In compliance with UVA's newly implemented face mask policy, face coverings must be worn by all faculty, staff, and students while inside a University facility or otherwise inside a building on University Grounds or on any University property when in the presence of others.

**The Leader's Role**
- Model correct behavior
- With support, leaders are inherently responsible for helping to enforce the new safety policies
- Clearly communicate policy expectations to teams
- Know who makes the final decision to discipline for violating policies
- Refer employees to FEAP for counseling as needed

**Consider Health Conditions**
- Employees may have health conditions preventing mask wearing, such as:
  - Respiratory disabilities like COPD or asthma
  - Anxiety-related concerns, like PTSD and claustrophobia
  - Other health conditions such as autism and cerebral palsy

**Take Action**
- Counsel concerned employees to discuss the safety of mask wearing with their doctor
- Work with department leadership & UVA HR Employee Relations to provide a reasonable ADA or Workplace Accommodation (i.e., remote work, private work space, etc.)
- Work with UVA HR Employee Relations and Benefits teams to request a related leave of absence to ensure the employee's safety