



Cowboys Coming Back

CONFLICT RESOLUTION AND CLOTH FACIAL COVERINGS

INTRODUCTION

All OSU students, employees, and visitors must wear a cloth facial covering (mask) upon entering any campus building and when near or are encountering others. COVID-19 can be spread when people are asymptomatic, which means they do not know they are sick yet. Wearing facial coverings has been shown to reduce the spread of COVID-19 to others. It is important that OSU is a safe place to work and study, and taking this step creates a safe environment for all of us as advised by the CDC. As a reminder, facial coverings do not replace the need to maintain social distancing, frequent handwashing, and rigorous cleaning and disinfecting routines. This action is not about keeping you safe, it is about showing that you care about your fellow Cowboys and are doing your part to keep our campus community safe. [More on facial covering guidelines.](#)

Guidelines for Facial Coverings

- You may wear your own clean, well-maintained, and professional facial covering from home instead of the OSU-provided covering if you choose.
- You must wear a facial covering at all times in hallways, classrooms, public spaces, restrooms, and other common areas across campus where social distancing is hard to maintain.
- Facial coverings are also required outdoors if safe social distancing is not possible.
- The facial covering is not only a protection for you. More importantly, it is primarily a protection for others near you to prevent you from unknowingly spreading the COVID-19 virus to others. Studies have shown that if everyone is wearing a mask and following other safety measures the spread of viruses is reduced 80-85%.
- You should carry at least two facial coverings with you daily to ensure that you have a replacement if one becomes unusable while you are on campus.

Communicating Expectations

Like other classroom expectations, instructors should feel empowered to address any concerning behavior in their classrooms.

1. Reiterate the university's expectation of facial coverings in your syllabus.
2. Consider emailing students before the start of the course to clarify this expectation in writing.
3. Verbally discuss this expectation in the first-class period.
4. Empower students to respectfully address their peers who are not wearing a mask.
5. Continue to remind and encourage facial covering by thanking everyone for following the expectation.

Syllabus Statement

All OSU students, employees, and visitors must wear a facial covering (mask) upon entering any campus building and when near or encountering others. This includes during class. Students who fail to wear their facial covering in class will be asked to leave the classroom and return after retrieving their facial covering.

Students who continuously fail to comply with this university expectation will be referred to Student Conduct for the [Student Code of Conduct](#)'s Failure to Comply policy.

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Addressing Failure to Comply with Expectations

When you address students who are not meeting classroom expectations, consider the following:

- **Stay calm:** Even when discussing topics that we are very passionate about we may not be able to get the best message across when angry. By being angry we may put others on the defensive.
- **Choose a good time and place for the conversation:** When possible, find a place free from interruptions to have difficult conversations. This also allows you to have the time to formulate how you would like the conversation to look. Crowded areas may put others on the defensive.
- **Focus on the problem:** Focus on the concerning behavior, rather than focusing on the person.
- **Use facts:** When discussing the issue with others be sure to use factual information to support your argument.
- **Respond vs. reply:** Take time to hear the other person, recognize thoughts and feelings, and respond to what he or she said. Do not reply only to have your thoughts heard.

Guidance for Conversations

Clearly state the behavior causing the disruption	“Pete, as we discussed at the start of this course, as stated in the syllabus, and communicated by the university, it is an expectation that everyone in the classroom is wearing a facial covering.”
Allow the student to respond	“Can you please share why you were not wearing a facial mask?”
Set expectations going forward	“It is my expectation in all future classes, you will be wearing a facial covering when you enter the building and classroom.”
Explain what will happen in the future if expectations are not met	“This expectation is in place for the safety of our OSU community. Therefore, continued failure to comply with this expectation will lead me to refer the incident to Student Conduct.”
Discuss resources to promote student success	“Do you have anything else we need to talk about regarding facial covering or anything else you need from me?”
Document in an email to the student a summary of the conversation	“I will send you an email summarizing this conversation and my expectation going forward.”

Continual Failure to Comply with Expectations

When students are not meeting classroom expectations, instructors should address these concerns with students. However, after instructors have addressed the concern and the behavior continues, then a referral should be made to Student Conduct. Reports of students intentionally failing to comply with the expectation of wearing facial coverings could violate the Student Code of Conduct *Failure to Comply* policy.

Section II, 32, Failure to Comply: Failing to comply with the lawful directions of any university employee acting within the scope of their official duties or failing to identify oneself to such a person when requested to do so.

Complaints can be filed online at <https://studentconduct.okstate.edu/report>. Student Conduct will have specialized educational sanctions for students found responsible for violating this policy. Permanent removal from the classroom will not be likely unless there are repeated violations or outright refusal to cooperate with requests.