Reopening Tennessee Responsibly

The “Tennessee Pledge” is a plan to help Tennesseans return to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Fellow Tennesseans,

Because of your hard work and dedication to protecting one another, Tennessee is well on its way to a methodical, data-driven, and safe economic reboot. Over the coming weeks, it's more important than ever that we all step up, do our part and continue helping our neighbors through healthy habits, social distancing, wearing face coverings, and remembering, “when in doubt, get a test.”

Thanks to our Unified-Command Group’s swift action to increase testing capability and health care capacity, we continue to mitigate the spread of COVID-19, but like the rest of our nation, we’ve taken an unprecedented economic hit with families and small businesses feeling the most pain. We know that COVID-19 has created tremendous challenges in every corner of the state, with nearly half a million Tennesseans experiencing devastating job loss across diverse industry sectors.

Our Economic Recovery Group pulled together the state's departments of tourism, economic development, and revenue, members of the Tennessee General Assembly, and business leaders to craft specific industry guidance and safely reboot our state’s economy. We're calling this guidance the Tennessee Pledge.

The Tennessee Pledge is a careful, measured approach to get our state working in a way that does not depend on heavy-handed mandates but instead works hand in hand with businesses of all sizes. As businesses take the Tennessee Pledge, they are creating a safe environment for employees and customers.

To learn more about the Tennessee Pledge and how you can help keep our state safe and open for business, visit TNPledge.com.

We need your help - only by working together as a community of volunteers can we successfully mitigate the spread of COVID-19, move beyond this public health crisis and get Tennessee back to work.

Thank you for your partnership,

Governor Bill Lee
## Unified-Command Group

<table>
<thead>
<tr>
<th>Name</th>
<th>Department/Agency/Company</th>
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<tbody>
<tr>
<td>Stuart McWhorter</td>
<td>Director</td>
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<tr>
<td>Brig. Gen. Scott Brower (ret.)</td>
<td>Chief of Staff</td>
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<tr>
<td>Lisa Piercey, MD, MBA, FAAP</td>
<td>Commissioner, Tennessee Department of Health</td>
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<tr>
<td>Maj. Gen. Jeffrey H. Holmes</td>
<td>The Adjutant General Tennessee Department of Military</td>
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<tr>
<td>Patrick Sheehan</td>
<td>Director, Tennessee Emergency Management Agency</td>
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<tr>
<td>Margaret Dolan</td>
<td>President &amp; CEO, Launch Tennessee</td>
</tr>
<tr>
<td>Abigale Jasinsky</td>
<td>Senior Policy Analyst, Office of the Governor</td>
</tr>
<tr>
<td>Matthew Van Epps</td>
<td>UCG Strategic Planner</td>
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<tr>
<td>Mario Vigil</td>
<td>UCG Strategic Planner</td>
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<tr>
<td>Chief Warrant Officer Nick Atwood</td>
<td>Deputy Director, Joint Strategic Communications Office, Tennessee Department of Military</td>
</tr>
<tr>
<td>Dean Flener</td>
<td>Executive Office External Affairs, Tennessee Emergency Management Agency</td>
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# Economic Recovery Group

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<tr>
<th>Name</th>
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<tr>
<td>Mark Ezell</td>
<td>Director</td>
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<tr>
<td>Sammie Arnold</td>
<td>Chief of Staff</td>
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<tr>
<td>William Lamberth</td>
<td>Tennessee House of Representatives</td>
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<tr>
<td>Jack Johnson</td>
<td>Tennessee Senate</td>
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<tr>
<td>Blake Harris</td>
<td>Chief of Staff to Governor Lee</td>
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<tr>
<td>Brandon Gibson</td>
<td>Chief Operating Officer, State of Tennessee</td>
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<tr>
<td>Todd Skelton</td>
<td>Legal Counsel</td>
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<tr>
<td>Bob Rolfe</td>
<td>Department of Economic and Community Development</td>
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<tr>
<td>Greg Gonzales</td>
<td>Department of Financial Institutions</td>
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<tr>
<td>David Gerregano</td>
<td>Department of Revenue</td>
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<tr>
<td>Dr. Charles Hatcher</td>
<td>Department of Agriculture</td>
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<tr>
<td>Dr. Jeff McCord</td>
<td>Department of Labor and Workforce</td>
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<tr>
<td>Hodgen Mainda</td>
<td>Department of Commerce and Insurance</td>
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<tr>
<td>Tony Niknejad</td>
<td>Policy Director to Governor Lee</td>
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<tr>
<td>Dr. Morgan McDonald</td>
<td>Department of Health</td>
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<tr>
<td>Dr. George Nelson</td>
<td>Vanderbilt University Medical Center</td>
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<tr>
<td>Butch Eley</td>
<td>Department of Finance &amp; Administration</td>
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<tr>
<td>Jim Brown</td>
<td>National Federation of Independent Business</td>
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<tr>
<td>Bradley Jackson</td>
<td>TN Chamber of Commerce</td>
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<td>Beverly Robertson</td>
<td>Memphis Chamber of Commerce</td>
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<tr>
<td>Rob Ikard</td>
<td>TN Grocers &amp; Convenience Store Association</td>
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<tr>
<td>Rob Mortensen</td>
<td>HospitalityTN</td>
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<td>Colin Barrett</td>
<td>TN Bankers Association</td>
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<td>Fred Robinson</td>
<td>TN Credit Union League</td>
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<tr>
<td>Dave Huneyager</td>
<td>TN Trucking Association</td>
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<tr>
<td>Will Cromer</td>
<td>TN Hospital Association</td>
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<tr>
<td>Mayor Kevin Davis</td>
<td>President, Tennessee County Services Association</td>
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<tr>
<td>Mayor Jill Holland</td>
<td>President, Tennessee Municipal League</td>
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<tr>
<td>Jeff Aiken</td>
<td>TN Farm Bureau</td>
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<tr>
<td>Tari Hughes</td>
<td>Center for Nonprofit Management</td>
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<tr>
<td>Roland Myers</td>
<td>Tennessee Retail Association</td>
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<tr>
<td>Clay Crownover</td>
<td>Associated Builders &amp; Contractors of Tennessee</td>
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The “Tennessee Pledge” is a plan to help Tennesseans return to work in a safe environment, restore their livelihoods and reboot our state’s economy.

COVID-19 is an unprecedented and rapidly evolving threat facing Tennessee and the world. The health and safety of Tennesseans remains our number one priority. Much of our state’s current success in this fight is because Tennesseans naturally choose to put each other first and voluntarily adopt safe, new habits. It’s that volunteer spirit that’s been fighting this pandemic, and it’s the same volunteer spirit that will rebuild our economy.

This plan was developed by Governor Lee, the Unified Command Group (UCG) and Tennessee’s Economic Recovery Group (ERG) with input from health experts, state and local partners, and business and industry leaders. It includes specific recommendations which enable most businesses to reopen responsibly without the burden of heavy mandates. This will be a gradual process, with room to adjust as we evaluate changing data.

The Tennessee Pledge asks businesses to provide safe working conditions that protect both employees and consumers, while securing their livelihoods. This plan also asks employees to commit to protecting themselves, their co-workers and the customers they serve. Finally, we encourage every Tennessee resident to be on the same team with our businesses: act responsibly by following recommended guidelines for social distancing, hygiene and wearing protective equipment when appropriate.

Only by working together as a community of volunteers can we successfully reboot our economy—a vital component of our lives, security and liberty—and successfully move past this public health crisis.
Visit Our Website
TNPledge.com

AS OF MAY 13, 2020
Business Toolkit Available at TNpledge.com

EMPLOYERS, FOLLOW THESE STEPS:

Ask employees who exhibits COVID-19 symptoms to leave immediately and seek medical care and/or COVID-19 testing.

<table>
<thead>
<tr>
<th>Tool Kit</th>
<th>Updated by</th>
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<td>Social Posts</td>
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<td>Video</td>
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<td>Social Headers</td>
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<td>Logo</td>
<td>Apr 30, 2020</td>
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<td>Guidelines for All Tennessee Businesses.pdf</td>
<td>May 6, 2020 by Alisa Kessler</td>
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<td>Guidelines for Close Contact Businesses.pdf</td>
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<tr>
<td>Guidelines for Lodging &amp; Accommodations.pdf</td>
<td>May 6, 2020 by Alisa Kessler</td>
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Our Health

Tennessee's first case of COVID-19 was reported on March 4, 2020. Over the subsequent weeks, case numbers increased rapidly. On April 2, Governor Lee signed a Safer at Home order to implement statewide restrictions on non-essential business and travel in order to “flatten the curve” and quickly slow the spread of disease. This order gave Tennessee and its healthcare system enough time to increase testing, plan for additional healthcare facility capacity and secure enough personal protective equipment (PPE) to protect our healthcare workers.

In the weeks since the Safer at Home order, Tennessee has made notable progress on slowing the spread of disease and improving Tennessee’s readiness.

As Tennessee monitors reopening across the state, the Tennessee Department of Health (TDH) will maintain vigilance of critical COVID-19 indicators at both the state and county levels. These indicators will help identify ‘problem areas’ across the state and provide early indication of sustained increases in community transmission.

The following metrics, developed in line with the White House State Gating Criteria, help officials monitor trends in four key areas:

• Trends in COVID-19 Cases
• Trends in COVID-19 Symptoms
• Trends in COVID-19 Testing Capabilities
• Trends in Healthcare System Capacity

Disease Monitoring

The curve of illness is flattening. Despite an initial rapid rise in cases in late March, Tennessee saw a plateau and then steady decline in the number of average daily number of new cases reported for the first three weeks of April, at which time the decision was made to reopen sectors of the economy. The declining rate of positive tests has also been encouraging. While the daily percentage of positive COVID-19 tests fluctuates, the cumulative percent of positive tests showed a gradual decline from April 10th to April 30th.
Positive Test Rates Since Safer at Home:

Tennessee Meets White House Criteria for Cases to Reopen:
Syndromic data monitoring of influenza-like illness and COVID-19 like illness have steadily declined since mid-March and late March respectively.

**Syndromic Surveillance:**

- **Coronavirus-Like Illness (CLI)**
  - Defined as symptom terms, free text, or discharge diagnoses specified by CDC that are likely to be related to illness caused by the 2019 novel Coronavirus. The visits counted within these criteria will contain a percentage of illness caused by conditions other than novel coronavirus infection. The visits counted within these criteria will contain a percentage of illness caused by conditions other than novel coronavirus infection.

- **Influenza-Like Illness (ILI)**
  - Defined by terms, free text, or discharge diagnoses that are likely to be related to illness caused by seasonal influenza. The visits counted within these criteria will contain a percentage of illnesses caused by conditions other than influenza infection.
Increase in Testing

Tennessee has dramatically increased testing capacity, with rapid deployment of large volume and fast turnaround testing when cases are identified in high-risk populations, including those in long-term care facilities and state prisons. Testing is readily available throughout the state, with residents having access to testing via health care providers, local health departments and drive-thru testing stations. Testing for expanded symptomatology has also been implemented to better ascertain the true volume of disease.

In April 2020, Tennessee's State Public Health Laboratory, and the private labs working in partnership with the Tennessee Department of Health, performed more than 161,000 COVID-19 tests statewide. From a national perspective, Tennessee has exceeded the federal benchmark indicating states should be able to test at least 2% of their populations monthly to make informed decisions regarding re-starting and re-opening their economies. From the middle of April to the end of the month, daily testing doubled from approximately 4,000 tests per day to 8,000 tests per day.

On April 15, 2020, Gov. Lee directed his Unified-Command Group (UCG) to rapidly expand Tennessee’s COVID-19 testing capacity to inform re-opening decisions. The state committed to testing all prison inmates and staff, as well as all nursing home patients and staff. In addition to testing these high-risk populations, the state greatly expanded testing for all people in Tennessee. In addition to expanded daily testing, the State launched 15 drive-thru testing sites the weekend of April 18-19 across the state with Tennessee National Guard and TDH. Over three consecutive weekends, drive-thru efforts tested more than 23,000 Tennesseans and expanded testing to include asymptomatic individuals. Testing continues to be available in greater capacity across the state. Now, any Tennessean who desires can get a test free-of-charge, five-days-a-week at all counties in the state.

Increase in Healthcare Capacity

The most compelling reason to close public spaces was to slow the rise of cases and hospitalizations to avoid overwhelming hospital capacity. This objective has been achieved. Careful monitoring of hospital bed usage shows current capacity to treat COVID-19 and non-COVID-19 patients. The UCG has been working with hospitals, providers and regional planning groups to increase the capacity of current facilities to “surge” if and when it is needed, and to plan for additional clinical alternative care sites.

When it comes to serving COVID-19 patients in Tennessee, our first priority is utilizing our existing healthcare resources. UCG is working closely with Regional Healthcare Coordinators (RHCs) in eight regional coalitions, along with individual hospital facilities and stakeholders such as the Tennessee Hospital Association (THA) to improve regional
resource monitoring and allocation through the collaborative use of real-time utilization data. During the initial COVID-19 surge in cases, elective procedures and admissions were halted to preserve hospital space and personal protective equipment (PPE). Hospitals and facilities across the spectrum of care now have improved capacity to resume non-urgent procedures and admissions.

Leveraging partnerships with community and public health stakeholders, state hospital capacity is ready to expand up to 40% beyond its usual capacity in the event of a COVID-19 related surge in hospital admissions. UCG, TEMA, and TDH leadership monitor numbers closely, while hospitals continue to provide daily reporting metrics throughout this pandemic. Improvements in hospital reporting and stakeholder collaboration ensures that Tennessee’s healthcare resources are coordinated efficiently at the local level, that our rural communities and vulnerable populations are well-supported, and that our state’s healthcare system is equipped and prepared to respond to a surge in COVID-19 patients. If the surge capacity of existing hospitals is exceeded, Tennessee is preparing alternate care sites for low-acuity COVID-positive patients in our most populous counties.

**Contact Tracing Program**

TDH is working to promptly identify Tennesseans who are ill with COVID-19 as well as their close contacts through case interviews and contact tracing. Contact tracing allows public health officials to identify individuals who have been exposed and are at higher risk of becoming infected with COVID-19, and provide anticipatory guidance and education around required quarantine measures, symptom monitoring and access to testing. These core public health activities are performed by local health department professionals, supported by state public health staff. Daily active monitoring of cases and contacts (i.e., making contact with a case or contact daily to check on their health status and provide any support or guidance needed) is performed by both state and local public health staff. TDH has rapidly expanded its contact tracing workforce through both internal resources and external contracts and is currently able to identify and monitor all cases and contacts. Statewide and regional trends are closely monitored in order to rapidly increase capacity for additional case interviews and contact tracing should case numbers increase.
Increase in PPE Availability
Tennessee has been working closely with businesses across the state and beyond to identify possible sources of masks, gloves and other forms of PPE. The UCG has streamlined requests for PPE through regional emergency management coordinators and TEMA. PPE has been purchased to supplement routine supply channels for health care workers and first responders. Meanwhile, supply chains have also stabilized to meet the needs of health care workers and first responders, and Tennessee has partnered with facilities to better conserve PPE supplies. While PPE availability has increased, it is still not plentiful, and Tennessee has collaborated with partners on PPE decontamination systems and will support local procurement efforts.

Sources
1 Syndromic data is reported by 85% of TN Eds.
2 These results should be considered preliminary in nature and are not all confirmed diagnoses of disease.
3 These results should be considered preliminary in nature and are not all confirmed diagnoses of disease.
Our Economy

As the direct threat to Tennesseans’ health has been mitigated, the threat to their livelihoods has increased. We know economic health promotes physical and mental well-being. A substantial body of research from the U.S. and abroad consistently demonstrates a strong association between unemployment and poorer health outcomes. Tennesseans have experienced devastating job losses across all 95 counties and diverse industry sectors.

