

## **RESOLUTION #2020-0813**

### **[Notice to Employees and Students]**

As you may know, in light of the current COVID-19 pandemic, the Hutchinson Community College Board of Trustees decided to require all employees and all students to wear face coverings. The requirement is just one of the steps being taken by the College to help prevent and limit the virus' spread among College employees and students.

The Trustees understand that using masks and face coverings alone will not protect employees and students from possibly contracting COVID-19. But there is ample evidence that consistent use of face coverings will help slow the virus' spread and reduce the number of persons who may be affected.

The policy approved by the Board of Trustees is as follows:

#### **Face Coverings and other COVID-19 Prevention Measures**

All students, College employees and visitors to any facility owned or leased by the College and who attend any College-sponsored activity shall cover their mouth and nose with a mask or other face covering at all times except as follows:

- A. While eating;
- B. While working—other than to prepare food or meals—in a room or office that is (1) not open to students or visitors and (2) in which all individuals present can maintain a 6-foot distance from other individuals with only infrequent or incidental moments of closer proximity;
- C. While engaged in an activity during which it is unsafe or impossible to wear a mask or other face covering;
- D. By children who are 5 years of age or under—children age two years and under in particular should not wear a face covering because of suffocation risks;
- E. By persons with a medical condition, mental health condition, or disability that prevents wearing a face covering—this includes persons with a medical condition for whom wearing a face covering could obstruct breathing or who are unconscious, incapacitated, or otherwise unable to remove a face covering without assistance;
- F. By persons who are deaf or hard of hearing, or communicating with a person who is deaf or hard of hearing, where the ability to see the mouth is essential for communication;
- G. By persons for whom wearing a face covering would create a risk to the person related to their work; and
- H. By persons engaged in any lawful activity during which wearing a mask or other face covering is prohibited by law.

#### **Contact Tracing**

In early 2020, the Kansas legislature enacted the COVID-19 contact tracing privacy act that prohibits contact tracing in connection with the pandemic by anyone other than authorized employees of the state or the local health officer. All HutchCC students and employees are required to comply with

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Kansas law and the directives of the local health officer with respect to contact tracing in order to protect the privacy interests of others.

Compliance with this policy by employees is a condition of continued employment and failure or refusal to adhere to policy may result in disciplinary action up to and including termination of employment.

A student's failure or refusal to comply with this policy may result in disciplinary action in accordance with the College's student disciplinary policies and procedures

Repeated failure or refusal by vendors or other visitors to College facilities after notice of this policy may result in such person being barred from College facilities and activities.

Copies of this policy shall be posted on the College's website, at the entrance to each facility owned or leased by the College, shall be distributed to all employees by electronic mail or other interactive means of communication and shall be furnished to all students prior to the commencement of the 2020-2021 academic year.

Any questions regarding this policy should be directed to the College's Director or Human Resources.

**Adopted August 13, 2020**

**BOARD OF TRUSTEES  
HUTCHINSON COMMUNITY COLLEGE**

By Bob Snyder  
Bob Snyder – Chairperson

ATTEST:

By Julie Blanton  
Julie Blanton, Secretary