

Sarah Lawrence Community Pledge—Guidance for Faculty and Staff

With the intent of creating a culture of shared responsibility and community care, the College has developed the [Sarah Lawrence College Community Pledge](#). This Community Pledge offers guidance, created in partnership with students, to set expectations and clarify how we, as a community, will conduct ourselves in order to protect the health and wellbeing of each other. It is intended to affirm our commitment to one another, as the choices we make and the actions we take will determine the safety and health of our community.

All faculty, staff and students will be bound by this pledge and any member of the College community should feel empowered to communicate concern when they observe non-compliance with its tenets. In the interest of providing guidance on how to communicate such concern, below you will find recommendations on how to initiate a conversation with a colleague or student about appropriate mask usage and physical distancing expectations. **We also strongly encourage providing positive reinforcement of adherence to the Community Pledge--a kind comment on someone's mask or a quick "thank you for masking" will help in our development of community norms.**

1. **Appropriate Face Mask Use:** In the case that an individual enters your office, a classroom, or a shared space (i.e. Barbara Walters Campus Center, Library, Heimbold, etc), anyone should feel empowered to approach the individual with the expectation that they have forgotten their mask, to remind them of the community pledge. Corrective language such as **"Hi! It looks like you forgot your mask today. You know you need one in order to enter here."** High-traffic spaces, such as the Library, Heimbold, Westlands Desk, and the BWCC) should have disposable masks available to give out as needed. **"Did you need a mask for today? Let me get you one from our supply!"** If the individual entirely refuses to wear a mask, the recommended response is **"I'm very sorry, but we all have a shared responsibility to protect each other, and unfortunately, you are not permitted into this area without one."** There will be signage reminding individuals of the requirement to wear masks on campus, and these may be referenced in these interactions. If the individual continues to resist adherence to the College's mask policy and/or refuses to leave, anyone may contact Campus Safety via Westlands Desk.
2. **Adherence to Physical Distancing Requirements:** Anyone who observes individuals who are not adhering to required physical distancing could consider asking questions like **"Hi! It looks like you are a little close together—would you mind spacing out a bit more? Six feet is longer than we sometimes realize!"** If the individual is a student, and responds indicating that the other people they are with are in their "pod," then no further intervention may be required. If the individual responds without context and is unwilling to physically distance, one response could be **"I'm sorry to ask again, but we all agreed to the same community pledge, and we need to take care of each other. Could you please space out a bit more?"** If the individual continues to resist, you may contact Campus Safety via Westlands Desk.

The basic premise of both of these examples is the initial assumption that every member of our community is acting in good faith, and that individuals who are out of compliance with our shared expectations are *not* willfully and intentionally *not* adhering to our shared community pledge. The goal of these interactions is to correct the individual's behavior, with the assumption that we all want to (and understand that we must) adhere to our community norms with this gentle prompting.

In addition to the Community Pledge, a [set of policies describing behavioral expectations](#) associated with COVID 19 health prevention practices has been added to the 2020-2021 Sarah Lawrence College Student Handbook. Should a situation arise where it becomes obvious that there is willful disregard of any aspect of the community pledge or campus policies, Campus Safety or the Dean of Student Affairs may be notified.