

# Respectful Engagement: Following Campus Rules for COVID-19

Revised December 22, 2021



**UWINDSOR  
TOGETHER**

*Return to campus life and community*

## Purpose:

As part of UWindsor's commitment to the health and safety of our community, and the responsibility we all share in preventing the potential for COVID-19 transmission, students, faculty, staff, and visitors are required to follow [UWindsor's COVID-19 Safety Plan](#) when on campus. The UWindsor Together - Return to Campus Life & Community: UWindsor's COVID-19 Safety Plan helps our campus community to better understand our individual responsibilities to keep our community safe. UWindsor's COVID-19 Safety Plan outlines the steps that the University of Windsor has taken, COVID-19 health and safety requirements and the expectations of students, faculty and staff when returning to campus and community life.

The University of Windsor has mandated a [COVID-19 Vaccination Policy](#). Our main priority is campus safety and encouraging a higher rate of vaccination on our campus. As per the policy, all UWindsor employees, students and visitors must be fully vaccinated, or have an approved exemption from the vaccination policy to attend campus.

UWindsor's [COVID-19 Mandatory Non-medical Mask Policy](#) requires the use of [non-medical masks](#) indoors recognizing that transmission of COVID-19 is reduced when masks are worn in conjunction with physical distancing and other safety practices. Students, faculty and staff are also required to take a [COVID-19 Information Session](#) prior to being on campus. For more information, please refer to the [COVID-19 Safety Plan](#).

## Key Considerations:

- As members of the University of Windsor community, we must all play our part in maintaining a [respectful and safe environment](#). If engaging in a conversation about COVID-19 requirements on campus, all faculty, staff, and students are expected to address visitors, patrons, and peers in a positive and supportive manner.
- The [COVID-19 Vaccination Policy](#), the [non-medical mask](#) policy and protocols regarding sanitizing, physical distancing (2 metres), facility and area closures, and adhering to signage were developed to provide faculty, staff, students, and visitors with the safest working, teaching, and learning environment possible.
- Many factors can affect an individual's awareness and understanding of current policies, procedures or protocols, and messages may be misinterpreted. When people on campus are unsure, we must be consistent and remind them that the [UWindsor Return to Campus webpage](#) has the most reliable and up-to-date information.

There may be situations where you can provide guidance to others regarding our campus procedures and protocols. Here are some tips for approaching others:

- **Show compassion.** Adapting to new policies and procedures can be difficult for some members of the campus community. Approach individuals how you would like to be approached, non-confrontationally and with kindness and compassion.
- **Always start with awareness.** (i.e., by pointing out the protective measures). Acknowledge that measures may be misinterpreted, forgotten about, changed over time, or not read. Students especially are focusing on their studies and may not be reading the updates in full.

- **Be patient and understanding.** Remind people that the safety measures will help the community thrive and stay safe.
- **Be calm and respectful.** If someone challenges a policy, do not react with emotion. Stay calm. Diffuse the situation or remove yourself from possible confrontation.
- **Focus on guiding and informing.** Read and understand the University of Windsor [COVID-19 Safety Plan](#). Listen to the individual and provide any known guidance to help them understand our campus expectations and procedures.
- **Reinforce consistent messaging.** Send people to the correct webpages using easy to remember URLs like <https://www.uwindsor.ca/returntocampus/> for campus COVID-19 updates.
- **Suggest they send feedback.** If someone challenges the rules or refers to an inconsistency or loophole, do your best to assist them and encourage them to submit their question or recommendation to the [Return to Campus FAQ](#) and someone with pertinent knowledge will reply in a timely fashion.

### Strategy for approaching someone on campus:

Do not assume that someone is intentionally disregarding the procedures and protocols. Even with the best intentions, people are bound to misinterpret policies and procedures, and there could be others who simply do not know what these are. Together we can respectfully inform and remind people of the expectations and procedures and protocols that are in place to protect ourselves and the community.

1. Know the procedures and protocols. Review and stay up to date with the [UWindsor COVID-19 Campus Procedures](#).
2. Politely advise. Give people the benefit of the doubt; there are a lot of new procedures and protocols and they are constantly changing. People may have simply forgotten or need a friendly reminder.
3. Stay calm and approach with compassion. A respectful tone can make all the difference.
4. Avoid responding with emotion. Aim to inform and clarify in a calm and positive manner.

### Last Resort:

The University is committed to an environment of tolerance and respect, free from harassment and discrimination. If you encounter a member of the campus community who repeatedly demonstrates an unwillingness to adhere to our expectations and procedures, please contact your supervisor, a Human Resources representative, or send an email to [returntocampus@uwindsor.ca](mailto:returntocampus@uwindsor.ca).

Under the Occupational Health and Safety Act, employees are responsible to report safety hazards or concerns to their Supervisor/Dean, and Supervisors are responsible to address safety hazards in the workplace.

Supervisors must ensure that external visitors, parties or contractors directly engaged by their unit are aware of the University's COVID-19 Safety Plan. University contractors, visitors, or external parties are required to complete the University's [self-assessment questionnaire](#) before entering University buildings or property.

All other encounters involving visitors or patrons exhibiting violent or aggressive behaviour should not be engaged by faculty, staff, or students. In these instances, please remove yourself from the situation and call the Campus Community Police at ext. 4444. If the visitor or patron is not exhibiting violent behaviour but refusing to wear a mask or leave the building, report the situation to your Supervisor or send an email to [returntocampus@uwindsor.ca](mailto:returntocampus@uwindsor.ca) for assistance.

Please remember, our primary role is to provide respectful education regarding our campus expectations and procedures.