HEALTH & FITNESS BUSINESS GUIDELINES

Illinois Department of Commerce & Economic Opportunity
JB Pritzker, Governor

RESTORE ILLINOIS
A Public Health Approach To Safely Reopen Our State

PART OF PHASE 3 OF RESTORE ILLINOIS PLAN

APPLICABLE TO EACH REGION UPON TRANSITION TO PHASE III | ISSUED ON MAY 24, 2020

The Recovery Phase of the Restore Illinois public health approach to reopening the Illinois economy includes returning people to work, businesses reopening and group gatherings of 10 or fewer. We must all continue to social distance, frequently wash our hands and cover our faces to maintain progress in overcoming COVID-19.

This document is applicable to businesses that meet the following criteria:

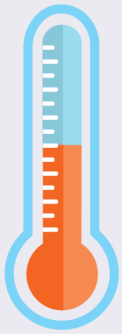
- Customer-facing facilities engaged in health and fitness services
  i. Examples of health and fitness centers include (non-exhaustive): gyms; fitness centers; yoga, dance, cycling, pilates, and barre studios
- In Phase III, health and fitness services are limited to:
  i. 1-1 training
  ii. Outdoor fitness classes with up to 10 participants and prohibition on contact activities

Uniform guidelines across businesses, industries and nonprofits within the State of Illinois:

GENERAL HEALTH

i. Minimum guidelines

1. All employees who can work from home should continue to do so
2. Employees should wear face coverings over their nose and mouth when within 6-ft. of others (cloth masks preferred). Exceptions may be made where accommodations are appropriate – see IDHR's guidance.
3. Social distance of at least 6-ft. should be maintained between non-household individuals unless participating in activities permitted under Phase III guidelines
4. Employer should provide hand washing capability or sanitizer to employees and if applicable, customers
5. Frequent hand washing by employees, and an adequate supply of soap/ paper towels and/or disinfectant/ hand sanitizer should be available



HR AND TRAVEL POLICIES

i. Minimum guidelines

1. All employees should complete health and safety training related to COVID-19 when initially returning to work. Resources to design a training are posted on the DCEO Restore Illinois guidelines website
2. Employers should continue to limit all non-essential business travel
   a. If employee must travel, employee should follow CDC considerations to protect themselves and others during trip
3. Employees should not report to, or be allowed to remain at, work if sick or symptomatic (with cough, shortness of breath or difficulty breathing, fever of 100.4 degrees or above, chills, muscle pain, headache, sore throat, new loss of taste or smell, or other CDC-identified symptoms), and sick or symptomatic employees should be encouraged to seek a COVID-19 test at a state or local government testing center, healthcare center or other testing locations

ii. Encouraged best practices

1. Provide reasonable accommodation for COVID-19-vulnerable employees, including but not limited to work from home (if feasible), reduced contact with others, use of barriers to ensure minimum distance between others whenever feasible or other accommodations that reduce chances of exposure

HEALTH MONITORING

i. Minimum guidelines

1. Employers should make temperature checks available for employees and encourage their use. Employers should post information about the symptoms of COVID-19 in order to allow employees to self-assess whether they have any symptoms and should consider going home
2. All employers should have a wellness screening program. Resources outlining screening program best practices are posted on the DCEO Restore Illinois guidelines website
   a. Employer should conduct in-person screening of employees upon entry into workplace and mid-shift screening to verify no presence of COVID-19 symptoms
3. If employee does contract COVID-19, they should remain isolated at home for a minimum of 10 days after symptom onset and can be released after feverless and feeling well (without fever-reducing medication) for at least 72 hours OR has 2 negative COVID-19 tests in a row, with testing done at least 24 hours apart
4. If an employee is identified as being COVID-19 positive by testing, CDC cleaning and disinfecting should be performed as soon after the confirmation of a positive test as practical
5. Where appropriate, notify employees who have been exposed.
6. Any employee who has had close contact[1] with co-worker or any other person who is diagnosed with COVID-19 should quarantine for 14 days after the last/most recent contact with the infectious individual and should seek a COVID-19 test at a state or local government testing center, healthcare center or other testing locations. All other employees should be on alert for symptoms of fever, cough, or shortness of breath and taking temperature if symptoms develop

[1] Close contacts include household contacts, intimate contacts, or contacts within 6-ft. for 15 minutes or longer unless wearing N95 mask during period of contact.

