

Social Distancing/ Face Covering Policy

As we continue to work in the midst of the COVID-19 pandemic, Ramapo College wants to assure you of its continued commitment to maintaining a safe and healthy workplace. We are taking additional measures to protect our students, employees, and the overall campus community from the spread of COVID-19. As part of those measures, we have implemented this Social Distancing/Face Covering Policy. Please note, Ramapo College reserves the right to modify this policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy workplace.

Social Distancing

Effective, August 16, 2021 employees who provide evidence of full COVID-19 vaccination will not be required to social distance.

If unvaccinated, employees should practice social distancing to the extent practical by keeping at least 6 feet (2 meters) away from others when crossing paths or walking near others' desks or workstations; employees should observe all space markings and traffic flow directions, including six-foot distance reminders on floors in locations where employees traditionally have gathered or may need to wait for entrance to a space or for equipment use; employees must be flexible and adhere to new guidelines as they emerge as COVID-19 and Delta Variant guidance is ever changing.

Face Coverings

Effective March 28, 2022 the college will move to a face covering friendly campus

- The majority of the College is considered **face covering friendly**, which means that any person who wishes to continue to wear a face covering, may do so free from judgment. A face covering friendly campus recognizes that all persons determine what is best for them while being empathetic to the vulnerability and risk that those in our diverse community may be managing;
- Face coverings will continue to be **required** in classrooms and labs. Conditions permitting, the plan is to convert the entire campus toward being face covering friendly (including classrooms and labs) by the start of the Summer Session I or May 16th;
- Outside of classrooms and labs, faculty and staff may determine their own direction for their office and meetings spaces in terms of whether or not to require face coverings;
- Face coverings are encouraged in high occupancy settings;
- Face coverings will be required to be worn by any student, faculty, or staff who tests positive for COVID-19, is identified as a close contact, or is experiencing symptoms consistent with COVID-19. All are required to report these conditions [here](#);
- Face coverings are required to be worn by those who have left self-isolation/quarantine and those individuals should follow the directions from Health Services or Human Resources regarding the required number of days;
- Face coverings may be required in performing arts events/activities in the Berrie Center and certain events/activities that are situation specific. In these instances, the face covering

requirement will be clearly communicated in advance, but please continue to bring a face covering to campus and be ready to comply in the event that face coverings are required at an event/activity that you plan to attend;

- Face coverings are required in healthcare settings. All should be prepared to wear a face covering in Health Services, Counseling Services, the COVID-19 Testing Center in Overlook Hall, the COVID-19 Vaccine site in the Pavilion, and when student-athletes are receiving medical attention via athletic trainers.
- The [Federal mandate](#) regarding face coverings and transportation has been extended to April 18th. Face coverings are required of all travelers on College vans, buses (College-operated and other), and any College-sponsored trips via air or train.
- Individuals with approved medical or religious exemptions from the COVID-19 vaccine are required to wear a face covering and maintain social distancing to the extent practical.

Continue to carry a mask with you at all times in the event you are in one of the above situations.

Face coverings may help prevent people who have COVID-19 from spreading the virus to others. Wearing a face covering will help protect people around you, including those at higher risk of severe illness from COVID-19 and workers who frequently come into close contact with other people. According to the CDC, face coverings are most likely to reduce the spread of COVID-19 when they are widely used by people in public settings <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings>. The spread of COVID-19 can be reduced when face coverings are used along with other preventive measures, including social distancing, frequent handwashing, and cleaning and disinfecting frequently touched surfaces. The Face Covering guidelines listed below are a key part of our overall strategy and commitment to maintaining a healthy workplace during the COVID-19 pandemic:

Proper Use of Face Coverings:

- Face coverings should completely cover the nose and mouth and fit snugly against the sides of face without gaps.
- Use a face covering with layers to keep your respiratory droplets in and others' out.
- It should be easily washable or disposable.
- Exhalation valves are not permitted. They release unfiltered air that may be contaminated.

Wash your hands or use hand sanitizer before putting on or removing a face covering and touch only the ear loops or ties when putting on or removing a face covering; and fold the face covering so the contaminated outside faces inward and store it in a clean bag or container between uses.

We will continue to re-evaluate and make changes to this policy to abide by recommendations from the federal, state or local health department guidance.

An employee's failure to comply with this Social Distancing/Face Covering Policy will result in progressive discipline up to and including termination of employment.

Visitors on campus are also subject to the provisions of the face covering friendly campus. Non-compliance will result in removal from campus.

3/28/22