

University Policy 1408 Concealment of Identity Procedures

These procedures explain enforcement of University Policy 1408.

- A. When asked by an Authorized University Employee for identification an individual may elect to:
 - a. Present their identification: Mason ID or government issued ID.
 - b. Otherwise establish their identity to the satisfaction of the Authorized University Employee;
 - c. Provide a note from a physician requiring/recommending a face covering for health reasons;
 - d. Remove their face covering; or
 - e. Leave campus.
- B. Mason may issue a wristband (or other marking device) to individuals that wear a face covering so that they can demonstrate that they have already been “identified.”
- C. Requests for identification will generally not be made to individuals wearing a face covering whereby a substantial portion of the face is hidden or covered so as to conceal the identity of the wearer in the following situations:
 1. Attending an event that:
 - a. Distributes/requires name tags,
 - b. Requires a person to confirm their identity at check-in (e.g., guest list, registration, Mason360), or
 - c. Is a student or employee organized event closed to members of the public or guests.
 2. The individual is under 16 years of age.
 3. University employees engaged in their work as defined by their position description (faculty-student meetings, office meetings, customer service, etc.).
 4. Attending a scheduled catalog academic course (classroom, laboratory, field instruction) for which the individual is registered.
 5. The individual is carrying an affidavit from a physician specifying the medical necessity for wearing a face covering.
 6. Wearing a face covering when a public health emergency is declared that waives law Code of Virginia 18.2-422.
 7. Wearing a traditional holiday costume in an appropriate context (e.g., Halloween mask during Halloween, party, religious or cultural observances).
 8. Engaged in work/instruction that requires personal protective equipment (e.g., respiratory protection, food service, welder mask).

Nevertheless, requests for identification may be made by an Authorized University Employee in the above situations if doing so is necessary to determine compliance with Policy 1408 or Va. Code § 18.2-422.

- D. In the event of non-compliance by the individual, the Authorized University Employee may refer the individual for disciplinary action (if a student or faculty member), escalate the matter to University Police for further action, or take other appropriate actions.