



## SOUTHEASTERN LEGAL FOUNDATION

Rebuilding the American Republic®

November 6, 2020

**VIA EMAIL**

Mr. Justin Norris  
President  
OU Student Government Association  
sgapres@ou.edu

**VIA EMAIL**

Ms. Savannah Patterson  
Congress Chair  
OU Student Government Association  
congress@ou.edu

Re: First Amendment Violations at the University of Oklahoma

Dear Mr. Norris and Ms. Patterson:

We are writing to you with concerns about the recent treatment of members of Turning Point USA (TPUSA) and other conservative students at the University of Oklahoma (OU). These students have been assaulted, threatened, harassed, and alienated all because of their viewpoints. As the representative body of *all* students, the Student Government Association (SGA) has failed to treat the viewpoint and content of speech on campus neutrally, as required both by its own Bylaws and by the United States Constitution.

Southeastern Legal Foundation is a nonprofit public interest law firm and policy center dedicated to advocating limited government, protecting American freedom, and defending individual liberties. Through our 1A Project, we educate the public about students' First Amendment rights on college campuses. This letter seeks to inform SGA about the dangerous, unconstitutional precedent it has set for the student body. A response from SGA is urgently needed to denounce any illegal, unconstitutional treatment of conservative students and to cease any discussions about withdrawing funding from student groups with whom SGA members disagree.

**Factual Background**

Conservative students on OU's campus have faced increasing harassment, discrimination, and threats that put them in fear for their physical safety. Alarmingly, most of these attacks come directly from their peers. Last year, one student was walking to class when another student, recognizing her as a leader of a well-known conservative group on campus, spat on her. In October of this year, when students learned that conservative speaker Ann Coulter would be visiting campus, they contacted Antifa to stop the event, threatened to "throw shit at" Coulter, sent an email to a member of TPUSA calling the member a "Nazi Klan bitch," and sent dozens of threatening

emails to the TPUSA faculty advisor. Up to and following the event, the SGA President made it clear that he firmly opposed TPUSA's decision to bring Coulter to campus. He claimed that the event "benefited not one student" and accused TPUSA and Coulter of having "hateful ideologies."

Members of SGA engaged in several group discussions about how to remove TPUSA from campus based on that group's views. Most of these discussions occurred via a "non-SGA affiliated" group chat that, ironically, only included members of SGA. At one point, a member of SGA removed a leader of the conservative organization—who also happens to be a member of SGA—from the group chat so that the rest of SGA could continue their conversation without her. In the discussions, members of SGA plotted to defund TPUSA because they disagree with its views, including its decision to bring Coulter to campus. When one student pointed out they could not do so because the SGA code does not allow it, other members threatened to change the code altogether—in other words, create new precedent that would revoke funding from groups who bring "bigots" to campus. SGA has also threatened to defund groups who refuse to wear masks on campus and has even put stricter reservation guidelines in place for groups who do not wear masks while tabling outside. However, SGA ignores the fact that OU does not even require students to wear masks outdoors where these groups table.<sup>1</sup>

### **Analysis**

It is well-settled that a college campus is the "marketplace of ideas" where students are exposed "to that robust exchange of ideas which discovers truth."<sup>2</sup> Indeed, freedom of speech and academic inquiry are "vital" on college campuses, because only through thoughtful debate and discourse can real education occur.<sup>3</sup> The OU student body, led by members of SGA, is actively working to undermine this bedrock principle. SGA has failed to remain neutral in its actions as required by its own laws and by the United States Constitution, raising serious First Amendment concerns that require immediate attention.

#### **I. SGA must denounce illegal threats, assault, and harassment against conservative students.**

It is longstanding precedent that "the mere dissemination of ideas—no matter how offensive to good taste—on a state university campus may not be shut off in the name of 'conventions of decency.'"<sup>4</sup> Conservative students at OU support this principle and understand that more speech is always the remedy for the spread of falsehoods and hatred. For this reason, they have tolerated the offensive speech directed toward them by their fellow students. However, whereas the Constitution protects offensive speech and hate speech, there are a few categories of

---

<sup>1</sup> See Exhibit A.