<table>
<thead>
<tr>
<th><strong>466K</strong></th>
<th>TN Unemployment Claims</th>
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<tbody>
<tr>
<td>As a result of COVID-19 mitigation, Tennesseans filed 465,951 unemployment claims with the Department of Labor and Workforce Development between March 1 and May 2, 2020.</td>
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<table>
<thead>
<tr>
<th><strong>15%</strong></th>
<th>TN Workers Filed Unemployment</th>
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<tbody>
<tr>
<td>While these challenges started first for many Tennesseans who work in entertainment, recreation and accommodation, they have now spread to impact almost every industry and every county across Tennessee.</td>
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<table>
<thead>
<tr>
<th><strong>$870M</strong></th>
<th>Net Sales Lost by TN Retailers in March</th>
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<tbody>
<tr>
<td>Some industries were impacted more dramatically than others, including: a $408 million decline in restaurant sales, a $177 million decline in hotel and accommodation sales, a $218 million decline in motor vehicle-related sales, and a $64 million decline in entertainment and recreation sales year over year. April losses will be significantly greater.</td>
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<tr>
<th><strong>50%</strong></th>
<th>Professional Licensure Decline</th>
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<tbody>
<tr>
<td>New professional licensure applications are down 49.5% in April 2020. Additionally, renewal applications for existing licenses declined by 6.5% compared to the same time last year.</td>
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<tr>
<th><strong>$5B</strong></th>
<th>TN GDP Lost in 2020</th>
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<tr>
<td>Tennessee Gross Domestic Product is projected to decline $5 billion during 2020 as a result of closures and joblessness related to the pandemic, assuming businesses begin to reopen on May 1, 2020.</td>
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</tbody>
</table>
Share of Jobs Impacted by Tennessee County

Unemployment claims as a share (%) of total county employment

Share of Tennessee Jobs Impacted by Sector

Unemployment Insurance (UI) claims as a share (%) of total sector employment

Source: Tennessee Department of Labor & Workforce Development, Initial Unemployment Insurance Claims (3/1/20 – 5/2/20) and Industry Employment (February 2020). Data reported by claim date.
Unemployment Claims over Time
Weekly total and cumulative total unemployment claims

Source: United States Department of Labor, Weekly Unemployment Insurance Claims (1/4/20-5/2/20). Data reported by week ending.

Sources


2Tennessee Department of Labor and Workforce Development.

3Tennessee Department of Labor and Workforce Development.

4Tennessee Department of Revenue. Sales and Use tax estimates do not reflect activities in the personal services sector, and other sectors that are not subject to the tax. Any inferences from these estimates should consider those sectors not represented.

5Tennessee Department of Commerce & Insurance. Compares professional business licensure applications for April 2019 and April 2020.

6Economic impact analysis prepared by the Nashville Area Chamber of Commerce Research Center using REMI dynamic modeling software. Fixed (2012) $.
Universal Guidelines for All Businesses

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Universal Guidelines for All Businesses

The State recommends safeguarding protocols for all businesses in Tennessee, including those that are reopening and those essential businesses that remained open during the Safer at Home order. These safeguarding protocols are based on the recommendations of the Centers for Disease Control and Prevention and Occupational Safety and Health Administration. To support the Tennessee Pledge, all employers and employees should take steps to reopen safely, help other industries be able to open more quickly, and allow Tennessee to remain healthy and open for business.

Businesses should follow guidance issued by the OSHA, the CDC, and Tennessee Department of Health. These guidelines do not replace or supersede any applicable federal or other regulatory requirements or standards. To assist your business in taking appropriate precautions for COVID-19, industry-specific safeguarding protocols have been created with the input of private sector working groups in partnership with the Economic Recovery Group. Protocols are subject to revision and may be released on a rolling basis.

Employers

- **Allow employees to work from home as much as possible**
- **Screen all employees reporting to work for COVID-19 symptoms with the following questions:**
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?
- **Temperature screening employees:**
  - Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit
- **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to
any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information

• **Implement workplace cleaning and disinfection** practices, according to CDC guidelines, with frequent sanitization of high-touch surfaces

• **Mitigate exposure in the workplace** by implementing social distancing guidelines and modify scheduling

• **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)

• **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

• **Limit self-service options** (customer samples, communal packaging, food/beverages, etc.)

• **Post extensive signage on health policies**, including the following documents, in the workplace to help educate building occupants on COVID-19 best practices:
  - CDC guidance to stop the spread of germs
  - CDC guidance on COVID-19 symptoms

### Employees

• **Stay home when feeling ill**, when exposed to COVID-19 (e.g., positive household member case), or if diagnosed with a confirmed case of COVID-19. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home

• **Increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing

• **Wear a cloth face covering (not an N-95 or medical mask, which should be reserved for healthcare workers)** while at work and in public to help protect against the spread of the virus

• **Practice recommended social distancing** to the greatest extent possible—“Further is safer”

• **Abide by employer and business guidelines**, which may include social distancing practices, the use of face coverings, and increased sanitization

Industry- or sector-specific guidelines have been issued by the ERG for: Restaurant, Retail, Exercise Facilities, Close Contact Personal Services, Lodging & Accommodations, Manufacturing, Office Buildings, Recreation, Construction, Attractions/Large Venues &
Large Community Events, Summer Camps, Swimming Pools, Sports, Higher Education, and Film & TV Productions. The Tennessee Departments of Agriculture, Education, Health, Human Services (Child Care Providers), and Environment and Conservation (State Parks) and the Office of Faith-Based and Community Initiatives have also released guidance.
Restaurant Industry

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Restaurant Industry

Safeguarding Guidance

The State recommends strict adherence to CDC and FDA guidelines, as well as the Universal Guidelines for All Businesses. Additionally, the State recommends restaurants put into place an assortment of measures to protect consumers and employees, including:

Employee Protection

- **Screen all employees reporting to work for COVID-19 symptoms with the following questions:**
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?

- **Temperature screening employees:**
  - Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit

- **Have dedicated face coverings** (i.e., only used by one person) worn by all employees, at all times, unless unsafe for certain back-of-house work functions
  - Masks should not be N-95 or medical variety, which should be reserved for use by healthcare workers

- **Highlight importance of regular handwashing** for all employees per CDC guidance, not to supersede any regulations requiring the wearing of gloves for any food preparation or other tasks

- **Practice recommended social distancing** to the greatest extent possible—“Further is safer”

- **Prohibit congregating in break rooms or common areas** and limit capacity of such areas to allow for safe social distancing minimum of 6 feet whenever possible

- **Stagger shifts, breaks and meals** in compliance with wage and hour laws and regulations to maintain social distancing

- **Employees should increase hygiene practices**—wash hands more frequently,
avoid touching face, practice good respiratory etiquette when coughing or sneezing

- **All employees should stay home if feeling ill**, report any symptoms of illness to supervisor and require notification of COVID-19 positive case in employee's household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home

- **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information

- **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)

- **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

- **Update the Employee Illness Policy** to include the symptoms of “COVID-19” or create a COVID-19 specific policy. All staff should sign the policy, and the policy should be posted for confirmation

- **Post signage on health policies**, including the following documents, in the workplace to help educate building occupants on COVID-19 best practices:
  - CDC guidance to stop the spread of germs
  - CDC guidance on COVID-19 symptoms

- **Follow sanitation frequency guidance** contained in this document at all times

- **Provide ServSafe COVID-19 training** for all food handlers as soon as possible

## Consumer Protection

- **Limit tables to no more than 10 guests per table**
- **Mark any indoor or outdoor waiting area so that social distancing standards are met** (options can include a text system to alert guests of available seating, an intercom system, or only one member of a party being allowed to wait in the waiting area)

- **Limit capacity in bar areas**, or use the area to accommodate seated tables for in-restaurant dining

- **Live music should not be permitted unless appropriate precautions are taken.** Research and the CDC suggest that activities like singing may project respiratory droplets in greater quantity and over greater distance, increasing the risk of COVID-19 transmission, particularly with prolonged exposure. Maintain at least
15 feet of separation—and more if possible—between audience members and performers such as vocalists and singers. Adopt seating and spacing modifications to increase physical distance from a performer. Where necessary, install barriers to minimize travel of aerosolized particles from performers, or implement alternative placement of performers. In addition, maximize physical spacing between performers on-stage

- **Screen customers for illness** upon their entry into the restaurant:
  - Best practice: Temperature checks for every customer in addition to screening questions. Customers with temperatures above 100.4 degrees Fahrenheit should not be permitted on premises
  - Minimum: Question customers regarding COVID-19 symptoms
    - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
    - Are you experiencing a cough, shortness of breath, or sore throat?
    - Have you had a fever in the last 48 hours?

**Seating Arrangement Specifications**

- **Tables**: Tables should be spaced at least 6 feet apart
- **Booths**: Create at least 6 feet of separation between each booth. If booths are back-to-back and 6 feet of separation is not possible, install solid physical barriers (i.e. plexiglass, acrylic, wood, etc.) that rise from the back of the booth to at least 6 feet from the floor of the restaurant, so that there is a barrier reaching at least the level of the head between booths. Sanitize such barriers after each table turn
- **Counter seating**: If counter seating is used, maintain at least 6 feet between individual parties by spacing out moveable stools or chairs or reserving stationary stools and chairs. Evaluate and implement modifications to maintain as much distance as reasonably possible between employees and customers utilizing counter seating
  - Best Practice: Install plexiglass, acrylic or similar physical barrier to separate and reduce exposure between employees and customers
- **Waiting areas**: Chairs or other seating in waiting areas should be spaced at least 6 feet apart. Standing-only space within waiting areas should remain clear; use outdoor waiting area or page customers in order to minimize congregation
Bars, Nightclubs and Limited Service Restaurants

In addition to the other restaurant recommendations herein, the following guidelines also apply to bars, bar areas, night clubs, and limited service restaurants:

NOTE 1: Refer to applicable executive orders of the governor and/or local public health orders that pertain to bars, nightclubs, and limited service restaurants, as such orders may impose requirements or limitations on such venues.

NOTE 2: The CDC has indicated that risk of COVID-19 spread increases in a restaurant or bar settings where on-site, indoor dining occurs, particularly when tables are not spaced at least 6 feet apart.

- **Establishments should encourage patrons to be seated, with tables/parties separated by at least 6 feet** apart to accommodate CDC social distancing guidelines. Modifications to the layout of the establishment may be necessary for appropriate spacing (physically moving tables or bar stools, marking stools or tables that are not available for use, installing plexiglass or other barrier at bar or counter, etc.). Establishments may need to operate at reduced capacity in order to achieve appropriate social distancing.

- **Use available outdoor space** to promote appropriate social distancing and avoid persons congregating in confined indoor areas, as permitted by regulatory bodies.

- **Limit bar or counter service** to minimize walk-up customers. If bar or counter service is offered, customers should be seated at the bar or counter in accordance with these guidelines (see Seating Arrangement Specifications).

- **Common areas that facilitate standing-only congregation should remain closed** for the time being, unless utilized for tables, or include floor markings to indicate appropriate distancing for small groups of acquaintances.

- Consideration should be given to tables located near primary travel paths in order to avoid to the greatest extent possible persons repeatedly passing within 6 feet of a table (e.g. tables placed near a sidewalk or the pathway to a kitchen door, entryway, or restrooms).

- **Customers should not be seated at a bar or counter within 6 feet of where glassware is stored** or cleaned or where food preparation occurs.

- Refer to [CDC Considerations for Restaurants and Bars](#).

- Establishments should refer to and implement applicable safeguards from the ERG's [Non-Contact Recreation Guidelines](#) for any on-premises game, arcade, or recreation areas.
Business Process Adaptations

- **Mitigate exposure in the workplace** by implementing social distancing guidelines and modify scheduling
- **Implement workplace cleaning and disinfection** practices, according to CDC guidelines, with frequent sanitization of high-touch surfaces
- **Frequently sanitize all front-of-house contact surfaces** including door handles, screens, phones, pens, keyboards, customer paging equipment and other high-touch surfaces
- **Place hand sanitizer stations** in prominent areas, including entrances or areas involving physical contact such as at cashier stations
- **Use menus that are disposable or sanitized** between each use
- **Use rolled silverware/napkins stored in sealed bins** (gloves should be used by staff while rolling silverware in designated sanitary areas)
- **Sanitize all tabletop items**, including condiments (if any are available), after each table turns (or use disposables)
- **Sanitize chairs**, especially where contact occurs, after each table turns
- **Continue curbside, takeout or delivery service** options, where possible, to minimize contact and maintain social distancing
- **Do not offer self-serve buffets**, condiments on a counter for use by multiple tables, or beverage station re-use
Retail Industry

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
The State recommends retail industries put into place an assortment of measures to protect consumers and employees, including:

Employee Protection

- Screen all employees reporting to work for COVID-19 symptoms with the following questions:
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?

- Temperature screening employees:
  - Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit

- Staff should wear face coverings (not N-95 or medical masks, which should be reserved for healthcare workers) and other personal protection items as recommended by the CDC

- Provide training on personal protective equipment based on CDC guidelines

- Provide a sanitizing station such as a wash station with soap, running water and paper towels and/or bottle of hand sanitizer

- Prohibit congregating in break rooms or common areas and limit capacity of such areas to allow for safe social distancing minimum of 6 feet whenever possible

- Stagger shifts, breaks and meals in compliance with wage and hour laws and regulations to maintain social distancing

- Employees should increase hygiene practices—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing

- Provide regular updates and training for employees about personal COVID-19 mitigation and store safeguards based on CDC guidelines

- All employees should stay home if feeling ill, report any symptoms of illness
to supervisor and require notification of COVID-19 positive case in employee's household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home

- **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information

- **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)

- **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

- **Post signage on health policies**, including the following documents, in the workplace to help educate building occupants on COVID-19 best practices:
  - [CDC guidance to stop the spread of germs](https://www.cdc.gov/)
  - [CDC guidance on COVID-19 symptoms](https://www.cdc.gov/)

**Consumer Protection**

- **Limit the number of customers inside a store** at a given time if appropriate spacing between persons cannot be maintained, as density of people within a confined area increases opportunity for virus transmission

- **Strongly encourage (or at business discretion, require) customers to wear face coverings** inside the store in accordance with CDC guidance

- **Consider dedicated shopping hours** or appointment times for the elderly, medically vulnerable and health care workers

- **Establish one-way aisles and traffic patterns** for social distancing

- **Increase curbside, pickup and delivery service** options to minimize contact and maintain social distancing

- **Assign dedicated staff** to prompt customers regarding the importance of social distancing

- **Add social distancing “reminder” signs**, floor decals and audio announcements

**Business Process Adaptations**

- **Mitigate exposure in the workplace by implementing social distancing guidelines and modify scheduling.** Allow employees to work from home as much
as possible, if the task permits

- **Practice social distancing** and maintain a safe distance of 6 feet between people to the greatest extent possible—“Further is safer.”
- **Implement workplace cleaning and disinfection** practices, according to CDC guidelines, with frequent sanitization of high-touch
- **Sanitize shared resources** (such as carts) after each use, and frequently sanitize all high-traffic / high-touch areas (such as counters, check-out lanes, keypads, break rooms, dressing rooms, rest rooms)
- **Use a clearly designated entrance and a separate clearly designated exit** to maintain social distancing
- **Use plastic shields or barriers** between customers and clerks at service counters and clean them frequently
- **Adjust store hours** to allow time for enhanced cleaning
- **Prohibit the use of reusable bags** (reusable bags may carry COVID-19)
- **Limit self-service options, suspend sampling** of food and personal hygiene products
- **Task management-level employees to monitor compliance** within a store
Exercise
Facilities

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Exercise Facilities

Safeguarding Guidance
These guidelines do not replace or supersede any requirements applicable to your business or licensed employees pursuant to law or regulation. Rather, these guidelines are intended as a supplement to assist with safely reopening and providing services due to COVID-19. These guidelines are subject to change.

