



COVID-RELATED HEALTH & SAFETY POLICY

No: SAAP 10-12

Date: _____

Authority: Wis. Stat. 36.09(1)(a), (f), and (L), 36.11(1)(a) and (c), 36.35(2)
Wis. Stat. 101.11
Wis. Admin. Code § 17.09(1), (14), and (15)
Wis. Admin. Code § UWS 18.08(9)(b), 18.11(6)(a) and (7)(e)
UW System Board of Regents Policy 23-2
UWM Policy on the Creation of University Policies (SAAP 0-1)

Initiator: Chancellor

Responsible Party: Campus Health Officer and Executive Director of Health & Wellbeing

I. Purpose

COVID-19 is a contagious disease that can cause severe illness and death, particularly for vulnerable individuals such as those with underlying health conditions. The University of Wisconsin-Milwaukee (UWM) is committed to ensuring that it acts to the extent possible to shield its students, employees, and visitors from COVID-19. To this end, UWM has adopted this policy to help reduce the likelihood of spread of COVID-19 on UWM Property (defined below) and in UWM activities. UWM may impose stricter requirements to specific situations and activities as necessary to protect health and safety. Certain units and activities, including but not limited to the Children's Learning Center, Student Health and Wellness Center and summer camps/clinics, may be subject to unique requirements based on CDC and/or other guidance and requirements.

UWM has set requirements based on the current level of disease prevalence locally. Given the high communicability of certain strains of COVID-19, maintaining this low disease prevalence is most easily achieved through widespread vaccination. Accordingly, UWM encourages all UWM community members to get vaccinated if they have not already.

As indicated below, UWM may alter these rules on a temporary, emergency basis, based on local public health conditions, local public health guidance, and/or CDC guidance. Such changes, including the duration of such changes, will be announced to the UWM community and, as appropriate, will be posted in UWM facilities.

II. Policy

- a. When to Avoid UWM Property and Activities.** No employee, student, or visitor (defined below) may come on or in UWM Property, or other physical location of any UWM sponsored-activity, for the duration designated by public health guidelines and/or their healthcare provider, if the individual: (1) has been diagnosed with COVID-19 by a healthcare provider; and/or (2) has a positive COVID-19 test; and/or (3) otherwise is recommended to

isolate or quarantine by the CDC. Individuals who develop a fever (temperature of 100.4° or higher) or have had other symptoms consistent with COVID-19 should be evaluated by a healthcare professional before coming to campus. This paragraph requiring avoidance of UWM property and activities does not apply to students' access to their own on-campus residence hall isolation or quarantine location. Information about COVID-19 symptoms can be found on the [CDC's website](#).

b. Symptom Monitoring. All employees, students, and visitors who are physically present on or in UWM Property, or other location of any UWM-sponsored activity, should engage in ongoing, daily symptom monitoring and take appropriate action as recommended by the CDC in its [Quarantine and Isolation Calculator](#).

c. Symptoms and/or Positive Cases.

- **Employees.** Employees with possible COVID symptoms or exposure should contact their healthcare provider to determine whether COVID testing is advised. Employees must notify UWM when they test positive, including home testing, for COVID-19, experience COVID-19 symptoms, or when isolation/quarantine is recommended by the [CDC Quarantine and Isolation Calculator](#), using the [Employee COVID-19 Self-Reporting Form](#).
- **Students.** Students with possible COVID symptoms or exposure should contact the Student Health and Wellness Center or their regular health care provider to determine whether COVID testing is advised. Students must notify UWM when they test positive, including home testing, for COVID-19 or when isolation/quarantine is recommended by the [CDC Quarantine and Isolation Calculator](#), using the [Student COVID-19 Reporting Form](#).
 - Students living within the residence halls should contact University Housing to arrange for isolation (in the case of a positive diagnosis) or for assistance with self-quarantine (in the case of possible exposure of an unvaccinated or not up to date individual via close contact) if they have not made arrangements to isolate/quarantine off campus.

d. Face Coverings. Effective March 19, 2022, face coverings were no longer required indoors for the general population of UWM employees, students and visitors. Individuals physically present at UWM campuses are encouraged to monitor and follow the [CDC's recommendations on wearing masks for the applicable county](#), which recommendations are based on current transmission levels.