<sup>2</sup> *Keyishian v. Board of Regents*, 385 U.S. 589, 603 (1967).

<sup>3</sup> *Healy v. James*, 408 U.S. 169, 180 (1972).

<sup>4</sup> *Papish v. Board of Curators of Univ. of Mo.*, 410 U.S. 667, 670 (1973).

speech it does *not* protect: threats of violence,<sup>5</sup> incitement to imminent lawless action,<sup>6</sup> defamation,<sup>7</sup> and obscenity.<sup>8</sup>

Any student on OU's campus who engages in those categories of speech can be held liable for violating the Student Code of Conduct, state law, and/or federal law. This includes students who threaten to "throw shit at" a guest speaker, reach out to terrorist groups like Antifa to shut down an event by inciting lawlessness, or call a fellow student a "Nazi Klan bitch." If SGA fails to denounce this speech, it will be no better than the students who seek to terrorize their peers.

We are aware that some OU students allege that the views of conservatives cause them to fear for their safety and mental wellbeing. However, it bears repeating—there is a difference between seemingly unpopular, offensive, and even hateful views, and views that encourage others to engage in illegal behavior. The former is protected under the First Amendment, in part because offensive rhetoric is too subjective and is often assessed from individual perspectives. The latter is *not* protected under the First Amendment because it applies to speech that clearly encourages illicit, violent conduct that is subject to prosecution.

## II. SGA cannot engage in any viewpoint or content-based discrimination against members of the student body.

A public university can never refuse to let someone engage in speech based on his or her beliefs, nor can it label ideas as "acceptable" or "unacceptable."<sup>9</sup> This is called viewpoint-based discrimination, and policies that restrict speech in this way are *always* unconstitutional. Moreover, a public university cannot prohibit an entire subject of speech, such as all political speech.<sup>10</sup> This amounts to content-based discrimination. These standards apply both to college administrators and to student government associations who have—or appear to have—authority over the student body.

At OU, members of SGA have strongly indicated that they do not support the views of conservative groups on campus. Worse, they have made it clear that they want to remove certain groups from campus entirely. This is blatant, unconstitutional viewpoint discrimination. Additionally, any attempts to ban certain topics on campus—no matter how offensive or distressing they may seem—amount to content discrimination in violation of the First Amendment. Just like OU administrators, SGA is *only* permitted to impose reasonable, content-neutral

---

<sup>5</sup> "True threats" are words or conduct that intentionally put others in fear for their physical safety. This is *not* the same as hate speech. *See Koeppel v. Romano*, 252 F. Supp. 3d 1310 (M.D. Fla. 2017), *aff'd sub nom. Doe v. Valencia Coll.*, No. 17-12562, 2018 WL 4354223 (11th Cir. Sept. 13, 2018).

<sup>6</sup> *Brandenburg v. Ohio*, 395 U.S. 444 (1969).

<sup>7</sup> Spreading false rumors about someone can amount to defamation and subject an offender to legal action. *Gertz v. Welch*, 418 U.S. 323 (1974).

<sup>8</sup> Obscene material is lewd, sexual, and serves no artistic, educational, scientific or literary value to the public. *Paris Adult Theater v. Slaton* (1973). Indecent speech does *not* amount to obscenity. *Papish*, 410 U.S. 667.

<sup>9</sup> *Rosenberger v. Rector*, 515 U.S. 819, 842–43, 845 (1995).

<sup>10</sup> The only time that this type of restriction is constitutional is if it serves a compelling government interest and is narrowly tailored to achieve that interest. *Papish*, 410 U.S. at 670; *Boos v. Barry*, 485 U.S. 312 (1988).

restrictions on the time, place, and manner of student speech.<sup>11</sup> Attempts to remove a group from campus based on their views or the emotional effects they have on the student body fail to pass constitutional muster.