Guidelines specific to health and fitness businesses:

PHYSICAL WORKSPACE

i. Minimum guidelines

1. Fitness center should display signage at entry with face covering requirements, social distancing guidelines, and cleaning protocols, in multiple languages as needed
2. Fitness center should configure workout stations or implement protocols (e.g. decommissioning equipment) to allow for 10-ft. social distancing between individuals without barrier OR 6-ft. apart with barriers
3. Fitness center should configure any employee workstations to allow for 6-ft. social distancing between employees
   a. If not practical, install an impermeable barrier between employees
4. Ancillary accommodations (e.g., saunas, hot tubs, steam rooms, childcare areas) should be closed
5. Locker rooms and showers should be configured with signage, tape, and other markings to ensure members can maintain 6-ft. of social distance
6. Water fountains, except for touchless water bottle refill stations, should be made unavailable for use (e.g. turned off, covered, area blocked)
   a. If no touchless fountain is available, water may be served in sealed, single-use water bottles

ii. Encouraged best practices

1. Display signage with guidelines for members to clean equipment before and after each use
2. Where possible, eliminate common touchpoints (e.g., propping doors/ using touchless door pulls)
3. If practical, implement touchless check-in (e.g., confirm membership with a QR code)
4. Where building management practices allow, increase air turnover rates in occupied spaces and increase outside make-up air to the maximum extent practical

DISINFECTING/CLEANING PROCEDURES

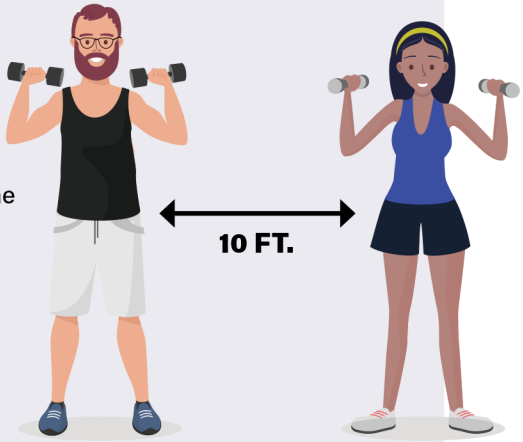
i. Minimum guidelines

1. 1-1 training
   a. Fitness center should provide sanitizing supplies near all equipment and exercising areas (e.g. treadmills, weights, studios)
   b. Fitness center employees should fully clean and sanitize exercising areas (e.g. yoga room) before and after use by individuals
   c. Clean and disinfect common areas (e.g., restrooms, cafeterias) and surfaces which are touched by multiple people (e.g., entry/exit doorknobs, stair railings) frequently; every hour recommended for high-traffic areas
   d. Sanitization of locker rooms and showers should be completed at least every hour
   e. Cleaning and disinfecting of premises should be conducted in compliance with CDC protocols on a weekly basis
2. Outdoor fitness
   a. Fitness center should provide sanitizer or hand-washing station
   b. Fitness center employees should fully clean and sanitize any equipment provided before and after use by individuals

STAFFING AND ATTENDANCE

i. Minimum guidelines

1. 1-1 training
   a. Fitness center should operate at no more than 50% of occupancy at any given time OR 5 people per 1000 sq. feet
   b. Fitness center should evaluate common areas/ break rooms to allow for social distancing of 6-ft or greater by removing/ decommissioning furniture or staggering break times; this guideline is not intended to diminish employees break time requirements
2. Outdoor fitness
   a. Fitness classes should allow for 10-ft. social distancing between participants and is limited to a maximum of 10 participants
   b. Multiple groups permitted in a space at once as long as 1) facilities allow for social distancing of participants and employees, 2) 30-ft. of distancing is maintained between groups, and 3) areas for each group are clearly marked to discourage interaction between groups



ii. Encouraged best practices

1. Minimize the number of in-person interactions among employees
   a. If an in-person interaction or meeting of employees is necessary, limit to 10 people with social distancing
2. Stagger shift start and end times to minimize congregation of employees during changeovers

