Student Dress and Appearance Policy*.

Any employee who has concerns about this interim policy should contact his or her supervisor and discuss options available to support the work that needs to be done while maintaining the health and safety of all employees, students, and visitors. Employees should contact their Human Resources Consultant (HRC) to determine needs and accommodations available to meet those needs. Any request for accommodation for a disability should comply with BU-PP 415, Americans with Disabilities Act. All medical information is protected health information and will be confidentially stored within the Human Resources division.

A person who cannot wear a face covering due to a medical condition should contact Human Resources (employees) or the Office of Access and Learning Accommodations (OALA) (students) to discuss accommodation requests.

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*Revised* by W. Null and C. Holmes on August 17, 2020  
*Revised* by W. Null and C. Holmes on August 25, 2020  
Approved by President's Council on August 26, 2020  
*Revised* by Health Management Team on December 10, 2020  
Approved by President's Council on May 13, 2021  
*Revised* by Health Management Team on August 27, 2021