A. SGA's rhetoric has created an unconstitutional chilling effect among their constituents.

The U.S. Supreme Court has long embraced our Founding Fathers' hatred of censorship. As the Court has acknowledged, "The freedom of speech and of the press guaranteed by the Constitution embraces at least the liberty to discuss publicly and truthfully all matters of public concern without previous restraint or fear of subsequent punishment."<sup>12</sup> Speech is "chilled" when a speaker objectively fears that speaking will result in discipline, and as a result censors her speech altogether. The Supreme Court repeatedly writes that the danger of chilling speech "is especially real in the University setting, where the State acts against a background and tradition of thought and experiment that is at the center of our intellectual and philosophic tradition."<sup>13</sup> Any action taken by university authorities that has a chilling effect on students is unconstitutional.<sup>14</sup> And even when a member of a university does not have the actual authority to impose discipline, the mere appearance of authority is enough to objectively chill and censor speech.<sup>15</sup>

By actively denouncing the views of certain students over which SGA has authority, SGA has unconstitutionally chilled the speech of those students. The students objectively fear that they will face serious backlash for their views in the upcoming months and years. Worse, they fear serious backlash for hosting speakers whose views they do not necessarily share, but who they want to learn from. Not only do they fear that SGA will withhold funding in the future based on the speech these students seek to engage in, but they also fear that SGA will embolden the student body to act on threats of violence and illegal conduct.

B. SGA's threat to withhold funding or change its Bylaws to effectively disband student organizations violates the First Amendment.

Members of SGA engaged in several discussions about how to revoke current funding or withhold future funding of conservative groups with which they disagree. When one member advised the others that SGA's current Bylaws do not allow funding to be revoked for any subjective reasons, the other members responded that they could simply change the law.

Unfortunately for SGA, the United States Supreme Court has already spoken on this. It has held that it is plainly unconstitutional to hold student organization funds captive based on the organization's views, the content of its speech, or the groups it is affiliated with.<sup>16</sup> On a separate occasion, it held that student activity fees must be allocated to student organizations on a neutral

---

<sup>11</sup> See *Perry Educ. Ass'n v. Perry Local Educators' Ass'n*, 460 U.S. 37 (1983).

<sup>12</sup> *Meyer v. Grant*, 486 U.S. 414, 421 (1988).

<sup>13</sup> *Rosenberger*, 515 U.S. at 835.

<sup>14</sup> *Id.*

<sup>15</sup> *Speech First, Inc. v. Schlissel*, 939 F.3d 756, 764 (6th Cir. 2019) (citing *Bantam Books, Inc. v. Sullivan*, 372 U.S. 58, 68 (1963)).

<sup>16</sup> *Rosenberger*, 515 U.S. at 825.

basis—even if some students disagree with the views the activity fees may ultimately fund.<sup>17</sup> It reasoned that it is inevitable that at least one student will disagree with speech or actions taken by student organizations. The only way to remedy that problem would be to have each student make a list of all speech the student disagrees with so that funds could be allocated accordingly. This, the Court found, would be costly and ineffective.

Therefore, any attempts at OU to withhold funds, revoke funds, or change funding laws must apply to all student organizations. Those measures must be viewpoint and content-neutral, meaning SGA cannot revoke funding for groups who allegedly express bias, promote bigotry, offend the student body, or fail to further certain SGA goals and values. Of course, if a student organization engages in unprotected speech by threatening physical violence or inciting others to lawlessness, SGA could revoke its funding because that speech is *not* protected by the First Amendment. For example, SGA may consider revoking funds for any student organizations that promote rioting, assault, or defamation when a visiting speaker comes to campus.

