

Ripon College Policy on Wearing Face Masks

As of August 1, 2020, Wisconsin Governor Evers has issued a statewide [mandate](#) requiring that masks be worn in all indoor spaces, other than private residences.

General Information:

- All employees and students will be provided two cloth masks. Face shields worn alone will not be permissible.
- Employees and students must wear masks or cloth face coverings in all inside spaces except when alone in a private office or residence hall room.
- This policy remains valid until December 31, 2020 at which time it will be reviewed.

The health and safety of employees are our highest priorities.

All members of the Ripon College community are now required* to wear cloth masks or cloth face-coverings that cover their mouth and nose at all times while in all inside public spaces or inside spaces used by multiple people. These will be issued to employees and students. In outdoor spaces, employees and students are required to maintain 6 feet of physical distance and are encouraged but not required to wear masks.

When you receive your mask, we'll also provide instructions on how to wear, clean and dispose of it. Should you require a replacement mask, please contact Kara Kinast Jankowski [jankowskik@ripon.edu].

*Please note the following exceptions:

- Employees whose health or safety is put at risk by wearing a cloth face mask should discuss alternative options with HR. If this applies to you, please contact Jennifer Franz (franzj@ripon.edu).
- Students whose health or safety is put at risk by wearing a cloth face mask should discuss alternative options with Kathy Welch (welchk@ripon.edu).
- Other exceptions are:
 - When you are eating or drinking.
 - When you are communicating with someone who is deaf or hard of hearing and you cannot communicate while wearing a mask.
 - While sleeping.
 - While swimming or being on duty as a life guard.

Employees who refuse to wear masks in public spaces or when interacting with other employees are subject to disciplinary actions including, but not limited to, verbal or written reprimand or warning, leave of absences without pay, suspension, or termination of employment. Students who refuse to wear masks will be subject to disciplinary action. All refusals to wear masks will be in violation of state mandate.

Direct supervisors and Vice Presidents will enforce this policy. Concerns should be directed to your Vice President. If you would like to report non-compliance confidentially, you may also contact Jennifer Franz.