

October 1, 2020

1                   **Memorandum of Understanding: Faculty Enforcement of COVID-19 Related Policies**  
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4   **Section 1.** As members of the OSU community, bargaining unit members are required to follow Physical  
5 Distancing and Face Covering policies when working onsite or in person.  
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7   **Section 2.** In the classrooms and other work settings where they are the recognizable authority,  
8 bargaining unit members are expected to use their best judgement when enforcing COVID-19 related  
9 policies, including but not limited to the Physical Distancing and Face Covering policies. The choice of  
10 action should be informed by the awareness that the Face Covering and Physical Distancing policies are  
11 designed to protect all the inhabitants of the space. When taking reasonable steps along these lines, the  
12 bargaining unit member may not be disciplined for either an attempt to enforce COVID-19 related  
13 policies or the inability to effectively enforce COVID-19 related policies.  
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15 ~~**Section 3.** Bargaining unit members will not be required to contact Public Safety as a means of enforcing~~  
16 ~~COVID-19 related policies. Bargaining unit members will be provided with contact information for an~~  
17 ~~entity that will provide an unarmed rapid response to deescalate situations that are beyond the control~~  
18 ~~of the bargaining unit member.~~  
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21 For United Academics:

For the Employer:

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