In addition to strict adherence to CDC guidelines, the State recommends gyms, fitness/exercise facilities, or substantially similar facilities and activities put into place an assortment of measures to protect consumers and employees, including:

Employee Protection
- Allow employees to work from home as much as possible
- Screen all employees reporting to work for COVID-19 symptoms with the following questions:
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?
- Temperature screening employees:
  - Employees should take and log temperature before shifts
  - Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit
- Staff should wear face coverings (not N-95 or medical masks, which should be reserved for healthcare workers) and other personal protection items as recommended by the CDC
- Provide training on personal protective equipment based on CDC guidelines
- Provide a sanitizing station such as a wash station with soap and/or bottle of hand sanitizer
- Practice recommended social distancing to the greatest extent possible—
“Further is safer”

- **Stagger shifts, breaks and meals**, in compliance with wage and hour laws and regulations, to maintain social distancing. Consider reduced staffing requirements where possible
- **Prohibit congregating in break rooms or common areas** and limit capacity of such areas to allow for safe social distancing minimum of 6 feet whenever possible
- **Employees should increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing
- **All employees should stay home if feeling ill**, report any symptoms of illness to supervisor and require notification of COVID-19 positive case in employee's household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home
- **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and [CDC guidelines](https://www.cdc.gov). Employers should maintain the confidentiality of employee health information
- **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)
- **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms
- **Post extensive signage on health policies**, including the following documents, in the workplace to help educate building occupants on COVID-19 best practices:
  - [CDC guidance to stop the spread of germs](https://www.cdc.gov)
  - [CDC guidance on COVID-19 symptoms](https://www.cdc.gov)

### Consumer Protection

- Screen customers for illness upon entry to the gym:
  - **Best practice**: temperature checks for every customer. Persons with temperatures above 100.4 degrees Fahrenheit should not be permitted on the premises
  - **Minimum**: Question customers regarding COVID-19 symptoms
    - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate
Business Process Adaptations

- **Limit facility occupancy** to the number of customers necessary to accommodate social distancing of at least 6 feet between persons at all times
- **Mitigate exposure in the workplace** by implementing social distancing guidelines and modify scheduling
- **Staff to conduct regular disinfecting of high-touch surfaces**, equipment and common areas of the facility using disinfectant cleaning supplies according to **CDC guidelines**
- **Locker rooms, showers and lockers may be utilized**, with frequent sanitization of such areas
- **Implement appropriate protocols for aquatic venues, such as swimming pools, hot tubs and saunas**, in accordance with **CDC Considerations for Public Pools** and ERG **Swimming Pool Guidelines**, which at a minimum should include:
  - **Modify layouts of deck chairs and tables** and limit capacity for the number of persons allowed in an aquatic venue at one time to ensure at least 6 feet of separation between families or small groups of acquaintances. Provide physical reminders for social distancing (e.g., lane lines in pool, non-slip tape on deck, or signs).
  - **Observe state or local social gathering size limits, as applicable**. Venues should be mindful of applicable public health orders and ensure that their operations facilitate compliance with them.
• **Implement cleaning and disinfecting practices** for locker rooms and frequently touched surfaces at least daily and more frequently for shared objects such as handrails, deck chairs and tables, water fountains, and pool toys. Consider temporarily removing shared pool toys. Use cleaning products that are appropriate for aquatic venues. At pools that are not staffed at all times, have cleaning products available for patrons to self-clean shared surfaces before and after use

• **For pools and other water venues that have a lifeguard on duty**, assign monitoring and cleaning responsibilities to a staff member other than a lifeguard on duty

• **Encourage the use of face coverings** when in close proximity with others; however, advise those wearing face coverings to not wear them in the water, as doing so could make it difficult to breathe

• **Provide hygiene supplies** (soap and paper towels or hand sanitizer)

• **Post signage** regarding COVID-19 symptoms and request that persons refrain from use if feeling ill

• **Encourage lap swimming only and limit lane-sharing.** Limit group sizes of aquatic fitness classes, swim lessons, swim practices, or gatherings

• **Use caution with basketball courts, racquetball courts, and other places** where formal and informal group or team contact sports may occur. Refer to ERG [Sports Guidelines](#)

• **Conduct group fitness classes in accordance with social distancing recommendations** (including but not limited to: maintain 6 feet of distance between participants (limit class size if necessary); avoid shared equipment during the class; sufficiently adjusted class schedules to allow for cleaning between classes)

• **Encourage all employees and customers to wear PPE where applicable**, and recommend customers wear a face covering (not N-95 or medical masks, which should be reserved for healthcare workers)

• **Adjust equipment layout and close or restrict access to equipment** to maintain at least six feet of distance between equipment

• **Limit customer or employee congregation in common areas, break rooms, and check-in counters.** Encourage guests to provide their own water rather than using water fountains

• **Do not offer self-service food and beverage options** (coffee bars and other forms of communal food in facilities). For onsite food and beverage services, follow restaurant guidelines issued by Economic Recovery Group ([see full Restaurant guidelines here](#))

• **Ensure staffing of facilities is sufficient** to enable enhanced sanitization and cleaning measures
Close Contact Businesses

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Close Contact Businesses

These guidelines are intended to apply to “close contact personal services,” which include: barber shops, hair salons, waxing salons, threading salons, nail salons or spas, spas providing body treatments, body-art facilities or tattoo services, tanning salons, and massage-therapy establishments or massage services. Substantially similar occupations and businesses may also utilize these guidelines as appropriate.

These guidelines do not replace or supersede any requirements applicable to your business or licensed employees pursuant to law or regulation, including but not limited to the Tennessee Department of Commerce and Insurance and Tennessee Department of Health. Rather, these guidelines are intended as a supplement to assist with safely reopening and providing services due to COVID-19.

Due to the nature of close contact personal services, an abundance of caution should be exercised to mitigate or prevent exposure to COVID-19. Persons who are more vulnerable or at-risk for COVID-19 as identified by the CDC — including those who are over the age of 65 or those who have severe underlying medical conditions — should take extra precaution or refrain from using close contact personal services.

Safeguarding Guidance

In addition to strict adherence to CDC guidelines, the State recommends all providers of close contact personal services implement an assortment of measures to protect consumers and employees, including:

Employee Protection

• Screen all employees reporting to work for COVID-19 symptoms with the following questions:
  ◦ Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  ◦ Are you experiencing a cough, shortness of breath or sore throat?
  ◦ Have you had a fever in the last 48 hours?
  ◦ Have you had new loss of taste or smell?
  ◦ Have you had vomiting or diarrhea in the last 24 hours?
• Temperature screening employees:
  ◦ Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  ◦ Minimum: temperatures can be taken and logged before arrival. Normal temperature should not exceed 100.4 degrees Fahrenheit
• Practice recommended social distancing to the greatest extent possible—“Further is safer”
• Employees should increase hygiene practices—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing
• Change any protective garments on a regular basis and sanitize reusable garments such as aprons or smocks at least once per day.
• All employees should stay home if feeling ill, report any symptoms of illness to supervisor and require notification of COVID-19 positive case in employee’s household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home
• Direct any employee who exhibits COVID-19 symptoms (i.e., answers yes to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information
• Employers should provide training, educational materials, and reinforcement on proper sanitization, handwashing, cough and sneeze etiquette, use of PPE, and other protective behaviors to their employees on a regular basis
• Employees should wear a cloth face covering (not N-95 or medical masks, which should be reserved for healthcare workers) and other personal protection items as recommended by the CDC; if masks become wet or visibly dirty, the mask should be replaced
• All employees should wash hands between serving each customer, and more frequently as necessary. The use of gloves should not be considered a replacement for frequent handwashing
• Consider designated staff to be tasked with maintaining heightened sanitization efforts
• Post extensive signage regarding increased cleaning, sanitization, and hygiene practices
• Perform regular disinfection of high-touch surface areas (e.g., door handles, counter space, light switches, tools and instruments)

Consumer Protection
• Do not offer any self-serve food or beverages. Encourage guests to provide their
own water instead of using water fountains
• **Prohibit congregating** in break rooms, check-in counters
• **Customers should wear a cloth face covering** at all times while in the premises (not N-95 or medical masks, which should be reserved for healthcare workers) and as recommended by the CDC and executive order of the governor except for services that require removing face-coverings (e.g., beard shaving/trimming, facials, etc.). Use other personal protection items as recommended by the CDC
• **Services that require removing face coverings (e.g., beard shaving/trimming, facials, etc.) are not permitted**
  ◦ For massage, prone positions could be uncomfortable or dangerous for clients who are wearing face coverings. Accordingly, massage professionals may consider other appropriate precautions such as draping a client’s head and face cradle cover with a thin cotton pillowcase. Otherwise, a face covering should be worn during portions of treatment in which the client is not prone or facedown
• **Screen customers for illness** upon their entry into the premises:
  ◦ Best practice: Temperature checks for every customer. Customers with temperatures above 100.4 degrees Fahrenheit should not be permitted in the premises
  ◦ Minimum: Question customers regarding COVID-19 symptoms
    • Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
    • Are you experiencing a cough, shortness of breath, or sore throat?
    • Have you had a fever in the last 48 hours?

**Business Process Adaptation**

• **Limit the number of customers allowed in the premises** to allow for appropriate social distancing. Workstations should be at least 6 feet apart, with additional measures taken as necessary to ensure that all people stay 6 feet apart at all times except for the staff providing a service to their client. Physical barriers to be used where necessary
• **Services are encouraged to be offered by appointment only:** no walk-ins
• **Prohibit use of waiting areas** (e.g., could adopt such practices as notifying customers by call or text message) or serenity lounges; limit use of other common areas by multiple people at one time (e.g., elevators, breakrooms, etc.)
• **Businesses should remove all books, magazines, or any shared material** for
customers

- **Ensure thorough workstation and equipment disinfection** after each customer (i.e. sanitize all equipment, instruments, capes, smocks, linens, chairs and work area); alternatively, utilize single-use or disposable items
- **Implement enhanced and frequent sanitization of commonly touched surfaces and equipment**, using CDC recommended sanitizers and disinfecting protocols
- **Discard any single-use tools** (e.g., files, buffers, neck strips) immediately after use
- **Encourage touchless payment methods** where possible
- **Place hand sanitizer stations** in shop lobby and bathrooms
- **Do not allow self-serve products** (e.g., “testers”); consider limiting customer contact with retail products before purchase
- **Daily deep cleaning and sanitization** to be completed for high-touch areas (tanning beds, massage tables, salon chairs, etc.)
- **Use appropriate temperatures for washers and dryers** to ensure thorough sanitization of towels, linens, etc.
- **Open windows and doors** where possible to increase ventilation
- **Do not allow non-customer companions** to accompany customer during a service
- **Do not allow group or communal settings** for close contact personal services (e.g., couples’ massages, salt rooms, saunas, pools)
- **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)
- **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms
Lodging & Accommodations

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
The Economic Recovery Group acknowledges that many lodging and accommodations establishments have maintained continuous operations as essential businesses, and these guidelines are intended as a supplement to assist your business in taking appropriate precautions for coronavirus.

In addition to strict adherence to OSHA and CDC guidelines, the State recommends lodging and accommodation establishments implement an assortment of measures to protect consumers and employees, including:

**Employee Protection**

- **Staff should wear face coverings** (not N-95 or medical masks, which should be reserved for healthcare workers) and other personal protection items as recommended by the CDC if appropriate for the task (e.g., gloves during sanitization); if masks become wet or visibly dirty, the mask should be replaced.
- **Employers should provide training to their employees** on personal protective equipment based on CDC guidelines on a regular basis.
- **Provide hand sanitizing stations** in staff areas such as wash stations with soap and/or hand sanitizer.
- **Stagger staff shifts, breaks, and meals**, in compliance with wage and hour laws and regulations, to maintain social distancing.
- **Provide regular updates and training for employees** about personal COVID-19 mitigation and hotel / lodging industry safeguards based on CDC guidelines.
- **Screen all employees reporting to work for COVID-19 symptoms with the following questions:**
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
• Have you had vomiting or diarrhea in the last 24 hours?
• **Temperature screening employees:**
  ◦ Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  ◦ Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit

• **Require all employees to report any illness** to supervisor and require notification of COVID-19 positive case in employee’s household; any employee with a suspected or confirmed case of COVID-19 should be sent home and instructed to follow CDC recommendations. Employers should maintain the confidentiality of employee health information.

• **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms.

• **Prohibit congregating in break rooms or common areas** and limit capacity of such areas to allow for safe social distancing – a minimum of 6 feet – whenever possible.

• **Post extensive signage on health policies**, including the following documents, in the workplace to help educate building occupants on COVID-19 best practices:
  ◦ [CDC guidance to stop the spread of germs](#)
  ◦ [CDC guidance on COVID-19 symptoms](#)

• **Employees should stay home when feeling ill**, when exposed to COVID-19 (e.g., positive household member case), or if diagnosed with a confirmed case of COVID-19. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home.

• **Increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing.

• **Abide by guidelines established by employer**, which may include social distancing practices in the workplace and increased sanitization.

### Consumer Protection

• **Reinforce social distancing in all common areas.** Mark any indoor or outdoor lobbies so that social distancing standards are achieved (consider options to limit traffic in common areas, such as only one member of a party being allowed to wait in the lobby to check in if lobby space is limited, etc.)

• **Limit capacity** for all common seating areas, meeting rooms, etc. to maintain appropriate social distancing.
Business Process Adaptations

- **Limit self-service options** (customer samples, communal packaging, food/beverages, etc.)
- **Create and distribute a welcome letter** that explains current service and amenity adjustments and expected employee and guest interactions, and any restrictions required of guests (e.g., no gathering in the lobby)
- **Maintain appropriate inventory of and use** OSHA/CDC-recommended chemicals and cleaning products

Guidelines for Lodging & Accommodations

- **Establish enhanced cleaning protocols and frequency that follow CDC/OSHA guidelines, particularly for common areas**, high traffic areas, high touch surfaces (e.g., door handles, counters, elevator buttons, pens, keyboards)
- **Establish enhanced cleaning protocols and frequency that follow CDC/OSHA guidelines in guest areas and rooms**, including sanitizing all high touch surfaces (such as alarm clocks, HVAC controls, television remotes)
- **Establish hotel protocols**, in accordance with CDC and Tennessee Department of Health guidance, for providing lodging to customers who may have been exposed to COVID-19, or who have a confirmed case of COVID-19
- **Place hand sanitizer locations** in high traffic areas, including lobbies, elevator areas, food services entrances, and meeting room entrances
- **Consider and adopt appropriate measures, if possible, to increase ventilation** in common areas during heavy guest traffic
- **Use plastic shields or barriers** between customers and employees at service counters (e.g., check-in, concierge), which are frequently cleaned
- **Use a clearly designated entrance and a separate clearly designated exit** to maintain social distancing, if possible
- **When possible, limit hotel car services** (e.g., valets) or other direct personal services (i.e., hotel porters). If car services are offered, ensure staff are wearing masks, have staff regularly wash hands or use hand sanitizer, and wipe down all surfaces touched before and after use (e.g., keys, wheel, door handle)
- **For hotel dining facilities:** follow Restaurant Guidelines issued by the Economic Recovery Group, particularly regarding capacity, spacing, and not offering self-serve options like breakfast buffets, etc. ([see full Restaurant guidelines here](#))
- **Modify check-in / check-out processes** to observe social distancing and implement sanitization measures (e.g., mobile check-in, no shared pens, appropriate sanitization of room keys)
- **Limit elevator capacity** to four individuals at a time if possible, and encourage use of stairs
- **Close all unstaffed gyms**. Gyms must be staffed to be open, and follow guidelines
issued by the Economic Recovery Group for exercise facilities (see full Exercise Facilities guidelines here)

