Effective May 12, 2021, Baylor University requires wearing a face covering as follows:

Indoors:
Face coverings are required for all individuals (faculty, staff, student, contractor, service provider or visitor) while indoors in public or common areas for all buildings owned or controlled by Baylor University. While in non-public, non-common areas indoors, any individual who is fully vaccinated:
- may meet with other fully vaccinated persons in groups of 15 or less without a face covering or maintaining social distancing (lab, classroom, office suite or meeting room).
- may meet with mixed groups of vaccinated and non-vaccinated persons in groups of 15 or less without a face covering or maintaining social distancing; provided, however, that those who are **not fully vaccinated** are still required to wear a face covering and maintain social distancing.

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 and maintaining social distancing. Individuals who choose not to be vaccinated and to not take other precautions are assuming all risk associated therewith. All individuals not fully vaccinated are required to wear face covering inside all buildings on the Baylor University campus (including all extension campuses in cities such as Austin, Dallas, Houston, and San Antonio). This expectation will remain in place until the University makes an official announcement otherwise. 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.

When required, face coverings must be made of materials consistent with CDC guidelines, should be form fitting, and should completely cover the nose and mouth. [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.

Special Circumstances:

Please note that face coverings may not be required if:
A. an individual is younger than 2 years of age,
B. an employee has made an accommodation request with Human Resources (HR) through BU-PP 415, Americans with Disability Act, and has an accommodation that specifically addresses the need not to wear a face covering,
C. an individual is working alone inside an enclosed office space,
D. a person is actively eating/drinking in an area appropriately designated for eating/drinking purposes. Note: eating/drinking is not allowed in any classroom (drinking from a water bottle within a classroom without fully removing a mask is acceptable but should be limited to those who need water for medical reasons).

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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