C. By applying a unique reservation process for tabling to TPUSA, SGA violates the First Amendment.

As described throughout this letter, the Constitution requires that any restrictions on the speech activities of college students must be reasonable and content-neutral, and they may only regulate the time, place, and manner of speech. Although it may be allowable for universities to impose very narrow reservation requirements for students using its facilities, universities must apply the *same* reservation requirements to *all* students.

First, OU does not require students standing outdoors to wear masks where social distancing is feasible.<sup>18</sup> It is certainly feasible for student organizations who table outside to maintain their distance—many student groups employ safety measures like putting caution tape around their tables, using virtual sign-up methods to avoid spreading germs, and reminding students approaching their tables to maintain six feet of separation. Yet, under the guise of punishing TPUSA for “failing” to wear their masks outside, SGA now requires that student organization to go through a special reservation process to table. SGA does not impose this requirement on any other student organization.

Restrictions like these are unconstitutional because they are not applied neutrally to all groups. Moreover, they are unreasonable. SGA fails to show how requiring a group to reserve a space for tabling somehow stops the spread of COVID or ensures that social distancing will actually occur in the assigned location as opposed to any other location. As the actions of SGA members have made abundantly clear, this reservation policy can be described as nothing more than yet another scheme to remove TPUSA and other conservative groups from campus or, at the very least, to chill their expression.

---

<sup>17</sup> *Board of Regents v. Southworth*, 529 U.S. 217 (2000).

<sup>18</sup> Exhibit A.

### Demand

“As a Nation we have chosen a different course” than reacting to offensive speech by punishing a speaker.<sup>19</sup> Instead we have chosen “to protect even hurtful speech on public issues to ensure that we do not stifle public debate.”<sup>20</sup> SLF recognizes that SGA seeks to address some of the fear its constituents have about views they disagree with. But the answer is not to rob other constituents of their right to “inquire, to hear, to speak, and to use information to reach consensus.”<sup>21</sup> And the answer is certainly not to turn a blind eye to threatening and intimidating behavior directed at their peers.

Instead, “the remedy to be applied is more speech, not enforced silence.”<sup>22</sup> As this semester draws to a close, we urge SGA to consider the conservative members of the student body who do *not* always feel represented by their student government, who wish to engage in controversial and potentially offensive discourse to learn more about their peers and their country, and who fear that their physical safety may be at risk. We encourage SGA to denounce unprotected forms of speech on OU’s campus, like defamation, obscenity, incitement to lawlessness, and true threats. While we hope there does not become a need for litigation, the actions and statements of numerous SGA members have raised serious First Amendment concerns and cannot continue.

Yours in Freedom,



Kimberly S. Hermann  
General Counsel  
Southeastern Legal Foundation

CC: SGA Advisor (kga@ou.edu)  
SGA General Counsel (sgagc@ou.edu)  
Student Organization Resource Office (soro@ou.edu)  
SGA Vice President (sgavp@ou.edu)  
Congress Vice Chair (congressvc@ou.edu)  
Congress Secretary (congressec@ou.edu)

---

<sup>19</sup> *Snyder v. Phelps*, 562 U.S. 443, 461 (2011).

<sup>20</sup> *Id.*

<sup>21</sup> *Citizens United v. FEC*, 558 U.S. 310, 339–40 (2010).

<sup>22</sup> *Whitney v. California*, 274 U.S. 357, 377 (1926) (Brandeis, J., concurring).

## **EXHIBIT A**



# University Mandatory Masking Policy

Each OU campus has implemented and will enforce a policy mandating that masks be worn by employees, students, patients, and visitors (1) when they are inside University facilities and vehicles and (2) when they are outdoors on campus and social distancing of at least six feet is not possible.<sup>anchor 1</sup>

[Norman Campus](#)

[Health Sciences Center Campus](#)

[OU-Tulsa Campus](#)

## Norman Campus Masking Policies and Procedures

### I. Masking Policy

All individuals in indoor University facilities must wear fabric or disposable surgical-style masks that cover their nose and mouth. Each campus policy has been reviewed and approved by OU's Chief COVID Officer [anchor 2](#) and is effective until further notice. Bandanas, and scarves, gaiters, buffs, and the like are not acceptable. Non-medical grade masks that have exhalation valves with or without filters ([such as this](#)) may not be worn on campus unless a surgical style mask is worn over it. Masks must be worn by all passengers in University-provided transportation, such as campus shuttles, buses, police safety escorts, and motor pool/leased vehicles. Drivers must wear a mask when passengers are in the vehicle. Individuals may remove masks only if they are in their own enclosed private workspace with no one else present or in their dorm room, as more fully described below.