- **Implement appropriate protocols for aquatic venues, such as swimming pools, hot tubs and saunas**, in accordance with [CDC Considerations for Public Pools](https://www.cdc.gov/pools/index.html), which at a minimum should include:
  - Modify layouts of deck chairs and tables and limit capacity for the number of persons allowed in an aquatic venue at one time to ensure at least 6 feet of separation between families or small groups of acquaintances. Provide physical reminders for social distancing (e.g., lane lines in pool, non-slip tape on deck, or signs).
  - Observe social gathering size limits, as applicable.
  - Implement cleaning and disinfecting practices for locker rooms and frequently touched surfaces at least daily and more frequently for shared objects such as handrails, deck chairs and tables, water fountains, and pool toys. Consider temporarily removing shared pool toys. Use cleaning products that are appropriate for aquatic venues. At pools that are not staffed at all times, have cleaning products available for patrons to self-clean shared surfaces before and after use
  - For pools and other water venues that have a lifeguard on duty, assign monitoring and cleaning responsibilities to a staff member other than a lifeguard on duty
  - Encourage the use of face coverings when in close proximity with others; however, advise those wearing face coverings to not wear them in the water, as doing so could make it difficult to breathe
  - Provide hygiene supplies (soap and paper towels or hand sanitizer)
  - Post signage regarding COVID-19 symptoms and request that persons refrain from use if feeling ill

- **Ensure that any spa or salon services on the premises follow guidelines for close contact personal services** issued by the Economic Recovery Group.
- **Use appropriate temperatures for washers and dryers** to ensure thorough sanitization of linens, etc.
Manufacturing Industry

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Employee Protection

- **Equip, encourage, allow, or require** employees to work remotely or via telework to the greatest extent practicable
- **Screen all employees reporting to work for COVID-19 symptoms with the following questions:**
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?
- **Temperature screening employees:**
  - Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit
- **Require all employees to report any illness** to supervisor or HR and require notification of COVID-19 positive case in employee’s household; any employee with a suspected or confirmed case of COVID-19 should be sent home and instructed to follow CDC recommendations. Employers should maintain the confidentiality of employee health information
- **Employees should stay home when feeling ill**, when exposed to COVID-19
(e.g., positive household member case), or if diagnosed with a confirmed case of COVID-19. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home

- **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

- **Employees should wear cloth face coverings** (not N-95 or medical masks, which should be reserved for healthcare workers) and other personal protection items as recommended by the CDC. However, if employees are required to wear N95 respirators as protective equipment while performing certain duties in order to comply with TOSHA standards, they must be provided N95 masks in order to perform those duties. Surgical masks and cloth face coverings may be an appropriate precaution against COVID-19 in environments where higher-grade masks are not required by a TOSHA standard

- **Use a clearly designated entrance(s) and exit(s)** to maintain social distancing, if possible

- **Limit use of common areas** by large groups (e.g., dining area, elevators, breakrooms, waiting areas); modify capacity in breakroom and common areas and at meetings or gatherings to ensure separation of at least 6 feet

- **Consider the use of modified schedules, staggered shifts or arrival/departure times, and staggered break times and meals** in compliance with wage and hour laws and regulations to promote social distancing

- **Limit entry into the premises by visitors, vendors, and contractors** where possible; when third-parties must be onsite (e.g., deliveries), adopt screening measures and/or protocols to reduce contact between employees and third-parties with appropriate social distancing precautions and use of personal protective equipment

- **Practice recommended social distancing** to the greatest extent possible—“Further is safer”. This includes but is not limited to production lines, cafeterias, common areas, entrance/exit areas of work locations and offices, and employee shuttles, if any

- **Encourage managers and employees to enhance hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing

- **Designate staff to be dedicated to or tasked with implementing heightened hygiene and disinfection practices** during each shift

- **Post extensive signage and communication** on increased cleaning and hygiene to help educate building occupants on COVID-19 best practices and COVID-19 symptom self-screening:
- CDC guidance to stop the spread of germs
- CDC guidance on COVID-19 symptoms

- **Ensure thorough work station cleaning** between shifts
- **Provide for frequent disinfection and enhanced sanitization** of common or high touch surfaces (tools, equipment, countertops, door handles, switches, elevators, clock-in stations, keyboards, phones, screens and interfaces, lockers, forklifts, chairs, etc.) with surface-appropriate products meeting CDC/EPA criteria
- **Plan for positive COVID-19 cases in your workforce**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)

### Business Process Adaptations

- **Where possible, re-arrange or modify physical layouts, shop floor, or work stations** to allow for 6 feet of distance between employees. If unable to achieve this level of separation, mitigate exposure by utilizing personal protective equipment or barriers.
- **Use physical markers or tape** to reinforce distancing measures (e.g., operator boundaries along conveyor line)
- **Avoid large group training, meetings, and onsite visits**: divide into smaller groups or consider virtual training or meetings until larger gatherings are advisable according to the CDC
- **Adopt enhanced hygiene protocols** for shipping/receiving areas to mitigate possible surface contamination
Office Buildings

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Office Buildings

Safeguarding Guidance

For the purposes of these guidelines, offices include but are not limited to: general and corporate offices, headquarters facilities, and branch offices; call centers and other remote service centers; and co-working or shared office spaces. In addition to strict adherence to OSHA and CDC guidelines, the State recommends offices implement an assortment of measures to protect visitors and employees, including:

Employee Protection

- **Equip, encourage, allow, or require** employees to work remotely or via telework to the greatest extent practicable
- **Screen all employees reporting to work for COVID-19 symptoms with the following questions:**
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?
- **Temperature screening employees:**
  - Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit
- **Employees should wear cloth face coverings** (not N-95 or medical masks, which should be reserved for healthcare workers) where close proximity is anticipated, and use other personal protection items as recommended by the CDC
- **Practice recommended social distancing** to the greatest extent possible—“Further is safer”
- **Prohibit congregating in break rooms or common areas** (e.g., dining areas, break rooms, waiting areas) and limit capacity of such areas to allow for safe social distancing, with a minimum of 6 feet between employees. Limit self-service and common food and beverage items (e.g., coffee station)
- **Consider the use of modified schedules, staggered shifts or arrival/departure**
times, and staggered break times and meals in compliance with wage and hour laws and regulations to promote social distancing. Consider necessary modifications regarding employee shuttles, if any

- **Employees should increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing
- **Provide regular updates and training** for employees about personal COVID-19 mitigation and office safeguards based on CDC guidelines
- **All employees should stay home if feeling ill**, report any symptoms of illness to supervisor, and notify supervisor of a COVID-19 positive case in employee’s household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home
- **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information
- **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)
- **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms
- **Post extensive signage on health policies**, including the following documents, in the workplace to help educate building occupants on COVID-19 best practices:
  - CDC guidance to stop the spread of germs
  - CDC guidance on COVID-19 symptoms

### Office Visitor Protection

- **Limit visitors and vendors within the premises** unless necessary. Consider the use of cloth face coverings for visitors and vendors
- **Screen all visitors and vendors prior to entry for COVID-19 symptoms with the following questions:**
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
Business Process Adaptations

- **Limit meeting room capacity** to facilitate 6-feet of separation between attendees and encourage as many attendees as possible to join via teleconference or video conference, and consider alternative open spaces for meetings.
- **Implement workplace cleaning and disinfection practices**, according to CDC and OSHA guidelines, with regular sanitization of high-touch surfaces.
- **Place hand sanitizer stations** in common areas.
- **Use a clearly designated entrance and a separate clearly designated exit** to maintain social distancing, if possible with high-traffic buildings/entrances.
- **Use shields or other barriers** between adjacent or open work stations to minimize close contact. Clean such shields or barriers frequently.
- **Consider technology** to facilitate working remotely as appropriate.
- **Postpone large gatherings** (such as group trainings, sales presentations, team gatherings), and/or hold these gatherings virtually until larger gatherings are advisable according to the CDC.

Have you had new loss of taste or smell?

- Practice **recommended social distancing** to the greatest extent possible, and maintain at least 6 feet between people—“Further is safer”
Recreation

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Recreation

For Non-Contact, Small Groups

These guidelines are intended to apply to recreational venues and activities that operate with smaller groups and without contact among participants. Such activities include but are not limited to: bowling alleys, arcades, climbing gyms, water sports, golf course driving ranges, mini-golf, shooting ranges, dance classes, and other similar activities and venues that can achieve and maintain appropriate capacity and proximity limitations.

Despite hosting a large number of people on-site at any one time, such venues should operate in a manner such that persons from different households or small groups are able to substantially maintain 6 feet of separation from other persons or small groups outside their own group during their visit. Venues should be mindful of applicable state or local public health orders and ensure that their operations facilitate compliance with them.

The overarching goal of these guidelines is to reduce exposure to individuals and surfaces that may result in COVID-19 exposure by maintaining safe distances between people (at least six feet), reducing contact with and improving sanitization of common surfaces, and increasing personal protective equipment use. Venue operators should evaluate the profile of their customer and employee engagement with the venue and other persons at such venue to make appropriate adaptations as necessary, even if not specifically described below.

These guidelines do not replace or supersede any requirements applicable to your business or licensed employees pursuant to law or regulation. Rather, these guidelines are intended as a supplement to assist with safely reopening and providing services due to COVID-19. These guidelines are subject to change.

Safeguarding Guidance

In addition to strict adherence with CDC guidelines, the State recommends all recreation venues implement an assortment of measures to protect consumers and employees, including:

Employee Protection

- Screen all employees reporting to work for COVID-19 symptoms with the following questions:
Guidelines for Non-Contact Recreation

- Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?

- **Temperature screening employees:**
  - Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit
- **Staff should wear cloth face coverings** (not N-95 or medical masks, which should be reserved for healthcare workers) and other personal protection items as recommended by the CDC; if masks become wet or visibly dirty, the mask should be replaced
- **Employers should provide training** to employees on personal coronavirus mitigation and safeguards and protective equipment based on CDC guidelines on a regular basis
- **Provide sanitizing stations** in staff areas such as a wash station with soap and/or hand sanitizer
- **Practice recommended social distancing** to the greatest extent possible—“Further is safer”
- **Prohibit congregating in break rooms or common areas** and limit capacity of such areas to allow for safe social distancing – a minimum of 6 feet – whenever possible
- **Stagger shifts, breaks, and meals**, in compliance with wage and hour laws and regulations, to maintain social distancing
- **Employees should increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing
- **All employees should stay home if feeling ill**, report any symptoms of illness to supervisor and require notification of COVID-19 positive case in employee’s household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home
- **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information
• **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)
• **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self quarantining or seeking a medical diagnosis for COVID-19 symptoms
• **Post extensive signage on health policies**, including the following documents, in the workplace to help educate building occupants on COVID-19 best practices:
  - [CDC guidance to stop the spread of germs](https://www.cdc.gov/)
  - [CDC guidance on COVID-19 symptoms](https://www.cdc.gov/)

**Consumer Protection**

• **Screen customers for illness upon entry to the facility:**
  - Best practice: Temperature checks for every customer. Persons with temperatures above 100.4 degrees Fahrenheit should not be permitted on premises
  - Minimum: Question customers regarding COVID-19 symptoms
    - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
    - Are you experiencing a cough, shortness of breath or sore throat?
    - Have you had a fever in the last 48 hours?
    - Have you had new loss of taste or smell?
• **Customers should wear cloth face coverings** according to [CDC guidance](https://www.cdc.gov/)
• **Limit the number of customers inside any facility** at a given time for indoor activities to allow for social distancing (i.e., at least 6 feet of separation)
• **Limit group sizes** to ensure compliance with state and CDC social distancing guidelines:
  - For example: At bowling centers and mini-golf, limit customers per lane or group as smaller group sizes can minimize close contact and therefore COVID-19 exposure
• **Adjust equipment layout** and close or restrict access to equipment to maintain appropriate social distancing among customers (e.g., at least 6 feet of separation)
  - For example: in facilities that have lanes or stations, like bowling centers, golf driving ranges, or axe-throwing establishments, discourage customers from utilizing adjacent lanes at the same time, encourage mask use if lanes are less than 6 feet apart, and/or erect physical barriers (e.g., plexiglass) between
lanes
  • For example: in arcades, space games so that each game is more than 6 feet apart
  • For example: in climbing gyms, only open a portion of climbing paths to customers

• **Avoid combining persons or small groups** with other non-related or non-associated persons or small groups, unless appropriate social distancing can be maintained by the combined group
• **Require customers to use only one piece of equipment** during their visit (e.g. one bowling ball, putter, or rafting oar)
• **Require customers to clean equipment** they come in contact with using disinfecting wipes before and after each use
• **Keep doors and windows open where possible** and secure to improve ventilation for indoor activities
• **Recommend that persons more vulnerable or at-risk** for COVID-19 as identified by the CDC—including those who are over the age of 65 or those who have severe underlying medical conditions—take extra precaution or refrain from use of the facility

**Business Process Adaptation**

  • **Sanitize shared resources** (such as throwing axes, bowling balls, rented shoes, and other equipment) after each use
  • **Sanitize all high-traffic areas and high-touch surfaces** (such as counters, checkout areas, keypads, restrooms) frequently
  • **Place hand sanitizer locations** in high traffic areas, including check-in/out counters, lobbies, elevator areas, food services entrances, and meeting room entrances, if any
  • **Use plastic shields or barriers** between customers and employees at service counters, and clean such shields or barriers frequently
  • **Use a clearly designated entrance and a separate, clearly designated exit** to maintain social distancing
  • **Add social distancing “reminder” signs**, such as floor decals and audio announcements to encourage customers to be mindful of maintaining 6-feet of distance
  • **Remove all self-serve items on the premises** (e.g., self-service bowling ball, golf club, and other selection stations); have staff provide such items to patrons directly
  • **Limit self-service options** (customer samples, communal packaging, food/beverages, etc.). For onsite food and beverage services, follow restaurant guidelines issued by the Economic Recovery Group (**see full Restaurant guidelines here**).
• **Modify check-in and payment processes** to observe social distancing and implement sanitization measures (e.g., no shared pens, use contact-less payments where possible)

• **Any youth or adult team leagues, activities, or sports** should be conducted in accordance with [Sports Guidelines](#)

• **Any activities or areas that are likely to result in physical contact** between individuals (e.g., laser tag venues) should be closed temporarily

• **Any common areas where social distancing is difficult** or impossible to maintain (e.g., playgrounds, children’s “ball pits”) should be closed temporarily

• **Encourage parent / guardian supervision** for all children when participating in recreational activities, and ensure that children are able to comply with applicable guidelines (e.g., social distancing, wear face coverings). Note that cloth face coverings should NOT be put on babies and children under age two because of the danger of suffocation

• **Where possible, customers should be encouraged to schedule appointments** or call-ahead reservations

• **Prohibit use of waiting areas** to avoid congregation (e.g., could adopt such practices as notifying customers by call or text message)
Construction Worksites

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Construction Worksites

Safeguarding Guidance
These guidelines are intended for the construction industry, including residential, commercial and industrial, and should be utilized by general contractors and subcontractors. Contractors and service technicians may adapt these guidelines as appropriate to their worksite (e.g., plumbers, electricians, and heating, ventilation and air conditioning (HVAC) technicians).

These guidelines do not replace or supersede any requirements applicable to your business or licensed employees pursuant to law or regulation. Rather, these guidelines are intended as a supplement to assist with safely operating due to COVID-19. These guidelines are subject to change.

Employee Protection

• **Screen all employees (GC and subcontractors) reporting to work and visitors for COVID-19 symptoms** with the following questions:
  ◦ Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  ◦ Are you experiencing a cough, shortness of breath or sore throat?
  ◦ Have you had a fever in the last 48 hours?
  ◦ Have you had new loss of taste or smell?
  ◦ Have you had vomiting or diarrhea in the last 24 hours?

