

Panther Community Health and Safety Standards

Consistent with UWM's Guiding Values, UWM is committed to fostering a caring, compassionate, and collegial community characterized by mutual respect and safety.

Part of that commitment is development of our Panther Health and Safety Community Standards. The following standards, which apply to anyone who is physically present on UWM grounds or campus, or participating in a UWM-sponsored activity, are intended to support the health and safety of members of the UWM community.

These guidelines were informed by CDC Guidelines for [Colleges, Universities and Higher Learning](#) and [Businesses and Workplaces](#), the [American College Health Association Guidelines](#), and consultations with local and state public health officials. They represent a comprehensive approach for the entire community – students, faculty, staff, and visitors.

These standards will be updated as further guidance develops and is published and more evidence related to the effectiveness of strategies becomes available.

These guidelines provide minimum expectations for the UWM community. The following, more specific guidelines must also be followed when applicable:

- [On-Site Essential Employee Work Practices¹](#)
- [On-Site Essential UWM Contractor Work Practices](#)
- [Sponsored Program Guidelines](#)
- Travel Guidelines (see FAQ for up to date information)

The focus of these guidelines is educational in nature, intended to provide a framework to help individuals implement health and safety protocols and promote health and safety for the entire UWM community. Repeatedly or egregiously disregarding these guidelines will not only put individuals' health and the health of others in danger it may result in referral to student or employee conduct processes. The goal of these guidelines is to support the health and safety of the UWM community.

UW Milwaukee will be providing basic PPE and supplies to the campus to include but not limited to: hand sanitizer, soap, and disinfectants, and masks for individuals unable to supply their own. Additional supplies such as gloves, goggles, and plexi-glass will be provided to employment units as appropriate.

¹ These On-Site Essential Employee Work Practices, originally intended for only the core employees needed on-site, will be modified/renamed to ensure applicability to greater numbers of employees returning to on-site work in the later summer and fall.

Anyone who visits campus or participates in UWM-sponsored activities is expected to follow public health and university guidelines:

- Engage in recommended hygiene practices:
 - Wash your hands often with soap and water for at least 20 seconds. Use hand sanitizer with at least 60% alcohol if soap and water are not available. Avoid touching your eyes, nose, and mouth with unwashed hands.
 - Cover coughs and sneezes with a tissue or use the inside of your elbow. Throw used tissues in the trash and immediately wash hands with soap and water for at least 20 seconds.
 - Avoid using others' phones, desks, offices, or other work tools and equipment, when possible. Clean and disinfect shared work areas, tools and equipment before and after each use by an individual.
- Maintain a minimum of six² feet of physical distance from others whenever feasible.
- Do not congregate in groups above the size recommended by public health and as designated by campus officials.
- Use cloth face mask coverings according to campus policy (see below). Masks can be requested by departments through the PPE/Supply request process. Students need to bring their own mask to wear on campus. If a student cannot afford a mask, or is unable to attain a mask, they can contact the Dean of Students office for assistance.

- **UWM's Policy Requiring Masks and Social Distancing:**

UWM strives to create an environment that will allow our students, faculty and staff to live, learn, and research to the maximum amount possible. Our community members come from a wide variety of backgrounds, including many who have heightened risk factors themselves or within their families. To best protect the ability of our UWM community to participate in UWM instruction and other activities, non-surgical face mask coverings (i.e. cloth face masks) *must* be used and six-foot social distancing observed by all students, faculty, and staff, while on UWM lands or in UWM facilities, or engaged in UWM-sponsored activities, until UWM lifts this restriction, as follows:

- Outside:
 - Six-foot social distancing should always be used unless the space prevents distancing.
 - *Masks are required when/where six-foot social distancing is not possible.*

² Six feet is the recommended distance at the time of this report. Should public health guidance change, UWM's social distancing requirement could be revised.

- Inside:
 - Six-foot social distancing should always be used unless the space prevents distancing.
 - *Masks are always required*, with limited exceptions subject to approval by the individual's supervisor or instructor, such as (1) where an individual's own health condition prevents the wearing of the mask and the individual has received an approved exception from Human Resources (for employees) or the Accessibility Resource Center (for students); (2) where the individual's work or school responsibilities prevent wearing of a mask; and (3) when working in a personal office or other non-shared space or while in one's own residence hall room; (4) In environments where hazards exist that create a greater risk by wearing a mask (engineering bays, biology research & instructional labs, etc.); (5) While performing physical exertion, such as manual labor, running and athletics training; (6) When in an indoor area designated for eating food and social distancing has been maintained; (7) In all cases where a mask cannot be worn and social distancing cannot be maintained, alternative methods must be utilized to limit potential transmission of COVID-19.

- Self-monitor for COVID-19 symptoms. Symptoms may appear 2-14 days after exposure to the virus. Watch for symptoms of COVID-19 which include fever, cough, or shortness of breath or difficulty breathing. [See CDC's Website for more information about COVID-19 symptoms](#). In addition to this document, see CDC's Website for more information about [what to do if you are experiencing symptoms](#). Additional guidance related to monitoring symptoms is currently under development.

- Do not come to campus if you have COVID-19. If you are experiencing symptoms consistent with [COVID-19 Symptom Checker](#), do not come to campus and contact your medical provider. Further instructions are available for staff in the on-site employee guidelines. Students who have been on campus in the prior two days should contact [Norris Health Center](#) for further instructions.

- If you are exposed to someone who has been identified as having COVID-19, begin self-isolation and contact your healthcare provider for further instructions. Wisconsin public health guidance is available [here](#).

- If you have travelled, review guidelines upon your return related to your specific route and destination. Follow public health guidance related to self-quarantine after travel. Travel recommendations continue to change and should be monitored regularly

- Follow all state, local and federal laws, rules, and orders relating to COVID-19 – in the event there is a conflict among such guidance, the most stringent measures are applicable. Such guidance may be issued by the following governments/entities:
 - City
 - County
 - State
 - Federal
 - UW System

The success of these guidelines is dependent on universal application of the above principles by all community members.