### II. Employees (Faculty and Staff)

#### 1. Provided Masks

1. The University will make masks available to employees appropriate to their on-campus responsibilities. Masks used for daily wear are expected to last five days.
2. All employees will receive a Welcome Back bag placed on their desk or delivered to their areas before July 6, 2020. This Welcome Back bag will include:
  1. Two surgical-style fabric masks, one branded and one non-branded
  2. Five surgical-style disposable masks
  3. One 8-ounce bottle of hand sanitizer for workspace use
  4. One 2-ounce bottle for personal use
  5. Forty hand/surface sanitization wipes
3. Masks may be obtained from the campus' central inventory. Masks will be delivered each Friday for employees' use the following week. To obtain masks for their employees, managers should complete the [Mask Request Form available here](#).

#### 2. Mask Re-Use and Cleaning

1. Disposable filtration surgical-style masks worn in nonclinical/non-surgical areas should be worn on campus for five consecutive days, or until soiled, whichever occurs first. (Those worn in research and clinical areas are subject to research and clinical department re-use policies.)
2. Fabric masks should be washed and fully dried after each day's wear. [Appropriate cleaning of the mask](#) is the responsibility of the individual.

#### 3. University Facilities

1. Employees may remove masks when inside University facilities only (1) when alone in an enclosed room and (2) while participating in activities in which a face mask cannot practically be worn, such as eating and drinking or playing a musical instrument or singing as part of their work.

### **III. Students**

1. Provided Masks
  1. The University is making masks available to students. Students may also provide their own masks that comply with this policy.
    1. The Division of Student Affairs, in coordination with the PPE Task Force, has provided masks to students on the Norman campus through various distribution channels. Masks are available for students throughout the semester [Student Life, Housing and Food, and Fit + Rec](#), and will be available for purchase at various [vending machines](#) across campus.
2. Mask Re-Use and Cleaning
  1. Disposable filtration surgical-style masks should be worn on campus for five consecutive days, or until soiled, whichever occurs first. (Those worn in research and clinical areas are subject to research and clinical department re-use policies.)
  2. Fabric masks should be washed and fully dried after each day's wear. [Appropriate cleaning of the mask](#) is the responsibility of the individual.
3. University Facilities (Other than Housing)
  1. Students may remove masks when inside University facilities only (1) when alone in an enclosed room and (2) while participating in activities in which a face mask cannot practically be worn, such as eating and drinking or playing a musical instrument or singing as part of an academic assignment.
4. On-Campus Housing Facilities
  1. Students are not required to wear masks in their dorm rooms, but they are strongly encouraged to do so, particularly when others are present, unless they are participating in activities in which a face mask cannot practically be worn, such as eating and drinking, bathing, or sleeping.
  2. Note, however, that students who are experiencing COVID-19 symptoms must complete the online Screening and Reporting Tool immediately and wear a mask in their dorm rooms while they wait for results from Student Health Services.
5. Masks for Guests
  1. Students must inform their guests that each guest must wear a surgical-style mask that covers their nose and mouth while in University facilities, as required by this policy. Each guest should be advised to bring their own mask.
6. Accommodations for Medical Conditions
  1. If a student indicates compliance with this Masks for Students policy is not possible due to medical reasons, the student should be referred to the [Accessibility & Disability Resource Center](#) to request an accommodation.

