



<b>Policy Title: Face Concealment Policy</b>	<b>Effective Date: 8/15/2024</b>
<b>Policy Number: GEN-PO-1008</b>	<b>Date of Last Review: N/A</b>
<b>Oversight Department: Office of the President</b>	<b>Next Review Date: 8/15/2027</b>

### 1. PURPOSE

The *Face Concealment Policy* for Radford University (University) is intended to promote a safe environment and protect the welfare of the University community by educating the University community on the legal restrictions of [Va. Code §18.2-422](#) with regards to covering one's face to conceal their identity. The policy also seeks to provide a clear process for compliance with this Virginia law.

### 2. APPLICABILITY

This policy applies to all individuals who are present on University Property or attend a University Event.

### 3. DEFINITIONS

**University Property:** means any property owned, leased, or controlled by the University.

**University Events:** means any event organized or sponsored by the University.

**Identification Document:** means a University or government issued document stating the person's name and containing a photograph of the person.

**Authorized University Employee:** means all University Police Officers and any other University employee authorized by the University Chief of Police or the Chief's designee.

### 4. POLICY

Consistent with [Va. Code §18.2-422](#), any individual who is present on University Property or attending a University Event who is wearing a mask, hood, or other device whereby a substantial portion of the face is hidden or covered so as to conceal the identity of the wearer, must present an Identification Document when requested by an Authorized University Employee or otherwise establish their identity to the satisfaction of the Authorized University Employee.

**5. PROCEDURES**

Only Authorized University Employees may request identification pursuant to this policy.

Students and employees in violation of this policy may be subject to disciplinary action in accordance with applicable university policies, the Student Code of Conduct, and Human Resources employment policies. Students, employees, and members of the public in violation of this policy and/or Commonwealth of Virginia laws may be detained or arrested by law enforcement and/or trespassed from university property.

**6. EXCLUSIONS**

None

**7. APPENDICES**

None

**8. REFERENCES**

[Va. Code §18.2-422](#)

**9. INTERPRETATION**

The authority to interpret this policy rests with the President of the University and the President’s Cabinet.

**10. APPROVAL AND REVISIONS**

The President of the University and the President’s Cabinet have approval authority over this policy and all subsequent revisions.

This new policy was reviewed and approved by the President’s Cabinet on August 12, 2024. President Danilowicz signed the Face Concealment Policy on August 15, 2024.

**For general information concerning University policies, contact the Office of Policy and Tax Compliance- (540) 831-5794. For questions or guidance on a specific policy, contact the Oversight Department referenced in the policy.**

\_\_\_\_\_

DATE: \_\_\_\_\_

**Bret Danilowicz, Ph.D., President (*signature*)**

**For questions or guidance on a specific policy, contact the Oversight Department referenced in the policy.**