



Special Session: ADA Accommodations and Mask Requirements in the Classroom

The start of the Fall semester has ushered in excitement for a new academic year, the hope for a successful semester, and—in the age of COVID-19—widespread confusion and panic about face mask requirements and vaccine mandates (for Nursing and Allied Health programs).

This special session Melissa Talks will go over ADA accommodations related to face mask requirements and vaccine-related accommodation requests. We will also cover religious accommodation request. This session will be separated into two discussions: 1) Student requests and 2) Employee requests.

Before we get started with the discussion, there are a lot of “exemption cards” or “attestation of faith” letters/cards for purchase on the Internet that purport to provide a blanket exemption from mask and vaccine requirements/mandates. **THESE ARE NOT LEGITIMATE CARDS.** Even if they were legitimate, the holder of the card would still need to engage in our processes (either ADA/504 or Religious Accommodation to have an accommodation recognized by the College/District).

STUDENT REQUESTS FOR ADA/504 ACCOMMODATIONS AND RELIGIOUS ACCOMMODATIONS

ADA/504 Accommodations and Academic Adjustments

MCCCD will engage in the interactive process with any student who requests a disability accommodation related to the face mask requirement and/or vaccine mandate. Students should be referred to the college Disability Resource Services (DRS) office when they first report medical concerns over wearing a mask or not being vaccinated (in clinical settings).

DRS will gather information about the student’s medical condition to determine if the student has a disability and whether there is a reasonable accommodation that will eliminate or reduce any risk associated with attending classes while unmasked (or attending clinical placements while unvaccinated) that does not pose an undue hardship to the College. Reasonable accommodations can be explored using information about the student’s classes (including curriculum, classroom expectations, etc.) The college will engage in an individualized accommodation analysis, which includes a review of the level of risk a student who is unmasked (or unvaccinated for clinical placements) creates and to what degree that risk can be minimized.

Provisional Accommodations

Provisional accommodations will not be granted allowing a student to not wear a face mask for in person classes or indoors while on District property. Provisional accommodations allowing the student to be absent from class, get notes, or skype-in to class may be granted provisionally (or after the interactive process is complete, granted on a permanent basis) if they will allow the student to access their education and does not create an undue burden on the college/District.

Students who refuse to wear a face mask to class (while the face mask requirement is in place) and who have no accommodation in place (due to religious, health-related reasons or an existing disability) MUST be asked to leave the classroom and to not return unless they are wearing a face mask or have been granted an accommodation. After being told once to leave (and they return or refuse to leave), the student may be referred to the Dean of Students for a possible code of conduct violation and Public Safety may be called. Students are required to wear a face mask/covering inside all MCCCDC buildings until such time as a determination is made to approve the accommodation.

Faculty Considerations

Faculty have a responsibility to outline classroom expectations. This can most easily be done by including the DRS syllabus statement in the course material. Upon reviewing/sharing the policy with students, faculty should provide an opportunity for those without a face covering to wear one (these will be provided to faculty and in the classrooms). Faculty have the discretion to excuse the first absence--when the student is asked to leave for failure to wear a face mask--but do not have to modify their attendance requirements (moving forward), unless an attendance accommodation has been determined reasonable by the DRS office and the faculty receives a Faculty Notification Letter outlining the accommodation. Faculty have discretion to excuse absences for students who do not attend class due to the processing of the accommodation request, but this discretion should be applied equally.

Reasonable Accommodations for face mask exemption (this list is not all-inclusive)

1. Transitioning to online class
2. Frequent breaks to leave class and building to remove mask
3. Live-streaming class/skyping into class
4. A face shield alone cannot be used in place of a mask, but a face shield with drapes may be used. (Although they may not work as well as masks to prevent the spread of COVID-19, a face shield with a drape attached on the bottom edge that is either form fitting under the chin or tucked into a shirt or collar can be used by people who cannot wear a mask due to a disability or medical condition).
5. Refund waivers (past the full refund deadline) if a student drops the class.
6. Incomplete in the class.

Religious Accommodation Requests

Students have the ability to request religious accommodation by following the [ND-4 Religious Accommodation Procedure](#) and providing the completed form to their instructor. From there, the instructor must forward such requests to the department chair and academic dean for review.

