



OFFICE OF HUMAN  
RESOURCES  
AND COMPLIANCE

### **For Employees Regarding Face Shields**

The recommendations from the CDC and studies from both The Johns Hopkins School of Public Hygiene and the University Iowa College of Public Health clearly indicate the superior risk mitigation that is provided by face masks (as opposed to face shields). For this reason, Messiah University expects its community to wear face masks while in public. These masks must cover the face from the bridge of the nose to below the chin.

Face shields may be consistently worn as an alternative to the face masks only if an individual has a documented health condition that precludes wearing a mask. The face shield must be broad enough to wrap around the face and also long enough to go below the chin such as this model:

<https://www.zverse.com/our-products/>.

Situationally, a face shield may be temporarily substituted for a face mask under the following conditions:

1. An individual will be lecturing to a class and finds the mask to be too restrictive to breathing while lecturing or there is a pedagogical reason (e.g. teaching a language) that requires the lower portion of the face to be visible. Faculty wearing a face shield have an obligation to be especially vigilant in practicing social distancing and must remain at least six feet from others.
2. An individual is working in a situation that requires significant physical exertion and wearing a face mask is too restrictive to breathing.
3. A face shield is identified as the safer option, for example in a laboratory situation where a face mask could present a hazard. In these cases, use of a shield must be approved by the immediate supervisor or relevant school dean.
4. An employee is meeting with another individual or individuals at consistent distancing of 6-feet or more, and all parties are stationary (e.g., sitting across a large office from one another without crossing the same physical space) or during an admissions tour with strict maintenance of 6-foot spacing or more.

When an individual opts to wear a face shield under these circumstances, he/she is expected to put a face mask on, if in public, after the specific activity requiring the face shield is concluded. Again, only face masks that are broad enough to wrap around the face and also long enough to go below the chin are acceptable alternatives to wearing a mask. The following model: <https://www.zverse.com/our-products/> is one option that meets the standard.

Individuals choosing to wear a face shield are responsible for purchasing their own shield at their own expense.

**Expectations for Students Regarding Face Shields**

Students are required to wear face masks on campus. Under specific and rare circumstances, medical exceptions for students will be processed through the Engle Center.

*Amanda Coffey*

**VP of Human Resources & Compliance**  
**Title IX Coordinator**



*Office of Human Resources and Compliance*  
One University Avenue Suite 3015  
Mechanicsburg PA 17055  
Tel: (717) 796-5300  
Fax: 1-888-295-9989  
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