

Fall 2021 Protocols for Mask Non-Compliance

Wearing a mask is a layer of protection against Covid-19 transmission that all campus community members and visitors practice through a campus-wide mask policy. Compliance is a community effort: it can be difficult to have conversations with individuals who are not upholding campus COVID-19 policies, like wearing a mask. It is our collective responsibility to address issues that may pose a risk to others. Below are some strategies that can be prepared in advance, based on principles of effective active bystanderism.

- Call the person in, not out
- Frame it as a question
- Show how a behavior may keep you both safer
- Appeal to community THRIVE values and “we”
- Empathize and acknowledge emotions

Here is a tip for engaging with someone who is not wearing a mask or not wearing it properly, remember the acronym A.I.R:

A - First, ASK. “Could you please pull your mask up/put your mask on?”

I - Second, INFORM. “The College requires masks to be worn properly indoors, regardless of vaccination status.”

R - Finally, REFER. “If you don’t have a mask with you, you may pick one up from the Campus Safety office”; or if non-compliance continues “Please wear your mask properly or I will need to inform the (Dean of Students, the Office of the Dean, Director of Human Resources, or Campus Safety.)”

However, there may be times that power or other differences make it feel difficult or impossible to speak up. In those cases, consider your resources, and if there is someone else who could help. Engage an ally, or if this is not an option you may utilize EthicsPoint. Campus Safety* can assist as needed with visitors that may refuse to comply.

[EthicsPoint](#) can be used to report suspected misconduct or other issues with complete confidentiality. Please provide as much detail as possible, including names, date/time, and location because this is anonymous and we will be unable to follow up for more details.

Campus Safety Dispatch: 641-269-4600