The MCCCDC will reasonably accommodate the religious needs, observances, and practices of its students, when requested and when said requests are made in accordance with these procedures. Faculty should not be making accommodations for students outside of this process. A request for reasonable religious accommodations, including requests for time off from work or school activities, is justified ***unless College, class, or District operations would suffer unduly by granting the individual's request.***

The standard for review

A religious practice or belief is a sincerely held practice or observance that includes moral or ethical beliefs as to what is right and wrong, most commonly in the context of the cause, nature, and purpose of the universe. Religion includes not only traditional, organized religions, but also

religious beliefs that are new, uncommon, not part of a formal religious institution or sect, or only subscribed to by a small number of people. Social, political, or economic philosophies, as well as mere personal preferences, are not considered to be religious beliefs.

The student does not need to prove the sincerity of their belief, or their strict practice of a religion. Colleges are able to inquire as to possible accommodations that would alleviate the concern and how the facemask requirement (or vaccine mandate) interferes with the student's religious or sincerely held belief. Ultimately, the analysis should balance allowing such limited exceptions against the public health threat posed to the campus community. The health and safety of the College/District community is always the primary concern.

Undue hardship

An undue hardship is a practice, procedure, or financial cost, which unreasonably interferes with business operations at the College or would materially alter the course requirements. In determining undue hardship, consider the following questions: 1). Would an accommodation be an undue hardship for the college/District? 2) Would an accommodation materially alter the academic requirements or the educational program? 3) Are other students allowed to bypass the policy or requirement for nonreligious reasons? (e.g., missing class because of death in the family; avoiding a certain aspects of a clinical requirement, etc.).

Specific guidelines for making religious accommodation decisions

As you analyze the accommodation request, remember that MCCCCD needs to implement its accommodation procedure with fidelity and consistently across the District. If courts take up cases involving religious accommodations, it will likely be in the form of discrimination complaints. So, as long as we are not being arbitrary or capricious in the way we review requests or make decisions, we will likely be okay. Here are some guidelines to follow:

1. Always use an interactive process and consider effective alternatives to the particular accommodation requested if it would pose an undue hardship.
2. Avoid assumptions about what constitutes a religious belief or practice
3. Consider effective alternatives to the particular accommodation requested if it would pose an undue hardship.
4. If the accommodation request is denied, explain why it is not being granted.

Remember, the policy also states that: "In situations where an accommodation is not granted, the District Compliance Office must review the reasons for the denial within 72 hours (3 business days) after the denial." Please remember to send any denied accommodation requests to the Compliance office at compliance@domail.maricopa.edu and please cc: Jason.Sweat@domail.maricopa.edu.

EMPLOYEE REQUESTS FOR ADA ACCOMMODATIONS AND RELIGIOUS ACCOMMODATIONS

ADA Accommodations for Employees

MCCCCD will engage in the interactive process with any employee who requests a disability accommodation related to the face mask requirement (and to any vaccine requirement that may be applicable to certain health care faculty and staff). Employees should be referred to District Human Resources (DHR) to initiate the request.

DHR will gather information about the employee's medical condition to determine if the employee has a disability and whether there is a reasonable accommodation that will eliminate or reduce any risk associated with working in person while unmasked (or working in clinical environments while unvaccinated) that does not pose an undue hardship to the College or District. Reasonable accommodations can be explored using information about the employee's job duties and work environment. DHR will engage in an individualized accommodation analysis, which includes a review of the level of risk an employee who is unmasked (or unvaccinated in clinical work environment) creates and to what degree that risk can be minimized.

Possible Reasonable Accommodations for face mask exemption (depending on position and work unit needs)

1. Working remotely
2. Frequent breaks to leave building to remove mask
3. Some or all work can be performed in private office with door closed
4. A face shield alone cannot be used in place of a mask, but a face shield with drapes may be used. (Although they may not work as well as masks to prevent the spread of COVID-19, a face shield with a drape attached on the bottom edge that is either form fitting under the chin or tucked into a shirt or collar can be used by people who cannot wear a mask due to a disability or medical condition).

Religious Accommodation Requests

Employees have the ability to request religious accommodation by following the [ND-4 Religious Accommodation Procedure](#) and providing the completed form to their supervisor, who will work with District Human Resources regarding evaluation of the request.

