The COVID-19 transmission risk mitigation framework must include a number of layered protocols, each of which supports the overall goal of protecting employee safety, health, and well-being when returning to campus. Face coverings are just one component of this strategy. To minimize risk to students, staff and faculty, the university will rely on universal face covering and physical distancing requirements, in addition to robust testing, contact tracing and symptom monitoring.

At this time, the primary route of transmission of SARS-CoV-2, the virus that causes COVID-19, is direct contact with an infected person’s respiratory droplets during, speaking, breathing, coughing and sneezing. Face coverings and physical distance are critical because prolonged close proximity interaction with an infected person increases the risk of exposure.

Based on current guidance, face coverings must be worn on campus at all times and in all places (both outside and inside), except by students in their assigned residence hall rooms; by employees when alone in a private, unshared lab or office; when traveling alone in a private vehicle; and when exercising outside in a way that maintains 6 feet of distance from other people.

Face coverings must be worn when traveling outside with other people. This policy includes individuals who have recovered from COVID-19. Exceptions will be determined on an individualized basis,
considering reasonable accommodations due to a documented medical condition.

Many classes will be offered virtually/online, but for classes designated face-to-face, instructors are encouraged to refine their strategies to reduce contact during in-person experiences. As instructional processes vary by course, instructor expertise and judgement must be used to evaluate course delivery methods that require close physical proximity between individuals.

Regardless of the type of face covering used, in courses where close proximity instruction or demonstrations were previously conducted, all alternative methods that do not require close contact should be exhausted before proceeding with a traditional method of instruction that requires close interaction. Alternate methods such as viewing video demonstrations or video projection of a process or demonstration must always be considered.

Means of instruction that are not compatible with face coverings should be extensively evaluated to determine if alternate modes of instruction are available. Considerations include virtual instruction, conducting activities outdoors, incorporating video projection, or isolating the hazard using a physical barrier. Unfortunately, some traditional means of instruction might not be viable at this time due to risk factors. Consultation to review alternate plans on a case-by-case basis is available through Environmental and Occupational Health (EOH) eoh@uhs.wisc.edu.

Reusable and disposable face coverings are available to all employees to meet the universal face covering requirement. If instructors would like an additional physical barrier, faceshields can be worn in addition to a face coverings.

A faceshield alone is not adequate for minimizing either inhalation or exhalation of respiratory aerosols in an instructional setting.

In select circumstances where having a visible face is essential, such as speech therapy, communication with individuals who require lip reading, interaction with select children, etc., one option is the Badger Shield+, a
faceshield with an attached cloth that surrounds the face.

The Badger Shield+ an effective option for source control of, and personal protection from, larger respiratory droplets that are too large and heavy to travel well with air movement. It has not been proven to provide protection from inhalation of, or prevent the dispersal of, smaller aerosolized particulates which can remain suspended in the air over extended periods of time. A well-fitting cloth or disposable face covering will provide some protection from inhalation of both the smaller and larger particles, although this protection varies by fit and material. For this reason, the Badger Shield + is only recommended for specialty uses.

At a minimum, the options presented in the following table will be available to instructors at no cost. If you are unable to wear a face covering, please notify your supervisor or your Divisional Disability Representative.

See table on the following page.
| Standard Option: | Face covering only | Face coverings must be worn on campus at all times and in all places (both outside and inside), except by students in their assigned residence hall rooms; by employees when alone in a private, unshared lab or office; when traveling alone in a private vehicle; and when exercising outside in a way that maintains 6 feet of distance from other people.

Face coverings must be worn when traveling outside with other people. This policy includes individuals who have recovered from COVID-19. Exceptions will be determined on an individualized basis, considering reasonable accommodations due to a documented medical condition. |

| Secondary Option: | Faceshield with disposable or cloth face covering* | Appropriate for settings where the instructor must interact within 6 feet from students on a limited basis.

Suggested use: instructors who may start at a podium, but then walk around to check progress with lessons or techniques i.e. - chemistry, fabric design, pottery, engineering builds, programming, etc.

*a microphone is not provided with the faceshield, microphones are provided separately |

| Specialty Use Only: | Badger Shield+ | For specialty use only in situations where a visible face is the most important factor.

Not a substitute for a well-fitting face covering for routine uses.

Potential Use: Language instruction, work with children where expression is necessary, select mental health treatment, speech therapy and situations where lip reading is necessary. |