### **IV. Visitors, Vendors, and Contractors**

1. Masks for Visitors, Vendors, and Contractors
  1. Visitors, vendors, and contractors must wear masks on campus and should be asked to bring their own. The University will make surgical-style masks available to visitors, vendors, and contractors who do not provide their own approved masks. Until

### **V. Special Events and Athletic Sporting Events**

1. Masking requirements for special events and athletic sporting events will be determined by the Chief COVID Officer and University administration prior to the date of the event and will be based on factors including location and size of event, current COVID-19 data, and advice of public health and medical experts. Game Day masking policies may be found [here](#).

[Return to top](#)

## Health Sciences Center Campus Masking Policies and Procedures

### **I. Masking Policy**

All individuals in indoor University facilities must wear a fabric or disposable [surgical-style facemask](#). [anchor 3](#) Masks must be worn by all

Drivers must wear masks when passengers are present. Masks must also be worn in outdoor campus spaces where social distancing cannot be maintained. Scarves, bandanas, gaiters, buffs, and the like are not acceptable. Non-medical grade masks that have exhalation valves with or without filters ([such as this](#)) may not be worn on campus unless a surgical style mask is worn over it. Masks must cover the nose and mouth.

## **II. Employees and Students**

1. The University will make masks available to employees and students appropriate to their on-campus responsibilities.
  1. [Employees](#) - Masks for employees outside of OU Physicians may be obtained from the central mask inventory. Managers should complete this [form](#) to obtain surgical-style masks for their employees. Masks for employees within OU Physicians will be obtained through the normal OU Physicians supply chain. Masks for clinical providers in the College of Dentistry will be provided through normal College of Dentistry supply chain.
  2. [Students](#) - Masks for students who are on campus may be obtained from the HSC Student Affairs or OU-Tulsa Student Affairs offices. Masks for students in Lawton, Ardmore, Weatherford, and Bartlesville may be obtained from the program director. Students in off-campus rotations who need masks should contact HSC Student Affairs or OU-Tulsa Student Affairs, as applicable.
  3. Re-Use and Cleaning -
    1. Disposable Masks - Disposable filtration surgical-style masks worn in non-clinical/non-surgical areas should be worn on campus for five consecutive days, or until soiled, whichever occurs first. (Those worn in surgical, research, and clinical areas are subject to surgical, research, or clinical department re-use policies.)
    2. Fabric Masks - Fabric masks should be washed and fully dried after each day's wear. [Appropriate cleaning of the mask](#) is the responsibility of the wearer.

## **III. Patients and Guests**

1. Patients should be asked to wear their own masks and to ask their guests to do the same. The University will make surgical-style masks available to patients and their guests who do not bring their own approved masks. Information regarding obtaining masks for patients and accompanying family members or caregivers who do not have their own masks is available from clinic staff.

## **IV. Vendors and Others**

1. Vendors and other visitors are expected to provide their own masks when on campus. Clinic staff may provide masks if sufficient supply is available.

## **V. Special Events**

1. Masking requirements for special events will be determined by the Chief COVID Officer and University administration prior to the date of the event and will be based on factors including location and size of event, current COVID-19 data, and advice of public health and medical experts.

[Return to top](#)

# Tulsa Campus Masking Policies and Procedures

## **I. Masking Policy**

All individuals in indoor University facilities must wear a fabric or disposable [surgical-style facemask](#). anchor 4 Masks must be worn by all passengers in University-provided transportation, such as police safety escorts and motor pool/leased vehicles. Drivers must wear masks when passengers are present. Masks must also be worn in outdoor campus spaces where social distancing cannot be maintained. Masks must cover the nose and mouth. Scarves, bandanas, gaiters, buffs, and the like are not acceptable. Non-medical grade masks that have exhalation valves with or without filters ([such as this](#)) may not be worn on campus unless a surgical style mask is worn over it.