MCCCD will reasonably accommodate the religious needs, observances, and practices of its employees, when requested and when said requests are made in accordance with these procedures. A request for reasonable religious accommodations, including requests for time off from work, *is justified unless college, class, or District operations would suffer unduly by granting the individual's request.*

The standard for review

A religious practice or belief is a sincerely held practice or observance that includes moral or ethical beliefs as to what is right and wrong, most commonly in the context of the cause, nature, and purpose of the universe. Religion includes not only traditional, organized religions, but also religious beliefs that are new, uncommon, not part of a formal religious institution or sect, or only subscribed to by a small number of people. Social, political, or economic philosophies, as well as mere personal preferences, are not considered to be religious beliefs.

The employee does not need to prove the sincerity of their belief, or their strict practice of a religion. The District is able to inquire as to possible accommodations that would alleviate the concern and how the face covering requirement (or vaccine mandate) interferes with the

employee's religious or sincerely held belief. Ultimately, the analysis should balance allowing such limited exceptions against the public health threat posed to the workplace.

Undue hardship

An undue hardship is a practice, procedure, or financial cost, which unreasonably interferes with business operations at the District or at the applicable College. District HR will analyze an accommodation request with fidelity and consistency in mind. If courts take up cases involving religious accommodations, it will likely be in the form of discrimination complaints. So, as long as we are not being arbitrary or capricious in the way we review requests or make decisions, we will likely be okay. Here are some guidelines District HR will follow:

1. Always use an interactive process and considering effective alternatives to the particular accommodation requested if it would pose an undue hardship.
2. Avoid assumptions about what constitutes a religious belief or practice, but do consider whether the employee has previously demonstrated the religious belief or practice in similar work situations.
3. Evaluate whether an undue hardship would exist in granting the accommodation: for example, based on the employee's particular job duties and location(s), is there likely to be a health and safety risk in granting it?
4. If the requested accommodation poses an undue hardship, consider effective alternatives to the particular accommodation requested.
5. If the accommodation request is denied, explain why it is not being granted.

Remember, the policy also states that: "In situations where an accommodation is not granted, the District Compliance Office must review the reasons for the denial within 72 hours (3 business days) after the denial." For employees, please remember to send any denied accommodation requests to compliance@domail.maricopa.edu and David Bowman, david.bowman@domail.maricopa.edu.

Information prepared by Mesa Community College RE: Face Masks and Disability/Religious Accommodation Requests

Face Covering Policy, Administration and Guidelines (Updating... 8/12/2021)

This document was drafted In consultation with the Office of General Counsel.

Are Masks/ Face coverings required?

In accordance with the Maricopa County Community College District (MCCCD) policy (per Chancellors email 8/12/2021):

Face coverings are required for all employees, students, and guests *inside all Mesa Community College (MCC) and Maricopa County Community College District (MCCD) buildings*. While the CDC guidelines state that fully vaccinated individuals do not need face-coverings in certain situations, the guidance still asks individuals to wear face coverings around others indoors until more people

are vaccinated, as this provides protection for those at high risk. However, face coverings are *not required when an individual is alone in a closed office space or when outside.*

Face shields are not considered appropriate face coverings. CDC guidelines echo this, unless the face shield is worn with an additional face covering underneath. However, accommodations may be made for students and employees with disabilities as approved by Disability Resources and Services and the college Human Resources. *These accommodations will likely be far and few between as the face mask requirement is in place directly related to a global pandemic and the protection of the health and safety of students, faculty, staff, and visitors at the District.*

Medical/Health and Religious Accommodations:

- Students have the ability to request medical/health accommodation through the MCC [Disability Resources Office](#).
- Students have the ability to request religious accommodation by following the [ND-4 Religious Accommodation Procedure](#) and communicating with their instructor. From there, the instructor must forward such requests to the department chair and academic dean for review.
- Students are required to wear a face mask/covering inside all MCC/MCCCD buildings until such time as a determination is made to approve the accommodation.
- The interactive process for requests for accommodations is intended to explore alternative learning options and will typically not result in any accommodation that would conflict with or violate existing MCCCD policies.

Faculty/Staff Notification of Pending and/or Approved Accommodation

- Faculty will receive a Faculty Notification Letter approving the accommodation. Students will be notified by the DRS Office that they must continue to abide by the policy until such approval is granted. Remember, the approved accommodation may not be the exemption to wearing a facemask. We determine what is reasonable.
- Students granted religious accommodation will be approved by the Department Chair/Academic Dean and in consultation with the faculty member. Students will be notified by faculty that they must continue to abide by the policy until such approval is granted.
- All students with approved accommodations will have notes entered into the SIS person comments screen. Only the DRS, Dean of Students, and Dean of Academic Affairs office will be allowed to input this information.
- **Provisional accommodations will not be granted for face coverings. Provisional accommodations allowing the student to be absent from class or to get notes or skype-in to class may be granted if they will allow the student to access their education and does not create an undue burden on the college/District.**
- The interactive review for requests for accommodations is intended to explore alternative learning options and will likely not result in any accommodation that would conflict with or violate existing MCCCD policies.