• **Temperature screening employees and subcontractors:**
  ◦ Best practice: employers to take temperatures onsite with a no-touch thermometer each day upon arrival at work
  ◦ Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit

• **Plan for potential COVID-19 cases,** and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)

• **Communicate relevant Center for Disease Control and Prevention (CDC) recommendations and worksite procedures** to employees, subcontractors, tradespeople, inspectors, and vendors:
  ◦ [How to Protect Yourself](#)
  ◦ [COVID-19 Symptoms](#)
• Distribute information (posters, job boards, electronically, etc.) that encourages staying home when sick, cough and sneeze etiquette, and hand hygiene
• Discuss procedures with project owner as part of pre-construction meeting including protocol if anyone who has been on the worksite tests positive for COVID-19

- **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms
- **Manage sick employees** to ensure any illness is not spread to others present at the site
- **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information
- **Employees should stay home when feeling ill**, when exposed to COVID-19 (e.g., positive household member case), or if diagnosed with a confirmed case of COVID-19. Employees should notify their supervisor of any occurrence of those items. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home
  - CDC recommends to immediately separate and send home persons who appear to have illness symptoms (i.e. cough, shortness of breath, chills) upon arrival to work or begin exhibiting symptoms during the day
  - Communicate your company’s Human Resources practices for managing sick time related to COVID-19
- **Properly Disinfect Tools, Supplies, Equipment**
  - Limit sharing hand tools (shovels, float, loots, hand saws, etc.), or disinfect with surface-appropriate products between users
  - Disinfect reusable supplies before and after use
  - Operators should be assigned to use a single piece of equipment all day
  - Clean surfaces of construction equipment (pavers, end loader, rollers, cranes, etc.) and service/fleet vehicles (including steering wheel, gear shift, instrument panels, etc.) at beginning and end of shifts, or between users. Use aerosol sanitizers inside closed cabs
- **When social distancing is not possible wear a cloth face covering** (not an N-95 or medical mask, which should be reserved for healthcare workers) while at work to help protect against the spread of the virus. However, if employees are required to wear N95 respirators as protective equipment while performing certain duties in
order to comply with TOSHA standards, they must be provided N95 masks in order to perform those duties. Cloth face coverings may be an appropriate precaution against COVID-19 in environments where higher-grade masks are not required by a TOSHA standard. Suggested items for cloth face coverings are bandanas, gaiters, scarves, t-shirts, etc.

- Utilize appropriate Personal Protective Equipment (PPE) like face coverings, eye protection, etc.
  - Do not share PPE
  - Ensure used PPE is disposed of properly
  - Sanitize reusable PPE per manufacturer's recommendation after each use
  - Determine if PPE like gloves are appropriate for specific tasks. Utilize disposable gloves where appropriate; instruct wearers to wash hands after removing gloves

- Implement workplace cleaning and disinfection practices, according to CDC guidelines, with regular sanitization of high-touch surfaces multiple times throughout the day. Employees performing cleaning should be issued proper PPE, such as nitrile gloves and eye or face protection as needed

- Provide hand sanitizing stations. If soap and running water are not available, use alcohol-based (at least 60%) hand sanitizer

- Utilize disposable hand towels and no-touch trash receptacles. Identify specific locations and safety practices for daily trash

- Request additional/increased sanitization (disinfecting) of portable toilets. Frequently touched items (door pulls, etc.) should be disinfected frequently, at least daily or between uses

- Avoid cleaning techniques, such as using pressurized air or water sprays, that may result in the generation of bioaerosols if possible. If such techniques are necessary to the work, wear appropriate PPE such as a face shield

Business Process Adaptation

- Consider the use of modified schedules, staggered shifts or arrival/departure times, and staggered break times and meals in compliance with wage and hour laws and regulations to promote social distancing

- Restrict access to confined areas (field office, control room, etc.) to only essential staff

- Do not permit employees to congregate in lunch or break areas; stagger lunch and break times

- Do not use a common water cooler. Use individual bottles or personal cooler

- If possible, limit stacking of trades to facilitate appropriate social distancing at the worksite
Discourage carpooling to worksite

When possible, perform meetings virtually or via conference call, or utilize multiple meetings in order to maintain social distancing. Do not circulate a sign-in sheet or mobile device and instead have designated person to sign in attendees. Do not host large group meetings or trainings until larger gatherings are advisable according to the CDC.

When possible, allow office or non-essential personnel to work remotely to limit the number of people at a worksite.

Technicians in a building or home should ask that owner/occupant maintain a distance of a minimum of 6 feet. Sanitize work areas and wash hands immediately before and after completing the work.

Documentation/Weight Tickets Modifications

- If permitted, consider submitting required documentation (inspections, certifications, invoices, prevailing wage reports, etc.) electronically.
- For documents requiring paper copies or wet signatures, consider drop boxes or other non-contact means to transfer paperwork between Contractor and Owner.
- Utilize e-ticketing for truck weight tickets.
Attractions, Large Venues & Large Community Events

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Attractions, Large Venues & Large Community Events

For the purposes of these guidelines, the term “attractions, large venues and large community events” means any venue (indoor or outdoor), facility, or place of interest which offers leisure, amusement, or entertainment activities. Despite hosting a large number of people on-site at any one time, such venues should operate in a manner such that persons from different households or small groups are able to substantially maintain 6 feet of separation from other persons or small groups outside their own group during their visit. These venues could include, for example, concert and performing arts venues, amusement and water parks, fairs, festivals, expos, parades, auditoriums, theaters and dinner theaters, zoos, museums, convention centers, roller or ice skating rinks, and sporting event venues.

Executive orders from the governor and/or local orders in six counties with a locally run county health department (Davidson, Hamilton, Knox, Madison, Shelby, and Sullivan) may limit group sizes for participation in social and recreational gatherings and require persons or groups of certain sizes to maintain separation from other persons or groups outside their own group. Venues should be mindful of applicable orders and ensure that their operations facilitate compliance with them.

The overarching goal of these guidelines is to reduce exposure to individuals and surfaces that may result in COVID-19 exposure by maintaining safe distances between people (at least six feet), reducing contact with and improving sanitization of common surfaces, and increasing personal protective equipment use. Venue operators should evaluate the profile of their customer and employee engagement with the venue and other persons at such venue to make appropriate adaptations as necessary, even if not specifically described below. Finally, event operators and planners are encouraged to consider whether the event can safely be hosted even with substantial modifications.

These guidelines do not replace or supersede any requirements applicable to your business or licensed employees pursuant to law or regulation. Rather, these guidelines are intended as a supplement to assist with safely reopening and providing services due to COVID-19. These guidelines are subject to change.
Employee Protection

- **Daily screen all staff reporting to work for COVID-19 symptoms with the following questions:**
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?

- **Temperature screening staff:**
  - Best practice: employers/operators to take staff temperatures on-site with a no-touch thermometer each day upon arrival at work
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit

- **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information.

- **All staff should stay home when feeling ill**, when exposed to COVID-19 (e.g., positive household member case), or if diagnosed with a confirmed case of COVID-19. Staff who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home.

- **Staff should wear cloth face coverings** (not an N-95 or medical mask, which should be reserved for healthcare workers) while at work and in public to help protect against the spread of the virus.

- **For activities requiring close contact between staff with customers** (e.g., physically checking customer safety restraints on a ride, etc.), have staff wear PPE such as masks, avoid face-to-face contact with riders, minimize physical contact with riders, and wash their hands often.

- **Employers should provide training** to staff on mitigation and safeguards,
including social distancing protocol for interacting with customers

• **Provide sanitizing stations** in staff areas such as a wash station with soap and running water and/or hand sanitizer

• **Practice recommended social distancing** to the greatest extent possible—“Further is safer”

• **Stagger shifts, breaks, and meals**, in compliance with wage and hour laws and regulations to promote social distancing

• **Allow employees not providing in-person support to work from home** as much as possible

• **Staff should increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing

• **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

• **Restrict access to confined areas** (field office, control room, etc.) to only essential staff

• **When third parties must be on-site (e.g., deliveries)**, adopt screening measures and/or protocols to reduce contact between staff and third parties with appropriate social distancing precautions and use of personal protective equipment

• **Post extensive signage on health policies**, including the following documents, in the workplace to help educate building occupants on COVID-19 best practices:
  - [CDC guidance to stop the spread of germs](https://www.cdc.gov/)
  - [CDC guidance on COVID-19 symptoms](https://www.cdc.gov/)

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**Consumer Protection**

• **Screen customers/visitors for illness upon their entry into the venue:**
  - Best practice: Temperature checks and symptom screening questions (see below) asked of every customer. Customers with temperatures above 100.4 degrees Fahrenheit should not be permitted on premises
  - Minimum: Post signage listing symptom questions and/or conduct direct screening of customers regarding COVID-19 symptoms
    - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
    - Are you experiencing a cough, shortness of breath, or sore throat?
    - Have you had a fever in the last 48 hours?
• **Strongly encourage (or at operator’s discretion, require) guests to wear cloth face coverings** according to [CDC guidance](https://www.cdc.gov).

• **Avoid combining persons or small groups with other non-household or non-associated persons or small groups** within 6 feet of one another. For some indoor venues, this could mean maximum capacity is below 50% due to closed rows or seats to maintain 6 feet of distance.
  
  - For example, multiple separate small groups may sit on a set of bleachers and watch an event, but only if the separate groups maintain at least six (6) feet of separation from one another, rather than all attendees sitting together without adequate separation. Maintaining such separation may place limits on overall venue capacity. Venues should be mindful of applicable state or local public health orders regarding maximum size for separate groups to ensure that their operations facilitate compliance with them.

• **Limit the number of guests at or inside a venue at a given time.** For buildings, limit capacity 50 percent or less of venue occupancy based on Tennessee's Building and Fire Code in order to promote appropriate social distancing, excluding staff and representatives of third-party delivery companies. Consider a limited number of tickets per day and utilize timed entries (e.g., admission period windows, time-limited tickets, or extended hours to help regulate the flow of customers and reduce density of persons at high daily volume events or venues. Limit audience size for a performance. Large gatherings offer more opportunities for person-to-person contact and therefore pose greater risk of COVID-19 transmission.

• **Elevator use should be limited to 4 individuals at a time** in order to support distancing standards, except if a larger group is from the same household or acquaintance group.

• **Minors must have direct parental supervision** and are encouraged to follow social distancing guidelines.

• **Encourage visitors to avoid water fountains.** Consider alternatives to offer drinking water (e.g., single-serve options, bottled water) or encourage customers to bring their own water.

• **Recommend that persons more vulnerable or at-risk for COVID-19** as identified by the CDC—including those who are over the age of 65 or those who have severe underlying medical conditions—take extra precaution or refrain from visiting the venue.

### Business Process Adaptation

• **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities).
• **Establish health/safety protocol for the venue** should a customer or employee fall ill while at the venue and not be able to immediately leave the facility. Immediately isolate the ill person and have the person wear a mask.

• **Consider establishing a “guest flow” plan**, including managing queues and making walkways or stairways one-way or clearly divided for bi-directional travel. Include appropriate directional signs/markers. Address high-traffic intersections to maximize physical distance between persons.

• For restroom facilities, **limit the number of people present in restroom facilities at any one time** to reduce potential exposure within those confined indoor spaces, and ensure that sanitization is occurring at increased intervals. Provide hand sanitizer or hand washing stations with running water, soap, and paper towels.

• **Limit the duration of indoor activities or performances**, as prolonged visits within a confined space may increase risk of exposure.

• **Implement social distancing “reminder” signs**, floor decals or ground markings, or video/audio announcements.

• **Temporarily close areas of the venue not conducive to social distancing** as density of people within a confined area increases opportunity for virus transmission.

• **Promote social distancing in seating areas** by spacing out tables or eliminating or closing a portion of the tables. Sanitize common seating areas and frequently-touched surfaces frequently throughout the day.

• **Use barriers** (“sneeze guards”) at ticket windows and point of sale stations; clean such barriers frequently. Encourage advance ticket or other purchases where possible.

• **Use separate designated entrance and exit points** to the venue or locations within the venue to manage customer ingress and egress (while maintaining appropriate availability of emergency/fire exits), when possible. If lines form or are anticipated, ensure 6 or more feet of separation between persons or groups by using ground markings.

• **Hand sanitizer should be made widely available** for guests to use.

• **Implement workplace cleaning and disinfection practices**, according to [CDC guidelines](https://www.cdc.gov), with regular sanitization of high-touch surfaces at frequent intervals.

• **Adjust routine building and venue checklists** to include appropriate sanitization procedures as recommended herein or by the CDC.

• **Sanitize high-contact surfaces and shared equipment** such as mini-golf clubs, harnesses, helmets, lap bars, etc. after each use.

• **For venues operating parking lot trams, use modified seating arrangements** to allow for appropriate social distancing; regularly sanitize seats.

• **Limit self-service food and beverage options** (food samples, communal packaging, food/beverages, etc.).

• **Designate staff** to be tasked with implementing heightened hygiene and
disinfection practices

- **Utilize cashless or contactless payment methods** where possible (e.g., advance purchase online or by phone, or no-sign credit card payment)
- **Consider refund, exchange, and event cancelation or postponement policies**, in anticipation that ill persons will be unable to attend or if local health conditions change in your community
- **Where possible, maintain visitor/customer contact information for up to 30 days** in order to assist public health officials in the event contact tracing is necessary
- **Venues that include food service or concession operations, retail operations, and/or water/swimming operations** should also adhere to the general provisions for those specific industries as outlined in the Tennessee Pledge, available at:
  - [Tennessee Pledge Restaurant Guidelines](#)
  - [Tennessee Pledge Retail Guidelines](#)
  - [Tennessee Pledge Swimming Pool Guidelines](#)
- **Refer to [CDC guidance for mass gatherings or large community events](#)**

### Recommended Modifications

In addition to applicable industry, regulatory, or CDC guidelines, implement the following additional measures for specific types of activities or venues:

- **Singing/Live Music** - Research and the CDC suggests that activities like singing or using a projected voice may project respiratory droplets in greater quantity and over greater distance, increasing the risk of COVID-19 transmission, particularly with prolonged exposure. Maintain at least 15 feet of separation—and more if possible—between audience members and performers such as vocalists and singers. Adopt seating and spacing modifications to increase physical distance from a performer. Where necessary, install barriers to minimize travel of aerosolized particles from performers, or implement alternative placement of performers. In addition, maximize physical spacing between performers on-stage. When possible, utilize outdoor areas for performances to increase ventilation.
- **“Pop-up” or street performances** - Events that may gather crowds of onlookers outside of controlled seated areas should be avoided in order to maintain appropriate social distancing
- **Photography areas** - Guests should only utilize if social distancing is possible
- **Playground** - Avoid opening playgrounds and high-contact water play areas (e.g., splashpads) until advisable
- **Interactive touch displays** - For now, do not utilize interactive exhibits where visitors touch display items or controls that cannot be easily sanitized (e.g., fabrics, tightly enclosed spaces) or sanitized between use by different persons
- **Amusement parks and midways**
• Consult manufacturer’s specifications regarding resuming operation of amusement devices and rides after extended closure
• If contracting with a mobile amusement and/or concessions operator, verify their sanitization protocols and other COVID-19 precautions
• Work with operators and contractors to space out rides and booths, in consideration of social distancing recommendations and management of customer queues/lines. Limit mixing non-household or acquaintance groups on a ride unless appropriate physical distancing can be maintained
• **Performing arts and concert venues, theaters, and auditoriums**
  • Follow guidelines for sanitizing multi-use equipment like microphones
  • Modify seating by blocking off seats or rows within a section to accommodate social distancing of at least 6 feet between individuals from different households or groups
  • Limit physical contact between ushers and guests. Ushers should wear face coverings
  • Maintain CDC-recommended distancing between performers and audience, particularly for vocal or other performances involving projected voices. Eliminate any performances or components in which performers go into the audience or audience members are encouraged to come on-stage
• **Zoos and aquariums**
  • Avoid offering interactive experiences like animal encounters until advisable
  • Establish reduced capacity limits for, or do not open, indoor exhibits until advisable
• **Museums and historic sites**
  • Use designated visitor traffic patterns where possible
  • Establish queuing distances and maximum grouping sizes throughout
  • If the venue utilizes docents, promote social distancing guidelines and limit physical contact between docents and guests. Docents should wear face coverings
• **Roller or ice skating rinks**
  • Refer to the ERG’s [Non-Contact Recreation Guidelines](#) for any game/arcade activities offered on-site
• **Livestock Competitions and Events**
  • Adjust entry submission protocols and judging procedures to minimize close contact between persons
  • Refer to the Tennessee Department of Agriculture’s [Guidance for Live Shows and Events](#)
  • Refer to the [CDC COVID-19 Considerations for Animal Activities at Fairs, Shows, and Other Events](#)
• **Events with Vendors and Booths (fairs, festivals, trade shows, etc.)**
  • Increase separation between booths and exhibits. Limit the number of
persons inside a booth at any one time and require social distancing in lines that form for a vendor booth, concession vendor or food truck

