

United Academics Proposal

Memorandum of Understanding: Classroom enforcement of COVID policies

In the course of completing their work, faculty have the academic freedom to set policies in their classrooms and work settings according to their professional judgment. Recognizing that university-wide policies around COVID may evolve, faculty may choose to require more restrictive policies in their classrooms or other work settings that they manage, such as requesting that students use face coverings. Considerations may include:

- Personal or family health status as high-risk for COVID or complications
- Physical conditions of the space, such as poor ventilation, a close environment, etc.
- Health and safety concerns, including those raised by other employees or students.

In the case that a faculty member chooses to use a more restrictive policy, they will communicate this information clearly to students or other employees, for example in the syllabus or by email, describing what is expected of them, and noting that this is different from university-wide policy and is due to health, safety, or medical concerns. Due to privacy concerns, faculty are not required to disclose the reason(s) for the enhanced safety protocols.

The employer will post this MOU publicly so it can be accessed by both faculty and students.