

Kev Ua Raws Qhia Cov Tsis Npog Qhov Ncauj Qhov Ntswg Hauv Tsev Kawm Ntawv

Qhov kev qhia ua raws no muaj pab rau tsev kawm ntawv cov neeg ua haujlwm uas ntsib lwm tus neeg ua num, cov mejiyig, thiab qhua tuaj saib tsev kawm ntawv.

Rau lub caij muaj txawv heev rau kev noj qab haus huv nyuaj rau pejxeem no, tswj kom muaj kev noj qab haus huv rau ib tsoom hauv tsev kawm ntawv yog lub luag haujlwm ntawm ib tsoom yuav tsum sib koom. Tau kom cov mejiyig, xibfwb, neeg ua haujlwm, thiab cov qhua tuaj xyuas tsev kawm ntawv yuav tsum ua raws li kom muaj tiv thaiv lawv kev noj qab haus huv thiab, tseem ceeb tshaj yog, tiv thaiv lwm tus nyob hauv thaj chaw tsev kawm ntawv.

Nrog rau ob qho *University of Wisconsin–Madison COVID-19 Workplace Safety Policy* thiab kev ua raws kom pejxeem muaj kev noj qab haus huv, tag nrho ib tsoom hauv UW-Madison—nrog rau cov qhua tuaj saib peb tej vaj tse—yuav tsum npog qhov ncauj qhov ntswg thaum lawv:

- Nyob rau hauv tsev kawm ntawv cov tsev and cov tsev ua haujlwm rau, ntshe lawv ho nyob tib leeg rau ib qho xwb(xws li chav ua haujlwm, *lab, mechanical space, lwm qhov*);
- Nyob hauv tsev kawm ntawv ib lub tsheb nrog lwm tus;
- Caij cov npav hauv tsev kawm ntawv; thiab
- Nyob nraum zoov thaum nyob tsis tau sib nrug deb.

Peb npaj tias cov neeg feem coob yuav ua tau raws li cov kom ua no thiab yuav yeem ua raws. Nws kuj tseem ceeb yuav tau nco tias muaj ib co laj mej (neeg) hauv tsev kawm ntawv yuav npog tsis tau qhov ncauj qhov ntswg vim txoj haujlwm, kev ntseeg, los muaj tej yam mob. Nws tsis yog koj lub luag haujlwm ntsuam ho muaj kev pab rau leeg twg los nug tias muaj ntaub ntawv ua pov thawj tsis tau npog li cas.

Tej thaum yuav muaj ib tug neeg koj nrog ua haujlwm, ib tug mejiyig, los ib tug qhua tuaj ntawm koj lub tsev los thaj chaw ua haujlwm tsis kam los npog tsis tau qhov ncauj qhov ntswg.

Tam li cov neeg yuav ntsib lwm tus hauv tsev kawm ntawv thiab cov qhua tuaj saib peb tej vaj tse thoob hauv xeev, koj yuav yog cov kom lwm tus ua raws kev muaj kom pejxeem muaj kev noj qab haus huv thiab raws tus [Chancellor qhov executive order](#). Qhov peb siv rau qhov kev nyuaj no yog ib qho “hais tas li” los ua tib zoo hais zoo zoo, kom ua raws li muaj kom ua. Qhov no yog ib qho yooj yim – peb kom koj ua tib zoo hais cov neeg (piv txwv) npog qhov ncauj qhov ntswg. Koj tsis tas hais yog vim li cas los nrog sib cam.

Yuav ua li cas thaum pom ib tug tsis npog qhov ncauj qhov ntswg?

1. **Rov hais dua** rau lawv tias yuav tsum npog qhov ncauj qhov ntswg. Siv cov lus xws li, “Kuv pom nej (koj) tsis npog qhov ncauj qhov ntswg” yog ib qhov zoo pib. Nco tias tsis

yog txhua tus yuav npog tau qhov ncauj qhov ntswg, thiab nws tsis yog koj lub luag haujlwm ntsuam saib lawv puas xav tau kev pab (tsis npog).

2. **Muab** ntaub npog qhov ncauj qhov ntswg rau lawv yog koj muaj cov seem thiab lawv xav tau ib daim. Tsev kawm ntawv muaj cov npog tas pov tseg thiab lwm yam koom tiv thaiv tus kheej rau cov ceg thiab pawg ua haujlwm. Nrog koj tus thawjsaib tham yog koj muaj lus nug txog yuav muab tau cov khoom seem no qhov twg.
3. Siv qhov zoo tshaj raws li koj pom **daws** qhov teeb meem muaj. Yog qhov teeb meem yog ib tug qhua tuaj ntawm koj qhov chaw ua num tsis kam npog qhov ncauj qhov ntswg, tej zaum koj yuav tau kom nws tawm mus. Yog hais ntxiv los lawv tsis kam npog, ua li kom ua tau tshem qhov teeb meem ntawd xws li kom tawm mus lwm qhov. Tsis kom koj yuav tsum hais kom ua raws tsev kawm ntawv cov kev ua raws uas yuav tsis muaj kev noj qab haus huv thiab nyabxeeb rau koj. Tej zaum koj kuj yuav tau muab ntaub ntawv qhia txog muaj kev pab rau yog thov txog (saib cov Lus Nug Txog Tas Li (FAQs) hauv qab no qhia ntxiv txog tej qhov teeb meem yuav muaj taus. Thov nco tias tsuas yog cov thawjsaib, thawj tswj, thiab neeg sawv cev ntawm HR thiaj hais tau kom cov neeg ua haujlwm tawm ntawm qhov chaw ua num mus xwb. Ib qhov kev txhawj los tsi npog txog ib tug neeg yus ua num nrog yuav tsum hais rau cov neeg pab saum no.