Student Expectations and Responsibility

- Students are expected to abide by the MCCCD/MCC policies and procedures. Students will be notified of the Student Rights and Responsibilities and expected adherence to the MCCCD Code of Conduct Policy.
- Students engaged in the interactive process for accommodation will be notified of the policy and expectations until such approvals are granted.
- Students receiving approval will be notified in writing and will be required to have this document on hand while attending in person campus or seeking in person services.

MCCCD POLICY Exemptions and Refusals	COLLEGE RESPONSE Policy and Practices	GUIDING ACTION	FACULTY/STAFF SUPPORT
<p>Students requesting accommodation or refusing to wear a mask on the basis of a disability or health impairment should be referred to Disability Resources and Services (DRS).</p> <p>DRS will engage in an interactive process with the student--including an intake and documentation review--in order to determine effective and reasonable accommodations.</p> <p>Provisional accommodations will not be granted allowing a student to not wear a face mask for in person classes or indoors while on the MCC property.</p> <p>Provisional accommodations allowing the student to be absent from class or to get notes or skype-in to class may be granted if they will allow the student to access their</p>	<p>For students who are new to DRS, in order to request an accommodation, they must submit a new student application, along with documentation from a medical professional, in DRS Connect on the DRS website and schedule an appointment to meet with a Program Advisor by calling 480-461-7447, connecting on Cranium, or by email at drsfrontdesk@mesacc.edu</p> <p>If the student is already being served by DRS, the student can request a new accommodation for an already disclosed disability or disclose a new disability for which they seek the accommodation.</p> <p>DRS will engage in the interactive process with the student.</p> <p>If granted an accommodation, DRS will alert the student's faculty of the accommodation via the Faculty Notification Letter (FNL) through their Maricopa email. Faculty may also review student information in their faculty DRS Connect page.</p>	<p>Faculty are obligated to comply and provide DRS-approved accommodations. Faculty SHOULD NOT initiate their own ADA/504 accommodations.</p> <p>Faculty should encourage students to connect with DRS as quickly as possible <u>but may not</u> mandate or require a student to do so.</p> <p>Students must voluntarily self-identify their needs to DRS.</p> <p>Faculty are also encouraged to submit an EARS referral so that DRS may reach out to invite the student in for a discussion of DRS and the services the office provides.</p>	<p>DRS has determined that there may be reasonable exceptions to the Face Covering policy and faculty should comply with all accommodations on the Faculty Notification Letter. These exceptions will likely be rare, but the interactive process is outlined to address these situations and with appropriate accommodations that do not conflict with the MCCCD policy.</p> <p>Faculty are also encouraged to share concerns by contacting their college DRS manager, Jenna Atkinson at (480) 461-7617 or by email at jenna.atkinson@mesacc.edu</p>

<p>education and does not create an undue burden on the college/District.</p>			
<p>Students requesting an exemption to the face covering policy on the basis of a religious reason should be directed to review the ND-4 Religious Accommodation and Procedure</p> <p>Provisional accommodations will not be granted allowing a student to not wear a face mask for in person classes or indoors while on the MCC property.</p>	<p>The Dean of Students and/or Dean of Academic Affairs Office will follow these guidelines:</p> <p>ND-4 Religious Accommodation and Procedure</p> <p>The Dean of Students and/or Dean of Academic Affairs Office will alert the faculty if a student is approved for religious accommodation.</p>	<p>Faculty should refer students to the ND-4 Religious Accommodation and Procedure. If additional questions persist, faculty may refer to their academic dean.</p> <p>Students' requests will be evaluated according to the Religious Accommodation Procedure.</p> <p>Until approved, students must wear a mask/face covering while attending class.</p>	<p>Please contact Ms. Christina Thomas (christina.thomas@mesacc.edu) for any additional questions.</p>
<p>Students who refuse to wear a face covering to class (while the face covering requirement is in place) <u>and who have no accommodation in place</u> (due to religious, health-related reasons or an existing disability) and have not worked with their faculty member or school administration regarding moving to an online class</p>	<p>Students right to due process:</p> <ol style="list-style-type: none"> 1. Students must be alerted to the policy and given an opportunity to adjust their behavior and/or make alternative arrangements (i.e. moving to an online class, seeking accommodation if appropriate). 2. Once directed to the appropriate process, the student may be asked to leave 	<p>Faculty and staff have the responsibility to ensure due process for a student. Faculty will likely be the first to communicate the policy for in-person classes, along with options for students who will not/can not wear an appropriate face covering.</p> <p>The faculty member should</p>	<p>See below. The goal is to mitigate and get ahead of any challenges.</p>

