

August 11, 2021

1 **United Academics Proposal**

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3 **Memorandum of Understanding: Classroom enforcement of COVID policies**

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

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

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

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