Certain units and activities, including but not limited to the Children's Learning Center, the Student Health and Wellness Center, the UWM Psychology Clinic, and healthcare professional clinical training programs, may continue to require face coverings based on CDC and/or other external guidance, standards, and requirements as approved by the COVID Management Team.

Units or activities not subject to such external guidance, standards and/or requirements may not require face coverings but may highly encourage face coverings in any shared space using [university-provided signage](#).

Face coverings may be required for all individuals on a temporary, emergency basis in some or all UWM facilities based on any change in local public health conditions, local public health guidance, and/or CDC guidance. Such a requirement, including its duration, will be announced to the UWM community and will be posted in UWM facilities.

- f. Physical Distancing.** Physical distancing is not required in indoor spaces, including in UWM classrooms. Where individuals can maintain physical distancing without disruption to operations and activities, individuals may maintain or encourage such distancing, particularly in indoor spaces.

Physical distancing may be required for all individuals on a temporary, emergency basis in some or all UWM facilities based on any change in local public health conditions, local public health guidance, and/or CDC guidance. Such a requirement, including its duration, will be announced to the UWM community and will be posted in UWM facilities.

- g. Events and Capacity Limits.** UWM's Chancellor or designee may establish and/or modify event capacity limits, as deemed appropriate based on local public health restrictions and conditions and/or CDC guidance. If limits are established, they will be communicated to UWM's event venues and will be posted on UWM's COVID-19 website.

- h. Required Testing and/or Quarantine/Isolation for International Travelers.** Students and employees who have traveled internationally for personal or UWM business may be required to undergo COVID testing and isolation/quarantine as required by the CDC. The CDC's requirements for international travel can be found [here](#).

III. Definitions

Face covering: those items meeting the [current CDC recommendations](#). If State or local orders are enacted that differ from the CDC recommendations, those orders supersede the CDC recommendations.

UWM Property: for the purposes of this policy, this includes any property (land or buildings) subject to UWM's control.

Visitor: any guest, contractor or agent on or in UWM Property or present at UWM activities.

IV. Exceptions

Requests for modification to this policy or any UWM COVID-related policies or procedures will be evaluated on a case-by-case basis.

- Students requesting a modification due to a disability should work with UWM's [Accessibility Resource Center](#).

- Employees requesting a modification due to a disability should work with UWM's Disabilities in Employment Coordinator in central HR following UWM's [Reasonable Accommodation Policy](#). Any other requests for a modification should be directed to the employee's [HR Business Partner](#).
- Visitors may request a modification to University Safety & Assurances via email at riskmgt@uwm.edu. Such emails should include the specific request, why it is not feasible to follow this policy, and the additional safety measures taken to further mitigate risk.
- Requirements for children in the Children's Learning Center are defined by Children's Learning Center's policies which follow public health and Wisconsin Department of Children and Family guidelines.

V. Reporting Violations and Enforcement.

Anyone who observes a violation of this policy may make the violator aware of the rules contained in this policy or may report the violation for further review and action as follows:

- Student violations may be reported to UWM's Dean of Students Office. Students may be subject to disciplinary action pursuant to Wis. Admin. Code § UWS 17.09(15), which prohibits "Conduct that violates any published university rules, regulations, or policies, including provisions contained in university contracts with students."
- Employee violations may be reported to the employee's supervisor. Employees may be subject to disciplinary action pursuant to the UWM Code of Conduct, which states, "Employees are expected to abide by the policies and regulations for health, safety and sanitation." Any discipline must follow the applicable policies/procedures for that employee's type (i.e., faculty, academic staff, University Staff, etc.).
- Visitor violations may be reported to the UWM Police Department. Visitors may be subject to action pursuant to Wis. Admin. Code § UWS 18.08(9)(b)(re compliance with postings). Such action may include prohibition from entering University buildings consistent with § UWS 18.11(6)(a), which provides that "No person may be present in any university building if his or her presence or behavior...is in violation of a university policy, rule, regulation or any other provision of this chapter..." or civil forfeiture under § 18.13, which provides that "Unless otherwise specified, the penalty for violating any of the rules in ss. UWS 18.06 to 18.12 shall be a forfeiture of not more than \$500, as provided in ss. 36.11(1)(c)."