- Use signs and staffing to direct the flow of persons through high-traffic areas in a manner that results in one-directional “lanes”
- Properly sanitize and distance porta-potties, if used. Provide hand sanitizer or hand washing stations with running water and soap for each porta-potty. Space out porta-potty clusters to create greater social distancing within lines; consider decreasing the ratio of the number of persons per porta-potty. Work with vendor or volunteers to maintain hygiene supplies and to regularly sanitize porta-potties (wearing appropriate PPE) throughout event
- Encourage customers to only touch items they intend to purchase
- Sanitize shared resources (e.g., items involved in carnival games) after each use
- Require vendors to follow CDC or the venue’s COVID-19 precautions
- Evaluate whether perimeter fencing or other access precautions are necessary for safely managing attendee capacity and ingress/egress traffic flow due to CDC social distancing recommendations
- Consider coordinating with local health department or other healthcare providers to offer COVID-19-related public health resources (e.g., on-site COVID-19 testing opportunities)
- Consider making available to attendees cloth face coverings either for sale or at no-cost (e.g., could offer masks or, as supplies are available, personal-size hand sanitizer with event logo or brand)

**Parades**

- Modify the parade in order to reduce density of persons (e.g., extend parade route, encourage spacing between household or acquaintance groups along parade route, offer livestream or virtual participation, or limit the number of attendees if possible)
- Limit the number of persons on a float
- Prohibit parade participants from distributing items to attendees
- Utilize streets with adequate room to maintain separation between parade participants and attendees

**Fireworks displays**

- Encourage “drive-in” participation or other modifications to promote social distancing and minimize larger crowds
Summer Camps

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Summer Camps

Now, as always, camps and other childcare providers play a critical role in their communities. Each camp must make the decision whether to be open or closed, based on their unique situation and the needs in their community. At a minimum, however, camps seeking to operate during this time should refer to the decision tree published by the CDC to determine camp readiness for re-opening. In addition, camps should follow the guidelines discussed here.

These guidelines do not replace or supersede any requirements applicable to your business or licensed employees pursuant to law or regulation. Rather, these guidelines are intended as a supplement to assist with safely reopening and providing services due to COVID-19. These guidelines are subject to change.

Safeguarding Guidance

In addition to strict adherence to CDC guidelines, the State recommends summer camps put into place an assortment of measures to protect campers and staff, including:

Employee Protection

• Screen all staff reporting to work for COVID-19 symptoms with the following questions:
  ◦ Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE)?
  ◦ Are you experiencing a cough, shortness of breath or sore throat?
  ◦ Have you had a fever in the last 48 hours?
  ◦ Have you had new loss of taste or smell?
  ◦ Have you had vomiting or diarrhea in the last 24 hours?

• Temperature screening staff:
  ◦ Best practice: employers to take staff temperatures onsite with a no-touch thermometer each day upon arrival at work
  ◦ Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit

• Direct any employee who exhibits COVID-19 symptoms (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises
immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and CDC guidelines. Employers should maintain the confidentiality of employee health information

- **All staff should stay home if feeling ill**, report any symptoms of illness to supervisor and require notification of COVID-19 positive case in employee's household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home

- **Staff should wear cloth face coverings** (not an N-95 or medical mask, which should be reserved for healthcare workers) while at work and in public to help protect against the spread of the virus as recommended by the CDC

- **Provide training for staff on personal protective equipment** based on CDC guidelines

- **Provide a sanitizing station** for staff such as a wash station with soap and running water and/or bottle of hand sanitizer

- **Practice recommended social distancing** to the greatest extent possible—“Further is safer”

- **Stagger shifts, breaks and meals**, in compliance with wage and hour laws and regulations, to maintain social distancing

- **Prohibit congregating in break rooms or common areas** and limit capacity of such areas to allow for safe social distancing minimum of 6 feet whenever possible

- **Staff should increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing

- **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities)

- **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

- **Prepare for absence of critical staff** by developing a roster of qualified individuals who can fill in if staff members are absent due to COVID-19 or other circumstances

- **Post extensive signage on health policies**, including the following documents, in the camp to help educate staff, families, and campers on COVID-19 best practices:
  - CDC guidance to stop the spread of germs
  - CDC guidance on COVID-19 symptoms

### Consumer Protection

- **Screen campers for illness upon arrival to camp each day**:
  - Temperature checks for every camper. Campers with temperatures above
100.4 degrees Fahrenheit should not be permitted on premises
- Question campers and/or their guardian regarding COVID-19 symptoms
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath, or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had vomiting or diarrhea in the last 24 hours?
- **Limit Group Sizes and Mixing:** Cohort campers in small groups of ten or fewer campers and schedule those small groups to do activities and eat meals together. Limit congregation and mixing between cohorts. Groupings should include, to the extent possible, the same children each day to minimize potential exposure. Limit the mixing of camper groups, by staggering special activities for example. Clean or disinfect equipment between groups, when possible.
- **Campers should be encouraged to wear cloth face coverings** if age and developmentally appropriate. Do not place cloth face covering on children under 2 years of age or on children who cannot place and remove their face covering without assistance. Do not place cloth face coverings on children who are sleeping. If placement of the cloth face covering is not tolerated by the child, or if its use results in increased touching of the eyes and face, allow the child to participate in camp without the use of a face covering.
- **Hold small group trainings and demonstrations** on behaviors and precautions campers should abide by to prevent the spread of COVID-19. Review social distancing rules with campers at the beginning of each day and remind them, as necessary, throughout the day.
- **Post signs encouraging social distancing** (visible to campers and staff)
- **Review respiratory etiquette** for coughing, sneezing, and nose blowing and remind campers to wash hands
- **Require that campers wash or sanitize their hands** upon arriving at and leaving camp each day, as well as after using the bathroom and before eating
- **Encourage campers to maintain distancing** from one another, where feasible
- **Keep doors and windows open** when indoors to improve ventilation, where possible and when fire code compliance and security may be maintained
- **Clean camper work/project areas** and other hard surfaces campers come in contact with using disinfecting wipes before and after each use. Limit moving back and forth between work stations unless proper cleaning can be performed
- **All shared items and equipment** should be properly cleaned and disinfected between use, according to CDC guidelines on sanitization
- **Encourage that persons more vulnerable or at-risk for COVID-19** as identified
by the CDC—including those who have severe underlying medical conditions—take extra precaution or refrain from attending camp

- **Research and the CDC suggests that activities like singing or using a projected voice** may project respiratory droplets in greater quantity and over greater distance, increasing the risk of COVID-19 transmission, particularly with prolonged exposure. Therefore, **any singing activities should take place outdoors and campers should maintain at least 15 feet of separation—and more if possible**—between each other

### Business Process Adaptations

- **Limit non-essential persons in the facility.** Restrict non-essential visitors and volunteers to reduce possible COVID-19 exposure. Providers should prohibit persons from the facility with the exceptions of:
  - Facility staff
  - Persons with a legal authority to enter, including law enforcement officers, childcare licensing staff, and Child Protective Services staff
  - Professionals providing services to children
  - Children enrolled at the facility
  - Parents or legal guardians who have children enrolled and present at the facility

- **Communicate expectations to families** in advance of the start of camp to ensure that families have time to ask and receive answers to questions and talk with their children about camp rules and expectations

- **Pick-up and drop-off protocols:** Pick-up and drop-off should occur outside the facility, unless it is determined that there is a legitimate need for the parent to enter a facility. Hand hygiene stations should be set up at the entrance of the facility, with supervised use. Consider staggering arrival and drop off times and/or have staff come outside the facility to pick up the children as they arrive. Mitigate exposure by implementing social distancing guidelines and modify scheduling

- **Staff should conduct frequent disinfecting of high-touch surfaces,** equipment and common areas of the facility using disinfectant cleaning supplies according to [CDC guidelines](https://www.cdc.gov) and applicable licensing agencies

- **If a camper or staff member has a confirmed case of COVID-19:**
  - Close off areas used by the person who is sick. Open outside doors and windows to increase air circulation in the areas.
  - Wait up to 24 hours or as long as possible before you clean or disinfect to allow respiratory droplets to settle before cleaning and disinfecting.
  - Clean and disinfect all areas used by the person who is sick, such as offices, bathrooms, and common areas
If more than 7 days have passed since the person who is sick visited or used the facility, additional cleaning and disinfection is not necessary

- **Hand sanitizer and/or hand washing stations** should be easily accessible and located throughout camp
- **Limit the number of campers and staff** present at one time in bathroom facilities to reduce spread of the virus within those confined spaces
- **Modify dining plans** in order to maximize social distancing. For example, campers should eat meals with their assigned cohort/small group and maintain at least 6 feet between each cohort/group. Consider staggered meal shifts to reduce density of persons within dining areas
- **Cancel field trips**, inter-group events, and extracurricular activities to reduce exposure to outside individuals and other locations that may not be sanitized in accordance with CDC protocols
- **Close communal rooms** such as showers, locker rooms and lockers until further notice. Ask campers instead to use small gym or similar bags to store personal belongings.
- **Implement appropriate protocols for any aquatic venues, such as swimming pools**, in accordance with [CDC Considerations for Public Pools](https://www.cdc.gov/healthywater/pools/index.html) and Tennessee Pledge [Swimming Pool Guidelines](https://www.gov.tn.gov/content/swimming-pool-guidelines), which at a minimum should include:
  - **Modify layouts of deck chairs and tables** and limit capacity for the number of persons allowed in an aquatic venue at one time to ensure at least 6 feet of separation between small groups of campers. Provide physical reminders for social distancing (e.g., lane lines in pool, non-slip tape on deck, or signs)
  - **Implement cleaning and disinfecting practices** for frequently touched surfaces at least daily and more frequently for shared objects such as toys and sports equipment.
  - **Assign monitoring and cleaning responsibilities** to a staff member other than a lifeguard on duty
- Encourage campers to **provide their own water** instead of using water fountains. Discourage the sharing of food and drinks between campers
- **Ensure that staffing of facilities is sufficient** to enable enhanced sanitization and cleaning measures
- **Encourage parents to observe special activities or performances virtually**, rather than in-person

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**Overnight Camps**

Before resuming overnight camps, the Economic Recovery Group advises operators to consider additional protective measures for residential camps as outlined in the [American Camp Association (ACA) guidance](https://www.americancamp.org/). In addition to the other recommendations herein, the following guidelines apply to overnight camps:
• Be cautious with staff and campers who live within geographic areas experiencing greater COVID-19 case prevalence
• Consider additional pre-screening measures, such as obtaining COVID-19 testing or monitoring for symptoms, including daily temperature checks, during the 10-14 days prior to arrival
• Limit mixing or rotating cohorts of campers and staff assigned to cabins or residences throughout the session. Additionally, limit cabin access to those who reside in that cabin
• Modify sleeping arrangements to incorporate social distancing (e.g., space beds at least 6 feet apart, limit number of persons per cabin or tent, align mats/beds so that persons sleep head-to-toe at least 6 feet apart)
• Avoid sharing common items such as soap, towels, bedding, etc. Personal items like toothbrushes should be stored separately and in sealed containers to avoid cross-contamination
• Group campers by cabin and stagger daily activities (e.g., showers, restroom breaks, dining, transportation, programming, etc.) to minimize interactions between groups and reduce density of persons in an area
• Identify an isolation area to separate anyone who begins to exhibit COVID-like symptoms and is not able to immediately leave the facility. Have the person wear a mask until departure and seek healthcare. Monitor persons who had close contact with the ill individual

Additional Resource

www.acacamps.org
Swimming Pools

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Swimming Pools

These guidelines are intended for any indoor or outdoor aquatic venue or facility, including community, members-only, housing complex, hotel, waterpark, and exercise facility swimming pools. Despite hosting a large number of people on-site at any one time, such venues should operate in a manner such that persons from different households or small groups are able to substantially maintain 6 feet of separation from other persons or small groups outside their own group during their visit.

Venues should be mindful of applicable state and local public health orders and ensure that their operations facilitate compliance with them.

The overarching goal of these guidelines is to reduce exposure to individuals and surfaces that may result in COVID-19 exposure by maintaining safe distances between people (at least six feet), reducing contact with and improving sanitization of common surfaces, and increasing personal protective equipment use. Pool operators should evaluate the profile of their visitor and employee engagement with the venue and other persons at such pools to make appropriate adaptations as necessary, even if not specifically described below.

These guidelines do not replace or supersede any requirements applicable to your business or licensed employees pursuant to law or regulation. Rather, these guidelines are intended as a supplement to assist with safely reopening and providing services due to COVID-19. These guidelines are subject to change.

Safeguarding Guidance

In addition to strict adherence with CDC guidelines, the State recommends all pool operators implement an assortment of measures to protect visitors and employees, including:

Employee Protection

- Daily screen all staff reporting to work for COVID-19 symptoms with the following questions:
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
• Are you experiencing a cough, shortness of breath or sore throat?
• Have you had a fever in the last 48 hours?
• Have you had new loss of taste or smell?
• Have you had vomiting or diarrhea in the last 24 hours?