Cov chaw pab thiab kev qhia ntxiv txog tej yam teeb meem txawv (nrog rau cov tau muaj kev pab rau tsis tau npog qhov ncauj qhov ntswg) muaj nyob hauv qab no.

Cov Lus Nug Txog Tas Li (FAQs)

Kuv yuav ua li cas yog ib tug neeg hais tias nws muaj ib qho mob pub nws tsis npog (raws qhov Americans with Disabilities Act, los ADA) thiab tsis tau npog ne?

Nws tseem ceeb kom nco tias ib co laj mej hauv peb ib tsoom, tsis hais cov mejyig los qhua, yuav npog tsis tau qhov ncauj qhov ntswg vim muaj kev xiam oob qhab. Nws tseem ceeb peb yuav tau koj kom tus, sib hwm, thiab rub sawv daws ua ke txhua lub sij hawm. Nram no yog ib co tswv yim:

1. Cov mejyig tau cai rau kev pab tsis pub npog qhov ncauj qhov ntswg yuav muaj ib daim ntawv *“Faculty Notification Letter”* ua pov thawj rau qhov tsis pub npog
2. Cov neeg ua haujlwm tau cai tsis pub npog tej zaum yuav muaj ib daim ntawv los ntawm lawv tus *Divisional Disability Representative*
3. Cov tuaj saib thiab cov qhua:
 - Thov kom lawv tawm thiab mam nrog lawv tham sab nraum (zoov) kom muaj kev nyabxees, los muab ib tug xovtooj rau lawv hu, tham txog kev muaj pab li ua tau.
 - Yog tus tib neeg qhia tau qhov kev xav tau pab, ua li koj ua tau pab rau.
 - Yog tus tib neeg thov ib qho kev pab es koj ua tsis tau rau tam sim, muab koj tus thawjsaib los thawj tswj thiab thov kom tus tib neeg ntawd hu nrog lawv tham.

Nws tseem ceeb heev txhob ua cov nram no:

1. Nug daim ntawv pov thawj muaj mob npog tsis tau. Yog tus tib neeg muab tej daim ntawv rau koj, muab rov qab rau nws. Nov muaj xws li cov *“ADA Face Covering Exemption” cards* uas siv tsis tau.
2. Tsuas yog cov thawjsaib, thawj tswj, thiab neeg sawv cev hauv HR thiaj hais tau kom neeg ua haujlwm tawm hauv qhov chaw ua num mus xwb. Txhua yam kev txhawj txog ib tug neeg ua num nrog yuav tsum hais rau cov saum no.

Yog koj muaj tej yam lus nug los kev txhawj, hu rau:

- Cov Tuaj Saib thiab Cov Qhua tuaj rau hauv UW-Madison cov tsev:
 - Ruben Mota, *ADA Coordinator*, Office of Compliance
 - Xovtooj: (608) 265-4508
 - Email: ruben.mota@wisc.edu
- UW-Madison cov mejyig muaj xiam oob qhab:
 - *McBurney Disability Resource Center*
 - Xovtooj: (608) 263-2741
 - Email: mcburney@studentlife.wisc.edu

- UW-Madison cov neeg ua haujlwm muaj xiam oob qhab:
 - [Divisional Disability Representative](#)
 - [Employee Disability Resources Office](#)
 - Xovtooj: (608) 263-2407
 - Email: employee.disabilities@cdo.wisc.edu

Yuav ua li cas yog ib tug neeg cam heev, chim, los ua heev thaum hais kom npog?

Qhov peb xub ua (thiab zoo tshaj) yog cheem txo qhov teeb meem. Ua li koj ua tau cheem lawv thiab muab daim ntaub npog tas pov tseg rau lawv. Qhia kom tseeb tias yuav tsum tau npog thiaj nkag los nyob tau hauv lub tsev.

Tsis txhob hu *University of Wisconsin-Madison Police (UWPD)* tuaj yuam kom yuav tsum npog qhov ncauj qhov ntswg xwb. Tsuas hu UWPD thaum ib tug neeg yuav ua phem rau tej tug neeg (nws nrog tib si), yog nws ua tej yam yuav muaj teeb meem tshwm, cwj pwm yuav lwm tus raug mob los hla cov *UW Administrative Codes*, los yuav tsis muaj kev nyabxeeb rau lwm tus.

Rau kev qhia ntxiv txog cheem ib qho teeb meem, mus saib [cov kev ua no \(these techniques\)](#) hauv lub *Dean of Students Office*.

Yuav ua li cas yog ib tug neeg ua haujlwm nrog los lwm tus neeg ua haujlwm tsis ua raws li hais?

Yog ib tug neeg ua haujlwm hauv UW-Madison tsis npog qhov ncauj qhov ntswg li hais kom npog, koj hu tau rau koj tus thawjsaib los tus sawv cev ntawm HR rau pab tswj qhov teeb meem no. Lawv mam nrog tus neeg ua haujlwm tus thawjsaib tham thiab xyuas kom tus neeg no ua raws li kev muaj kom ua.

Nws muaj cov kev pab ua raws ntxiv rau cov thawjsaib, thawj tswj, thiab tus sawv cev ntawm ceg HR nyob nov: <https://hr.wisc.edu/docs/covid19/employee-hesitancy-to-use-a-face-covering.pdf>.