

I AM 4MARYLAND

YOUR COMMITMENT to the UMD COMMUNITY

The COVID-19 crisis presents a tremendous challenge: how to keep yourself and each other safe in our university community. The “I am 4Maryland” campaign is a comprehensive plan to keep our campus and our community safe by limiting the spread of COVID-19. Included in the plan are several behavioral expectations to help every member of the community stay safe and healthy. We trust that all members — faculty, staff, and students— will ultimately take responsibility for their own health and safety and act in a manner that demonstrates respect and consideration for those around them.

While we expect each TERP to assume personal responsibility, we understand that mistakes and oversights with compliance will likely occur. We understand that these changes are significant to a person’s day-to-day activities, and it may take time for new norms to be fully implemented. Generally, issues with compliance will be addressed with care, understanding, and information sharing. The overarching goal with compliance will be to de-escalate rather than intensify a situation.

Suggested Responses

IN ALL SITUATIONS, SEEK TO DE-ESCALATE RATHER THAN INTENSIFY THE INTERACTION

| ASK | OFFER | LEAVE | REPORT |
|--|--|---|---|
| <i>Not Wearing a Mask/Face Covering</i> | | | |
| Ask if the individual is aware that face coverings are necessary/required | If available, offer a face covering | If non-compliance continues, ask the person to leave or remove yourself from the area | For ongoing violations and/or egregious violations, please report: Students = OSC, Faculty = Dept. Head, Staff = Supervisor |
| <i>Not Social Distancing</i> | | | |
| Ask the individual to please honor social distancing space and allow for 6 ft. apart | If in a location that makes it difficult to social distance, offer to move to a more conducive space | If non-compliance continues, ask the person to leave or remove yourself from the area | For ongoing violations and/or egregious violations, please report: Students = OSC, Faculty = Dept. Head, Staff = Supervisor |
| <i>Not Following Directional Signage</i> | | | |
| Ask if the individual is aware of the posted directional signage | Offer to show the individual the posted signage and routes | If non-compliance continues, ask the person to leave or remove yourself from the area | For ongoing violations and/or egregious violations, please report: Students = OSC, Faculty = Dept. Head, Staff = Supervisor |
| <i>Violating any Provision of the I am 4Maryland Commitment</i> | | | |
| Ask if the individual is aware of the provision | Offer information and/or options | If non-compliance continues, ask the person to leave or remove yourself from the area | For ongoing violations and/or egregious violations, please report: Students = OSC, Faculty = Dept. Head, Staff = Supervisor |

Frequently Asked Questions

1. How can I report someone for violating the Pledge?

To report a student to the Office of Student Conduct:
[Code of Student Conduct Incident Referral Form](#)

To report a faculty or staff member, please contact???

2. What happens if I report someone for violating the Pledge?

Reports will be reviewed on a case-by-case basis by the appropriate entity (Office of Student Conduct, Department Head, or Supervisor) and appropriate follow up with the involved individual(s) will occur.

3. What are the possible consequences students face for violating the Pledge? (Note: Faculty and staff processes are outlined in their respective area.)

Each situation is different and unique. Consequences will depend upon various considerations such as impact of the behavior, prior conduct history, and willingness to make changes. Sanctions are educational in nature and intended to provide the student with an activity to increase their knowledge and perspective. Generally, outcomes of reported non-compliance could include:

- A written notice: The notice could include a reminder about the Pledge and the expectations to comply. Additional information may include where to obtain personal protective equipment and resources related to COVID-19 health and safety information.
- An informal meeting: A meeting may be requested to discuss the report. A record of the matter will be made and will be considered if there are any further issues of non-compliance.
- A formal meeting: A combination of disciplinary sanctions and educational measures may occur. Disciplinary actions for students may include warnings, probation, restricted access and/or loss of privileges, loss of on campus housing privileges or separation from the university. Egregious, significantly threatening, and/or repeat violations may be addressed with the student being issued an Interim Suspension pending resolution of the matter through the University's formal disciplinary process.

4. What if a Student Organization violates the Pledge?

In matters involve a student organization, the group may be issued an immediate cease and desist of all organizational activities while the matter is investigated. Disciplinary action for student organizations may include probationary status, limitation on social and/or recruiting functions, loss of practice and/or travel privileges, and withdrawal of recognition. When appropriate national and/or governing bodies of organizations will be notified.

5. How will violations be enforced off campus?

For students, the Code of Student Conduct applies both on and off campus.

Referrals for possible conversation and/or action may be made through the Department Head (faculty), Direct Supervisor (staff) or the Office of Student Conduct (students).

6. How should I implement the Pledge in my classroom?

Post expectations in the syllabus and review verbally with students on the first day of classes; where appropriate, consider including adherence to classroom requirements as part of the overall grade in the course.

7. What if a student fails to adhere to the Pledge (masks, social distancing, following directional patterns, etc.) in my classroom?

- Ask the student to comply. If applicable, offer an extra mask. Remind the student of the policy and importance of protecting one another.
- Always do so in a calm and understanding manner; many significant changes are occurring across campus and we need to remain empathetic to the adjustments.
- If non-compliance persists after asking and offering, ask the individual to leave the classroom/office as you find the situation to be harmful to their classmates/you.
- If the individual refuses to leave, you may wish to – as a last resort – leave the classroom/office, ask all students/others to leave, and report the situation.
- In cases of threatening behavior, UMPD should be contacted immediately