• **Temperature screening staff:**
  • Best practice: employers to take staff temperatures on-site with a no-touch thermometer each day upon arrival at work
  • Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit

• **Direct any employee who exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) to leave the premises immediately and seek medical care and/or COVID-19 testing, per Tennessee Department of Health and [CDC guidelines](https://www.cdc.gov/coronavirus/2019-ncov/index.html). Employers should maintain the confidentiality of employee health information

• **All employees should stay home if feeling ill**, report any symptoms of illness to supervisor and require notification of COVID-19 positive case in employee’s household. Employees who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) are encouraged to stay home

• **Staff should wear cloth face coverings** (not an N-95 or medical mask, which should be reserved for healthcare workers) when close proximity is anticipated while at work to help protect against the spread of the virus; however, advise employees to not wear them in the water, as doing so could make it difficult to breathe

• **Employers should provide training** to staff on mitigation and safeguards, including social distancing protocol for interacting with customers

• **Practice recommended social distancing** to the greatest extent possible—"Further is safer”

• **Stagger shifts, breaks, and meals**, in compliance with wage and hour laws and regulations to promote social distancing. Prohibit congregating in break rooms or common areas and limit capacity of such areas to allow for safe social distancing minimum of 6 feet whenever possible

• **Staff should increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing. Provide sanitizing stations in staff areas such as a wash station with soap and running water and/or hand sanitizer

• **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

• **Post signage on health policies**, including the following documents, in the
workplace to help educate occupants on COVID-19 best practices:

- CDC guidance to stop the spread of germs
- CDC guidance on COVID-19 symptoms

### Consumer Protection

- **Screen visitors for illness** upon their entry to the pool:
  - Best practice: Temperature checks for every customer in addition to screening questions. Customers with temperatures above 100.4 degrees Fahrenheit should not be permitted on premises.
  - Minimum: Post signage listing symptom questions and/or conduct direct screening of customers regarding COVID-19 symptoms:
    - Have you been in close contact with a confirmed case of COVID-19 within the past 14 days (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)?
    - Are you experiencing a cough, shortness of breath, or sore throat?
    - Have you had a fever in the last 48 hours?
- **Any person who is ill or exhibits COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or who is running a fever) should leave the premises immediately and seek medical care
- **Strongly encourage (or at operator’s discretion, require) visitors to wear cloth face coverings** according to CDC guidance when in close proximity with others; however, advise those wearing face coverings to not wear them in the water, as doing so could make it difficult to breathe
- **Limit the number of guests on premises or in the pool** at a given time if appropriate spacing (at least 6 feet) between persons cannot be maintained, as density of people increases opportunity for virus transmission. Utilize reserved entries for specific blocks of time or consider a limited number of admissions per day. Small groups of household members or acquaintances may be in closer proximity but should be appropriately spaced from other persons or groups. Large gatherings offer more opportunities for person-to-person contact and therefore pose greater risk of COVID-19 transmission
- **Minors must have direct parental supervision** and are encouraged to follow social distancing guidelines
- **Encourage visitors to avoid water fountains.** Consider alternatives to offer drinking water (e.g., single-serve options, bottled water) or encourage customers to bring their own water
- **Recommend that persons more vulnerable or at-risk for COVID-19** as identified...
by the CDC—including those who are over the age of 65 or those who have severe underlying medical conditions—take extra precaution or refrain from visiting the facility

## Business Process Adaptation

- **Modify layouts of deck chairs and tables to ensure at least 6 feet of separation between families or small groups of acquaintances**
- **Provide physical reminders for social distancing** (e.g., lane lines in pool, non-slip markings on deck, signs, or audio reminders)
- **Implement cleaning and disinfecting practices** for locker rooms and frequently touched surfaces at least daily and more frequently for shared objects such as handrails, deck chairs and tables, water fountains, and pool toys. Consider temporarily removing shared pool toys. At pools that are not staffed at all times, have cleaning products available for patrons to self-clean shared surfaces before and after use.
- **Use cleaning products that are appropriate for aquatic venues in the pool**, as well as for common touchpoints outside the pool. (For surfaces outside the pool, use EPA- approved disinfectants to fight COVID-19.)
- **Limit group sizes** of aquatic fitness classes, swim lessons, swim practices, or gatherings. Group games such as water volleyball, which involve multiple people interacting in close proximity, should be avoided for the time being. Consider limiting the number of participants and spectators for swim competitions unless social distancing can be maintained.
- **Plan for potential COVID-19 cases**, and work with local health department officials when needed (e.g., monitor and trace COVID-19 cases, deep clean facilities).
- **Pools should maintain a guest or visitor log** to facilitate any need for contact tracing. Where possible, maintain visitor contact information for up to 30 days in order to assist public health officials in the event necessary. If an individual who tests positive for COVID-19 has been present at the facility, facilities should work with local health authorities regarding continued operations.
- **Consider establishing a “guest flow” plan**, including managing queues and making walkways or stairways one-way or clearly divided for bi-directional travel. Include appropriate directional signs/markers.
- **Temporarily close areas of the pool not conducive to social distancing or limit to household or small groups**, such as hot tubs and saunas, as density of people within a confined area increases opportunity for virus transmission. Avoid opening playgrounds and high-contact water play areas (e.g., splashpads) until advisable.
- **Use barriers** (“sneeze guards”) at ticket windows and point of sale stations; clean such barriers frequently.
• **Use separate designated entrance and exit points** to the facility to manage customer ingress and egress (while maintaining appropriate availability of emergency/fire exits), when possible. If lines form or are anticipated, ensure 6 or more feet of separation between persons or groups by using ground markings.

• **Hand sanitizer should be made widely available** for guests to use.

• **Frequently sanitize common seating areas and high-touch surfaces**.

• **Implement workplace cleaning and disinfection practices**, according to [CDC guidelines](https://www.cdc.gov), with regular sanitization schedule of high-touch surfaces at frequent intervals.

• **For pools and other water venues that have a lifeguard on duty**, assign monitoring and cleaning responsibilities to a staff member other than a lifeguard on duty.

• **Utilize cashless or contactless payment methods** where possible.

• **Refer to CDC Considerations for Public Pools** and [CDC Water and COVID-19 FAQs](https://www.cdc.gov).

• **Pools that include food service or concession operations** should also adhere to the Tennessee Pledge [Restaurant Guidelines](https://www.tn.gov).
Sports

The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Sports

These guidelines are intended for youth and adult sports. Athletics play an important role in the community, and these guidelines provide recommendations for facilities, teams, and spectators to protect student-athletes and amateur sports participants.

The risk of COVID-19 transmission varies by sport/activity, and these guidelines are intended as a supplement to assist with safely engaging in practice and competition. Additional regulations from a sport's governing body (e.g., TSSAA) may be applicable.

The decision to resume or engage in sporting activities and competition is best made at the local and individual levels. Non-school-sponsored athletics, including practices and games or competition, must be conducted in a manner consistent with this guidance. For K-12 athletics, the decision to permit sports-related activities is the discretion of a school and its governing body for athletics. Collegiate and professional athletics must be conducted pursuant to the rules of their respective governing bodies and institutions.

Safeguarding Guidance

Venue operators and coaches should evaluate relevant activities to make appropriate adaptations as necessary, even if not specifically described below. These guidelines are subject to change.

Athlete, Personnel, and Spectator Protection

- Screen coaches, athletes, team personnel, volunteers/staff, officials, and spectators for illness upon arrival to every practice and competition (or reporting to work at the venue) with the following questions:
  - Have you been in close contact with a confirmed case of COVID-19 in the past 14 days? (Note: This does not apply to medical personnel, first responders, or other individuals who encounter COVID-19 as part of their professional or caregiving duties while wearing appropriate PPE.)
  - Are you experiencing a cough, shortness of breath, or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Have you had vomiting or diarrhea in the last 24 hours?

- Teams/venues should assure adequate space, staffing, and timing of entrances so as to not promote crowding for any period of time during ingress/egress and
screening.

- **Direct persons who exhibit COVID-19 symptoms** (i.e., answers “yes” to any of the screening questions or, if temperature checks are conducted, who has a temperature of 100.4 degrees or greater) to **leave the premises immediately and seek medical care and/or COVID-19 testing**. Take appropriate precautions to maintain the confidentiality of health information.
  - Any person who has symptoms consistent with COVID-19 or who has been diagnosed with COVID-19 must isolate at home for a period of 10 days from the onset of their symptoms (or the date they were tested, if asymptomatic) AND must be fever-free (without the use of fever-reducing medications) AND have improvement in symptoms for at least 24 hours.
  - Any person who has been a close contact (within 6 feet for 15 minutes or longer) of a person with suspected or confirmed COVID-19 must quarantine at home for a period of 14 days from their last exposure to that individual. A negative COVID test does not affect the quarantine requirement.

- **All persons should stay home if feeling ill.** Any symptoms of illness should be reported to a coach or supervisor, and teams/supervisors should require notice of any COVID-19 positive case in a person’s household. Persons who are particularly vulnerable to COVID-19 according to the CDC (e.g., due to age or severe underlying medical conditions) should consider whether to refrain from participating.

- **Practice social distancing** to the greatest extent possible
  - Implement social distancing on the bench/sideline, and otherwise encourage maintaining at least 6 feet from others to the greatest extent possible. Eliminate or relocate non-essential persons from team areas.
  - Limit congregating in common areas and other confined indoor spaces.
  - Use smaller cohorts for practices and, to the extent possible, avoid mixing between cohorts. Limit or spread out team huddles. Use larger areas for practice, warm-ups, or other staging to allow for greater physical separation of athletes.
  - Spectators should maintain at least 6 feet of separation from others not from the same household, including in seating areas or bleachers. In localities where fan attendance is permitted, **venues are encouraged to limit fan attendance to a number that will allow social distancing and should mark/designate bleachers or seats in order to promote social distancing among spectators**. In consultation with local health providers, in areas experiencing high virus transmission consider further limitations on attendance (e.g., family members only, or no spectators). Offer virtual/remote observation where possible.
  - Umpires and officials should increase physical distance when using a projected voice or blowing a whistle in close proximity to other persons.
  - Avoid exchanging documents between teams or officials as much as possible.
• Limit use of, or congregation within, confined indoor areas such as locker rooms
• Venues, teams and leagues should be mindful of applicable state and/or local orders that limit gathering sizes and facilitate compliance with such orders.

• **Consider requiring cloth face coverings**
  • Wearing a cloth face covering may not be possible while actively participating in a certain athletic activity (e.g., swimming, distance running, high-intensity aerobic activity), but participants should wear a face covering when not actively engaged in physical activity (e.g., on the bench or in the dug-out or team room)
  • Coaches, team personnel, and officials should wear face coverings if within 6 feet of others and if using a projected voice within 15 feet of others
  • Spectators and staff/volunteers should wear cloth face coverings if maintaining appropriate distance of 6 feet from other spectators is not possible and if using a projected voice within 15 feet of others
  • Venues/teams must comply with any local order requiring face coverings
  • Include appropriate exemptions for young children and those with medical or health reasons for not wearing a face covering

• **Increase hygiene practices**
  • Require all athletes, coaches, team personnel and staff/volunteers to wash or sanitize their hands upon arriving and leaving each day, and encourage spectators to do the same. Athletes, coaches, and staff/volunteers should regularly wash their hands or use hand sanitizer between activity while on-site.
  • Athletes and coaches should refrain from high fives, handshake lines, and other avoidable contact with teammates, opposing teams, coaches, umpires, and fans.
  • Practice good respiratory etiquette when coughing or sneezing. Limit spitting, and wash/sanitize hands after blowing one's nose.

• **Use personal drinks and snacks**
  • Athletes, coaches, and others are encouraged to bring personal beverages to athletic activities. If a volunteer or coach provides beverages for the team, utilize single-serving containers and label for each athlete.
  • If the organizer provides hydration stations or coolers (e.g., water table for team or group run participants), limit persons in prep areas other than essential staff and minimize congregation by participants
  • Avoid shared beverages and unpackaged, shared food

• **Plan for potential COVID-19 cases.** This will include no participation for a minimum of 10 days for positive cases and no participation for any close contacts of cases during a 14-day quarantine period. Teams/venues should plan to provide the local health department with information on close contacts to assist with case
investigation and contact tracing.

- Coaches should set expectations with athletes regarding potential changes to the season, and consider stress or mental distress experienced due to the COVID-19 pandemic

### Sport-Related Modifications

- **Assess the risk of the particular activity or sport.** Noncontact sporting events and activities generally present lower risk in terms of COVID-19, while contact sporting events and activities can present moderate to high risk. Appropriate modifications and precautions can further the safe resumption of such activity.
  - “Noncontact sporting events and activities” mean sports that can be conducted while substantially maintaining appropriate social distancing, and that involve at most only close contact or proximity between participants that is incidental to the activity. Such sports include, but are not limited to, baseball, softball, golf, disc golf, tennis, cycling, track and field and cross county or running events, swimming, skiing, archery, cricket, and equestrian
  - “Contact sporting events and activities” are sports for which there is a requirement or substantial likelihood of routine, sustained close proximity or physical contact between participants. For example, some sports, such as wrestling are scored by impacting an opponent, while others, including football or rugby, require tackling of players. Others like basketball, soccer, lacrosse, competitive cheer, rugby, ice and field hockey, rowing, mixed martial arts, wrestling, boxing, volleyball, water polo, and other combat sports involve participants being in close, sustained proximity and likelihood of physical contact

- **Certain components of training or competition are appropriate to limit or modify** for the time being. For aspects of sports that are higher risk or involve greater physical contact, consider focusing on skill development and play that limits or reduces contact, unless necessary during competition.

- **Recommend limiting competition to teams in your region or league/conference.** Expand beyond regional play as appropriate in light of COVID-19 case prevalence existing at the time. Consider whether a shorter or abbreviated season might be a feasible and appropriate precaution. Avoid scrimmages with other teams outside official competition.

- **Limit long-distance team travel where possible and minimize transporting teams/athletes in large groups where possible.** When group transport is required, everyone in the vehicle should be encouraged to wear a cloth face covering and practice social distancing in the vehicle as much as possible. Give special consideration to appropriate precautions where overnight travel is involved.
Facility- or Administrative-Related Modifications

- **Virtual team meetings** are preferred where possible
- **Handling of sporting equipment:**
  - Whenever possible, equipment and personal items should not be shared. If equipment must be shared, disinfect between each use or as regularly as possible, according to CDC/EPA guidelines for sanitization (e.g., track and field relay batons and field implements, ball racks, tackling dummies)
  - To the extent possible, avoid sharing equipment or balls between teams. For applicable sports, balls and other equipment should be rotated on a regular basis to limit contact by multiple users, unless sanitized.
- **Identify alternate rules of play** due to COVID-19
  - Refer to Tennessee Secondary School Athletic Association’s [modified regulations](#), as applicable, or other rules from a league or sport governing body or association
  - Running or similar events with larger groups of participants should consider utilizing smaller heats/waves or interval starts. Use electronic timing if possible to minimize congestion at the start/finish, and have finish line officials wear face coverings. Use venues or courses that allow for greater physical separation of athletes.
  - Tournaments could utilize single elimination to decrease interaction between teams and reduce the number of persons that remain on-site
  - Expand the sidelines area for social distancing, and limit pre-game meeting attendees
  - Suspend switching team benches in volleyball
  - Refer to COVID-19 rules or resources from a sport’s governing body (e.g., USA Gymnastics, USA Track and Field, USA Softball, USA Football, USA Hockey, US Golf Association, etc.)
- **Use caution with indoor practices/training and competition.** Use social distancing and face coverings. Evaluate options to improve ventilation, as permitted by building regulations.
- Consider appropriate modifications for a return to training or conditioning work after athletes may have had a period of inactivity.

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**Facility- or Administrative-Related Modifications**

- **Arrange or mark any seating areas, tables, chairs, etc. (indoor and outdoor)** to facilitate social distancing. If safe distances are not achievable, remove or barricade seating areas as needed. Install barriers and protective shields where needed to safely distance staff (e.g., at ticket booths, concessions, etc.)
- **Post signage encouraging social distancing and other COVID-19 precautions.** Use signs or ground markings to indicate proper social distancing at ticket booths,
concession areas, bathrooms, or anywhere else a line/congregation is anticipated to form. If larger crowds are anticipated, consider establishing a “guest flow” plan, including managing queues and making walkways or stairways one-way or clearly divided for bi-directional travel, with appropriate directional signs/markers.

• **Consider staggered activities/scheduling to improve social distancing.** For example, if multiple practices or games are to be held at the same facility, schedule adequate time between groups to allow for facilities to be disinfected and minimize interaction. Make efforts to maintain physical distancing at sports complexes with multiple fields that operate simultaneous games or practices, or limit the number of fields in use at any one time if necessary.

• **Cap the number of teams or athletes** (and/or spectators) as appropriate to achieve appropriate physical distancing during the competition/event

• **Staff or volunteers should regularly disinfect high-touch surfaces**, equipment and common areas using disinfectant cleaning supplies per CDC guidelines

• **Hand sanitizer and/or hand washing stations** with soap and running water should be readily accessible for all persons on-site

• **Eliminate concession operations for the time being**, or, if offered, implement relevant provisions of the Tennessee Pledge restaurant guidelines. Encourage athletes and spectators to bring their own water rather than using on-site water fountains.

• **Where available, use electronic or online solutions** for reservations, check-in, waivers or payment

• **Communicate expectations and protocols to participants** in advance

• **Positive COVID-19 case management:** Organizers and coaches should maintain a complete list of persons, with contact information, present at each practice/competition and cooperate with the local health department in the event of a confirmed case of COVID-19 by a participant. An effort should be made to maintain a log of spectators with contact information, to the extent possible.