EXTERNAL INTERACTIONS

i. Minimum guidelines

3. Before allowing external supplier or non-customer visitor to enter, or while requiring them to wait in a designated area, fitness center should ask whether external supplier or non-customer visitor is currently exhibiting COVID-19 symptoms
   a. If practical, fitness center should take external supplier or non-customer visitor temperature using thermometer (infrared / thermal cameras preferred, touchless thermometers permitted)
4. Fitness center should keep log of all external vendors who enter premises
5. Suppliers and non-customer visitors should wear face coverings over their nose and mouth when entering premises (exceptions can be made for people with medical conditions or disabilities that prevent them from safely wearing a face covering)

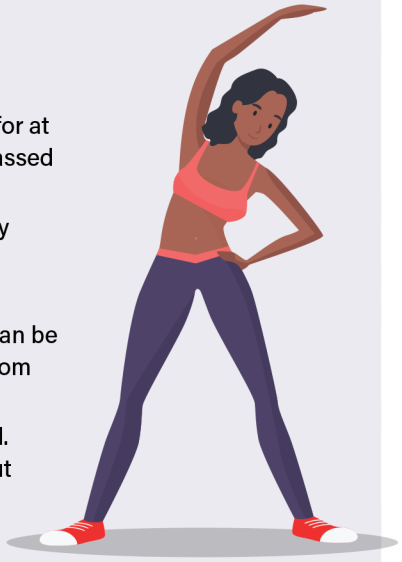
ii. Encouraged best practices

1. Limit contact between external vendors and employees

CUSTOMER BEHAVIORS

i. Minimum guidelines

1. Reservations only, no walk-ins permitted
2. Before allowing entrance or before class, fitness center should ask whether member is currently exhibiting COVID-19 symptoms. If member does have symptoms, they should wait to enter premises until they have had no fever for at least 72 hours, other symptoms have improved, and at least 10 days have passed since their symptoms first appeared
3. Members should clean and sanitize equipment (e.g., weights, treadmills, any equipment used outdoors) before and after use
4. Members should maintain 10-ft. of distance during exercise
5. Members should wear face covering whenever not exercising (exceptions can be made for people with medical conditions or disabilities that prevent them from safely wearing a face covering)
6. Contact exercises such as boxing, sparring, wrestling, etc. are not permitted. Drills related to such activities such as use of punching bags are allowed but equipment should be sanitized before and after each use
7. Equipment should not be shared between members at the same time unless from the same household



ii. Encouraged best practices

1. If possible, fitness center takes member temperature using thermometer (infrared / thermal cameras preferred, touchless thermometers permitted)
2. Members arrive at facility dressed in workout attire
3. Members wear face coverings over their nose and mouth while working out (exceptions can be made for people with medical conditions or disabilities that prevent them from safely wearing a face covering)

If you have questions or need additional support:
Please call our hotline at 1-800-252-2923
or e-mail us at ceo.support@illinois.gov
or return to Illinois.gov/businessguidelines

Additional Resources:

- CDC Interim Guidance for Businesses and Employers
- CDC Workplace Decision Tool
- IDPH Testing Guidance
- IDPH FAQs
- Symptoms of Coronavirus
- IDHR FAQ for Businesses Concerning Use of Face-Coverings During COVID-19
- CDC Guidelines on Cleaning and Disinfecting Your Facility
- CDC Guidance on Cleaning Public Spaces, Workplaces, Businesses, Schools, and Homes
- EPA Disinfectants for Use Against SARS-CoV-2