

MANAGERS: HOW TO SPEAK UP

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