<p>MUST be asked to leave the classroom and to not return unless they are wearing a face mask or have been granted an accommodation.</p> <p>After being told once to leave (and they return or refuse to leave), the student may be referred to the Dean of Students for a possible code of conduct violation (2.5.2, Article III, E).</p>	<p>class (and leave campus) if they are not wearing a face mask.</p> <p>3. If the student continues to refuse to wear the mask and has not obtained an approved accommodation, the student may be administratively removed from campus and referred to the Dean of Students Office.</p>	<p>ask the student to leave the class (with no academic penalty for that class period).</p> <p>Refusal to leave class after being told to leave by the instructor (due to refusal to wear the face covering) should be treated as any other classroom disruption cases, including calling the MCC Covid Representative or College Police, if necessary.</p>	
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Covid Reporting Requirements

Members of the Maricopa County Community College community must notify Risk Management if they are diagnosed with COVID-19 or if they believe they have been exposed to COVID-19. This includes all college employees and students who are enrolled in either in-person, hybrid (in-person and online combination) and/or online classes.

In the case where a student notifies a faculty member that they have been exposed and/or tested positive for Covid-19, the faculty member must alert MCCCDC Risk Management by using the COVID-19 reporting form listed below:

<https://together.maricopa.edu/health-safety/covid-19-reporting>

Personally identifiable information, including name, address, and medical conditions will remain confidential and will not be shared with instructors, other students, or staff but your information may be shared with local health authorities as permitted under the ADA.

Faculty Considerations

1. Faculty have the discretion to excuse the first absence--when the student is asked to leave for failure to wear a face mask--but do not have to modify their attendance requirements (moving forward), unless an attendance accommodation has been determined reasonable.
2. Faculty have discretion to excuse absences for students who do not attend class due to the processing of the accommodation request, but this discretion should be equitable.

Student Communication and Support

1. Faculty are encouraged to communicate with students in advance of the class start date
 - o Email students information on the face covering policy and include information on the medical/health or religious accommodation process. Note, the interactive review process for either accommodation does take time and we encourage

students to engage in that process early and in advance of the first day of classes.

- For those seeking medical/health or religious accommodation, remind them that a face covering is required until the accommodation has been approved and you have been alerted by the College DRS or Dean of Students and/or Dean of Academic Affairs Office.
 - Faculty have discretion to excuse absences for students who do not attend class due to the processing of the accommodation request, but this discretion should be equitable.
2. Assuming positive intentions and good faith in policy administration
- MCC is committed to providing the best student experience possible while keeping the health and safety of our college community our highest priority.
 - While face coverings are still required for all employees, students, and guests inside all Mesa Community College (MCC) and Maricopa County Community College District (MCCCD) buildings, face coverings are not required when an individual is alone in a closed office space or when outside.
 - Faculty will have disposable masks available for distribution in their classrooms. Please share freely to support a healthy environment.
3. Faculty expectations in mitigating escalation
- Faculty have a responsibility to engage the student and outline expectations as part of the due process afforded to the student. This can most easily be done by including the recommended syllabus statement on their course material.
 - Upon reviewing/sharing the policy with students, faculty should provide an opportunity for those without a face covering to wear one (these will be provided to faculty and in the classrooms)
 - Additional faculty questions may be routed to the Dean of Students and/or Dean of Academic Affairs Office for review.
4. College Police - Their role and when to call
- While College Police are certainly available to respond to threatening class disruptions where the health and safety of our students and faculty are at risk, they should not be automatically called if a student does not show up wearing a mask. As employees of MCC, we are responsible for ensuring that students are aware of the campus rules. As a result, we may need to remind students of the mask requirement and offer a mask to those who don't have one on hand (all classrooms and offices should have a box of disposable masks with their cleaning supplies. If you do not, please contact M/O). If the student refuses to comply with the mask requirement, the faculty may ask the student to leave and refer the student to the Dean of Students Office. However, if the student becomes disruptive, refuses to leave, uses profane and/or inappropriate communication and threatens or harasses the employees, College Police may be contacted right away.

