

Face Coverings and Individuals with Disabilities

The health and wellbeing of the ASU community is a top priority. For some individuals with disabilities, wearing face coverings can often be a challenge, including individuals that may be at an increased risk for COVID-19 due to their disability. It's important to note that many disabilities are not visible. As we engage, we should not make any assumptions about the person, their individual circumstances, or the impact of their disability. Our role is to help support and ensure that all individuals are safe within the ASU community, provide information that may be helpful, and connect to appropriate resources and support services.

The following guidelines and resources are provided to support in this process. The DRC is available to consult and assist as needed.

What do you do if someone says they cannot wear a face covering due to a disability?

- Listen and learn. Take the opportunity to learn more about how we can support the individual, and acknowledge the challenge.
- Reiterate the importance and expectation of wearing a face covering, including individuals with disabilities.
- Provide information for appropriate university resources, including the Disability Resource Center, and let the student know that any exemption due to a disability must be approved by the DRC.
- Individuals who are approved for specific accommodations will have gone through an interactive process with the DRC, and information will be provided on how best to communicate their accommodations with the appropriate parties.

If the individual continues to NOT wear a face covering:

- Inquire if the individual has had an opportunity to discuss with the DRC (Students) or with OEI (faculty/staff).
- Reiterate that everyone is to wear a face covering for the health and safety of the campus community, including individuals with disabilities, unless an accommodation has been approved.
- Determine appropriate next step to ensure the student still has access to the class, event, meeting, including, but not limited to:
 - Can they attend the class/event/meeting remotely until they have appropriate accommodations in place?
 - Can they reschedule or attend at a later date?
 - If a remote option is not available, are there other alternatives to ensure safe distancing?
 - Is it reasonable to exclude the person from that space, until an alternative can be determined?

Recommendations

- Include information about face coverings in any communication to students regarding class attendance, event attendance, or any other in-person experience.
- Include information on requesting accommodations in any communication regarding face coverings. As an example; *This event/class/meeting will require face coverings. If you require accommodations due to a disability, please contact the Disability Resource Center (students) or the Office of Diversity, Equity and Inclusion (faculty/staff).*

Other Resources for Faculty and Staff

<https://www.asu.edu/about/fall-2020>

<https://cfo.asu.edu/workplace-accommodations>

<https://eoss.asu.edu/health/announcements/coronavirus/faqs#face-faq>

<https://eoss.asu.edu/drc>