## **II. Employees and Students**

1. The University will make masks available to employees and students appropriate to their on-campus responsibilities.
  1. [Employees](#) - Masks for employees outside of patient care areas may be obtained from the central inventory. Department

utilize the individually-bagged masks at campus entrances as these are intended for student use. Employees in patient care areas will obtain masks in accordance with usual procedures.

2. Students - Masks for students who are on campus may be obtained from OU-Tulsa Student Affairs offices. Students in off-campus rotations who need masks should contact OU-Tulsa Student Affairs directly.

3. Re-Use -

1. Disposable Masks - Disposable filtration surgical-style masks worn in non-clinical/non-surgical areas should be worn on campus for five consecutive days, or until soiled, whichever occurs first. (Those worn in surgical, research, and clinical areas are subject to surgical, research, or department re-use policies.)

2. Fabric Masks - Fabric masks should be washed and fully dried after each day's wear. Appropriate cleaning of the mask is the responsibility of the wearer.

### **III. Patients and Guests**

1. Patients should be asked to wear their own masks and to ask their guests to do the same. The University will make surgical-style masks available to patients and their guests who do not bring their own approved masks. Information regarding obtaining masks for patients and accompanying family members or caregivers who do not have their own masks is available from clinic staff.

### **IV. Vendors and Others**

1. Vendors and other visitors are expected to provide their own masks when on campus. Clinic staff may provide masks if sufficient supply is available.

### **V. Special Events**

1. Masking requirements for special events will be determined by the Chief COVID Officer and University administration prior to the date of the event and will be based on factors including location and size of event, current COVID-19 data, and advice of public health and medical experts.

[Return to top](#)

1. *Masking requirements for athletic and special events are addressed in the Special Events section of each campus policy. Game Day masking policies may be found [here](#).*

2. *Provided, however, that when individuals are in their own enclosed private workspace, are at least 6 feet from others, and are not interacting with others, they may remove their masks. For purposes of the masking policy, a cubicle is not considered "enclosed." An office is considered "enclosed" if the door is closed or slightly ajar.*

*If an employee or student employee indicates compliance is not possible due to medical reasons, the individual should be referred to Human Resources to request accommodations on the basis of disability. Students (and student employees seeking accommodations on the basis of disability outside of a University work environment) should be referred to the Accessibility and Disability Resource Center. Cloth face coverings should NOT be worn by children under the age of 2 or anyone who has trouble breathing, is unconscious, incapacitated, or otherwise unable to remove the mask without assistance, per the CDC.*

3. *Provided, however, that when individuals are in their own enclosed private workspace, are at least 6 feet from others, and are not interacting with others, they may remove their masks. For purposes of the masking policy, a cubicle is not considered "enclosed." An office is considered "enclosed" if the door is closed or slightly ajar.*

*If an employee or student indicates compliance is not possible due to medical reasons, the individual should be referred to the appropriate University office to request accommodations on the basis of disability (Human Resources for employees; Accessibility & Disability Resource Center for students). If a patient states compliance is not possible due to medical reasons, contact the clinic manager for direction. Cloth face coverings should NOT be worn by children under the age of 2 or anyone who has trouble breathing, is unconscious, incapacitated, or otherwise unable to remove the mask without assistance, per the CDC.*

4. *Provided, however, that when individuals are in their own enclosed private workspace, are at least 6 feet from others, and are not interacting with others, they may remove their masks. For purposes of the masking policy, a cubicle is not considered "enclosed." An office is considered "enclosed" if the door is closed or slightly ajar.*

*If an employee or student indicates compliance is not possible due to medical reasons, the individual should be referred to the appropriate University office to request accommodations on the basis of disability (Human Resources for employees; Accessibility & Disability Resource*

face coverings should NOT be worn by children under the age of 2 or anyone who has trouble breathing, is unconscious, incapacitated, or otherwise unable to remove the mask without assistance, per the CDC.

[Return to top](#)



OU Together  
660 Parrington Oval  
Norman, OK 73019