5. College Resources and Student Support
 - Faculty are encouraged to utilize various resources to support students. This includes our Early Alert Referral System (EARS). A referral is an alert from the instructor (or other concerned person) on behalf of a student who may be experiencing academic difficulties or personal difficulties. An EARS referral connects students to resources that may assist a student's academic, emotional and/or personal needs.
 - MCC Counseling Services provides a variety of services from academic and personal counseling to career and self enrichment services. Counseling services can also provide crisis response resources and more.

ADA Accommodation Questions with In-Person Classes:

1. How to ask if they have a DRS or religious accommodation or know if they have been approved for an exemption to the face covering policy?

Students who are not wearing a face covering may be asked if they have an accommodation from either campus DRS or the Office of the Dean of Students and/or Dean of Academic Affairs that excuses them from wearing a face covering.

Students should produce verification that an exemption has been approved and/or you should receive a Faculty Notification Letter via DRS Connect. Religious accommodations will be approved by the Department Chair/Academic Dean and faculty will be notified.

DRS or the Office of the Dean of Students and/or Dean of Academic Affairs can verify whether a student has an accommodation from wearing a face covering, and if so, what the accommodation's parameters are, but will not reveal the basis for the accommodation. Students should not be asked to provide any information about the basis for the accommodation.

If the student does not have proof of an approved accommodation they will be required to adhere to the policy until such documentation can be provided.

2. What happens if a student has an accommodation and other students do not feel comfortable working with them on group or team projects?

Approved accommodations may not be in conflict with MCCCDCD policy.

Group assignments and presentations

Faculty cannot force a student to work with another student who is not wearing a face covering. Faculty should consider other alternatives, such as allowing the project or collaboration to be done online (with no face-to-face contact). Material changes in the coursework by not requiring group/project work may be grounds to deny the accommodation request.

Students who request to not work with students with accommodations that allow them not to wear a mask should be guided by the faculty and/or department chairs for alternative learning opportunities. Consult District legal for assistance in addressing these situations.

3. In the case where social distance is not feasible, what is the faculty required to do when student interaction is at close range and a student has medical accommodation to not wear a mask?

Example: Classes with lab assignments

Faculty should contact DRS in order to determine what additional accommodations are available or if a more effective accommodation is possible.

If there is no other reasonable accommodation available, the accommodation request may be denied.

4. How do we ensure that students receiving medical accommodations are not unintentionally or intentionally excluded from class participation

Example: Students with accommodation are not well received in the class. Ensuring that we do not violate privacy, their accommodation will not be shared. What happens if students do not want to sit in proximity with them, even if 6 feet away? What recourse does the instructor have? We should be exercising social distancing rules with a student who is not wearing a mask or face covering due to an accommodation. The faculty member may want to share with the student that while they (the faculty) will not announce that the student has an accommodation, the student is free to do so, if they so desire.

5. What about “provisional” accommodations?

Provisional accommodations that allow a student not to wear a face mask or covering are not available for face covering exemptions as it is considered an undue burden for the institution. Provisional accommodations of allowing a student to have a recorded copy of the in-class lecture or being allowed to turn in work remotely may be granted until the permanent decision on accommodations has been made.

6. What if faculty have similar accommodations to not wear face coverings and students do not feel comfortable in that class? Is it up to the chairs (and do they have such a right) to not schedule those faculty in F2F classes? Keep such faculty online?

If a faculty member has been approved for an exception to a face covering on the basis of disability, a student without an accommodation would have the choice to change sections or withdraw from the course. This is the case regardless of the situation. Students have the right to modify their schedules as they see fit.

7. What if faculty are uncomfortable with students in their classes who are permitted to not wear face coverings? Transfer those students to other sections taught by different faculty? What if there are no other sections?

Students have the right to select their courses and can not be removed from classes on the basis of their disability. Faculty would need to contact HR for employee accommodations.

8. What if there is more than one person with a face covering exception in the class, such as two students or a student and instructor?

All appropriate social distancing measures should be taken in order to create as safe an environment as possible. DRS, Human Resources, and the Dean of Students and/or Dean of Academic Affairs office will engage in an interactive process to assist with determining the best recourse possible for all parties involved.



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