• **Limit the number of people in restroom facilities** at any one time to reduce potential exposure within those confined spaces, and ensure that sanitization is occurring at increased intervals. Properly sanitize porta-potties throughout event, if used. Provide hand sanitizer or hand washing stations for each porta-potty. Space out porta-potty clusters for greater social distancing within lines; consider decreasing the ratio of the number of persons per porta-potty at large events.

• **Consider offering virtual participation or spectating options** where possible

• **Limit awards ceremonies or post-event celebrations** to reduce potential for larger crowds

• Implement appropriate **precautions for band section and cheerleaders**, if present. This includes COVID-19 screening and social distancing. Due to the potential increased risk of virus transmission during certain activities, the use of bands at contests is discouraged. If the band is present, limit to a halftime
performance or relocate the band from the stands to other available areas away from crowds and increase the amount of physical distance between band members. Increase the amount of physical distance between cheerleaders as well as between cheerleaders and other persons if projected voices are to be used.

• **Covered employers and employees should be aware of the provisions of the federal Families First Coronavirus Response Act**, which allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms

• **Prepare for absence of critical staff** by developing a roster of qualified individuals who can fill in if staff members are absent due to illness or family circumstances

• Prepare plans for potential cancellation and/or postponement of competitions due to COVID-19

**Notice to participants and/or parents or guardians of youth participating in group sporting activities:** No person should participate, and parents should not permit children to participate, in sporting activities if participant has a confirmed case of COVID-19 or exhibits any symptom(s) of COVID-19. If after recent participation in sporting activities the participant develops symptoms or is confirmed as positive for COVID-19, you should consult their healthcare provider and report such occurrence to the coach or other administrator. Parents are encouraged to make efforts to limit potential COVID-19 exposure by any vulnerable persons who are members of the same household or come into frequent, close contact with individuals who participate in sports.

**Additional Resources**

[Tennessee Secondary School Athletic Association Regulations](#)
[CDC Considerations for Youth Sports](#)
[CDC Youth Sports Program FAQs](#)
[Little League® Best Practices](#)
[U.S. Olympic & Paralympic Committee](#)
[NCAA Resocialization of Collegiate Sport: Action Plan Considerations](#)
[Southeastern Conference Medical Task Force Requirements for COVID Management](#)
[ERG Swimming Pool Guidelines](#)
[CDC Guidance for Administrators in Parks and Recreational Facilities](#)
The “Tennessee Pledge” is a plan to help Tennesseans get back to work in a safe environment, restore their livelihoods and reboot our state’s economy.
Media Production

Safeguarding Guidance

These guidelines and protocols were designed to address a broad spectrum of media-based production (e.g., Film, Television, Commercials, Recording Studios, etc. (collectively referred to as “Productions”)). It is recommended that all Productions consult applicable state and local public health orders as well as applicable CDC and OSHA guidelines.

The State recognizes that many of the recommendations outlined in this document represent evolving workflows and processes of production. The recommendations should be adapted to specific circumstances as necessary. As circumstances change, and public health officials issue new guidance, the protocols under which production occurs may be adjusted accordingly.

These guidelines were developed in partnership by the Tennessee Entertainment Commission and the Tennessee Economic Recovery Group, with reference to recommendations from the Motion Picture Association and The Recording Academy.

These guidelines do not replace or supersede any requirements applicable to your business or licensed employees pursuant to law or regulation. Rather, these guidelines are intended as a supplement to assist with safely reopening and providing services due to COVID-19. These guidelines are subject to change.

This document addresses the following areas of concern:

1. Infection control
2. Protecting and supporting cast and crew health and safety
3. Physical distancing
4. Unique production-specific concerns
5. Consideration for reopening recording studios

Note: various job roles are involved in the industry, including pre- and post-production staff, cast, craftspersons, laborers, and many others. To avoid confusion, the term “cast and crew” is used throughout to refer to any/all individuals who are involved in the production process.

Note on nomenclature: to maintain consistency with public health and medical guidelines, COVID-19 refers to the name of the clinical syndrome caused by the virus referred to as...
Infection Control & Diagnostic Testing

- Regular, periodic testing of the cast and crew is encouraged to mitigate the risk of the spread of COVID-19. Diagnostic testing is widely available in Tennessee. Find locations and contact information. Serologic or antibody tests are not currently recommended as a strategy to control infection in the workplace at this time.

Personal Protective Equipment

- It is always recommended that face covering be worn when on set or at production/studio facilities workspaces, except when not feasible as noted below. Medical masks, cloth masks and face shields reduce the transfer of saliva and respiratory droplets to people close to the wearer. It is recommended that all cast and crew have personal face coverings that are assigned to the individual and are not shared with others; there should not be a common central pool of shared face shields or face coverings, unless the items are new or unused.
- Avoid universal glove use by all cast and crew. Gloves may lead to a false sense of security and may increase risk, particularly due to self-contamination while donning and doffing. Instead, effective and frequent hand hygiene with soap and water or alcohol-based hand rub is imperative, along with avoidance of touching the eyes, nose or mouth. However, gloves may be worn as infection prevention PPE when touching potentially contaminated commonly shared equipment is unavoidable and equipment cannot feasibly be disinfected (e.g., lighting/electrical cables, worn costumes, etc.) Adequate training in glove use, including safe doffing, should be implemented. Non-medical (work) gloves should be worn as usual when appropriate.
- PPE may be disposed of as regular (non-biohazard) waste. Ample trash receptacles should be available, and these shall be emptied regularly.

Hand Hygiene

Hand hygiene is a cornerstone of infection prevention and will need to be practiced widely in entertainment industry work environments. Given the potential concern about transmission of COVID-19 via contact, enhanced hand hygiene measures are critical.
Recommendation to follow regarding hand hygiene:

- **Cast and crew should avoid touching** their eyes, nose and mouth
- **Handwashing facilities with running water, soap and paper towels** (dispensed using a non-touch system, if possible), adequate for the number of cast and crew, should be available and accessible from the first day of work
- **Handwashing facilities** should be kept clean and well-stocked
- **When production is taking place where handwashing facilities are not readily available**, mobile handwashing stations should be provided
- **Stations with alcohol-based hand sanitizer** with at least 60% alcohol should be strategically placed around work areas and readily accessible
- **Sufficient supplies of hand sanitizer** should be stocked and maintained
- **Cast and crew should be provided with pocket-sized hand sanitizer** that can be used if hand washing or sanitizing stations are not available, such as in vehicles or remote locations
- **Cast and crew should be made aware of proper hygiene practices** (washing for a minimum of 20 seconds of duration, scrubbing all surfaces)
- **Production should encourage and promote opportunities** for cast and crew to practice hand hygiene and perform disinfectant wipe downs of high-touch areas
- **Hands should be washed** or sanitized:
  - Upon arriving at the job site
  - After blowing one’s nose, coughing, or sneezing
  - After using the restroom
  - Before and after eating or drinking
  - After contact with animals or pets
  - After handling shared equipment or objects
  - After cleaning or disinfecting equipment, tools or workspaces
  - At other appropriate times throughout the workday
- **Signage should be posted** prominently with instructions on how to stop the spread of COVID-19, including hand hygiene and PPE instructions
  - [CDC guidance to stop the spread of germs](https://www.cdc.gov/handhygiene/guidance.html)

**Disinfection & Maintenance**

- **Heightened cleaning and disinfection should be practiced.** EPA-registered disinfecting methods and supplies with a claim against SARS-CoV-2 should be used and made available. Those responsible for performing cleaning should adhere to the following recommendations and any other guidance issued by public health authorities with respect to cleaning practices
- **High-touch surfaces should be wiped down** periodically, following the disinfectant
manufacturer’s instructions (e.g., safety requirements, protective equipment, concentration, contact time). Examples of high-touch surfaces are tables, doorknobs, countertops, phones, faucets, etc.

- **Productions should work with all departments to review and implement specific plans** for disinfection of department-specific equipment. Departments should review specific workflows and identify ways to ensure disinfection of equipment and physical distancing (e.g., cleaning of camera dollies, use of remote focus devices, lights)

- **All workspaces should be cleaned with increased frequency**, with an emphasis on high-touch surfaces

- **Whenever possible, minimize use of shared office equipment** such as copiers and fax machines. When use of such equipment is unavoidable, hand hygiene should be performed after use

- **Manufacturer’s cleaning instructions** should be followed for cleaning of sensitive equipment such as electronics

- **Production on set and work off set should designate specific individuals to perform high touch wipe down**, with an emphasis on shared spaces and equipment

- **Shared workspaces should be cleaned daily** with an emphasis on high-touch surfaces, including but not limited to production sets, studios, dressing rooms, hair and make-up stations, trailers, on- and off-production offices, break areas, shops and eating/meal areas

- **Dedicated cleaning crews should clean common spaces** at appropriate daily intervals

- **Due to inability to clean** many of these objects, special care should be taken

- **As many of these items have unique cleaning requirements**, those responsible for cleaning such items will do so in the customary manner

- **Hand props** (other than those with unique cleaning requirements) should be cleaned and disinfected before and after use by different persons

- **Hands should be cleaned before and after** handling props, accessories and other items

- **Personal equipment (such as tools, headsets, microphones and radios)** should be cleaned and disinfected before being issued and then at least once per day. Manufacturer’s suggested cleaning instructions should be followed for electronics and other sensitive items

- **Equipment such as radios/walkie-talkies** should be issued to a single cast or crew member and used exclusively by that cast or crew member for the duration of production

- **Personal items or equipment that must be shared between members of the cast and/or crew** should be wiped down with disinfectant between use and hand hygiene should be performed after handling
- High-touch surfaces in vehicles (e.g., steering wheels, controls, seatbelts, door handles, arm rests) should be cleaned at least once per day and prior to a change in operator or passenger
- Whenever possible, use of paper that may be transferred or shared between persons should be minimized. Alternatives such as electronic scripts and electronic sign-in/out should be explored
- Consider alternatives to cash to minimize the need to handle paper money, such as purchase cards
- When paper scripts are unavoidable, they should be assigned to a specific individual, clearly labeled with their name, and not shared between others
- Crew lists, call sheets, production reports and other similar documents should be electronic whenever possible
- When use of shared paperwork is required, such as blueprints or editing binders, hand hygiene before and after handling is recommended

Food & Beverages

COVID-19 is less likely to be spread through food or beverages; however, catering, crafts service and eating within workspaces present several unique challenges.

- Those responsible for preparing and distributing food must clean their hands with soap and water or hand sanitizer prior to beginning food preparation and/or distribution and regularly thereafter and should wear masks
- All local public health regulations regarding preparing and distributing food must be followed, including regulations regarding the use of appropriate food service PPE (hair nets, gloves, and face coverings), safe food temperatures, etc., and all personnel responsible for the preparing and/or distribution of food must be properly certified to do so
- As face coverings cannot be worn while eating, adequate eating space must be provided to ensure physical distancing can be maintained during meal periods
- Handwashing facilities and/or hand sanitizer must be readily accessible at the entrance of any designated eating area and should be used when entering and leaving the area
- Mealtimes should be staggered in a manner designed to avoid the gathering of large groups in the same location at the same time
- All eating surfaces must be cleaned and disinfected before and after use
- Eliminate communal “buffet style” or self-service food service, including salad bars, trays of food, or any food service that requires sharing of utensils such as serving spoons or tongs
- Meals and snacks should be served in individually packaged or wrapped portions. Avoid shared communal trays or bowls
• **Eating utensils should be disposable** and individually wrapped
• **Off-production offices, meeting rooms and other workspaces** should have infection control protocols for use, especially when used for providing impromptu meals, snacks and coffee. Likewise, break rooms, microwaves, dishes and food deliveries will require regular cleaning and physical distancing
• **If food is to be delivered to the job site**, one or more individual(s) should be designated to receive the delivery. A face covering should be worn when interacting with the delivery person and hand hygiene should be performed after handling the delivery
• **Consider options for cast and crew to place orders ahead of time** to minimize the amount of time they must wait in line. Consider addition of plexiglass (or similar) barriers between servers and cast and crew
• **Avoid using or sharing items** such as menus or condiments such as salt and pepper shakers. These items should be disposable and single serve
• **Drinks should be individually packaged.** If drinks are to be dispensed from a water station, soda fountain, coffee machine or similar equipment, set up should minimize contact between individuals and touching of common items

### General Infection Prevention Issues

- **Limit the duration of workdays** and excessive consecutive workdays whenever possible
- **Post signage in all production workspaces** where production activities occur, reinforcing health & safety principles
- **Physical contact should be avoided**, including shaking hands, “high fives,” fist or elbow bumps, or hugging. Physical contact related to performers is discussed below
- **Visitors to set should be limited unless necessary.** If visitors are provided access, they will be subject to the same guidance as cast and crew, including the need for symptom screening and PPE requirements
- **In indoor spaces, ventilation systems and other measures should be used to increase circulation** of outdoor air as much as possible (e.g., by opening windows and doors when possible, using fans and other methods)
- **Stagger cast and crew call** and wrap times to limit the number of individuals arriving to and departing from work simultaneously

### Protecting and Supporting Cast & Crew Health and Safety

- **All cast and crew should participate in daily symptom monitoring** prior to arriving on set or at their workspace. Recommended options include electronic
survey, manual screening and/or temperature spot-checks. Productions should emphasize and reinforce to all cast and crew that working while sick with symptoms of COVID-19 is not permitted. This should be part of training, set orientation and reinforced with posted signage and frequent reminders.

- **Upon arrival each day, screen all cast and crew for COVID-19 symptoms with the following questions:**
  - Have you been in contact with a confirmed case of COVID-19 or anyone experiencing symptoms in the last 14 days?
  - Are you experiencing a cough, shortness of breath or sore throat?
  - Have you had a fever in the last 48 hours?
  - Have you had new loss of taste or smell?
  - Temperature screen cast and crew upon arrival each day. Normal temperature should not exceed 100.4 degrees Fahrenheit.

- **Cast and crew are expected to immediately notify** a designated person or persons if they are experiencing, or a member of their household is experiencing, symptoms of COVID-19. If a cast or crew member is experiencing symptoms or has come into close contact with someone who has tested positive for COVID-19 either on or off site, they must leave work and notify their employer.

- **If a cast or crew member develops symptoms of COVID-19** when off site, they must not go to work, should seek testing, and should immediately contact their healthcare provider. Anyone who reports to work with symptoms of COVID-19 will be instructed to return home and contact their healthcare provider.

- **Cast and crew must be notified if they have been exposed** to an individual who has exhibited symptoms of COVID-19 or who has tested positive for COVID-19, as they will be quarantined and monitored by public health.

- **Management should develop contingency plans** in the case of cast or crew members testing positive for COVID-19 or having to enter quarantine if they are exposed to a case of COVID-19.

### Physical Distancing

- **Limiting face-to-face contact with others** is the best way to reduce the spread of COVID-19. Cast and crew should practice physical distancing whenever possible. Physical distancing involves maintaining a distance of at least 6 feet from any other person at all times, except when doing so is incompatible with one’s job duties (see below). Cast and crew should avoid congregating in groups. When practical, separate work locations into zones to facilitate physical distancing. When groups of people must be in the same room, keep groups as small and consistent as possible.

- **Visible physical indicators (e.g., cones, duct tape or signage)** marking 6 feet of distance should be placed in areas where people must congregate, such as crafts.
service, eating/meal areas, make-up and costume trailers

- **Use phones, videoconferencing or similar technologies** for meetings whenever possible. Avoid people gathering around a computer to watch together. Consider virtual production meetings whenever feasible
- **Whenever possible, move to virtual** writers’ rooms
- **When virtual writers’ rooms are not possible**, maintain 6 feet of distance, use face coverings, and perform hand hygiene before and after the meeting. Minimize use of paper
- **Use technology options such as additional monitors and remote viewing** with the prior approval of or consultation with the Director, when required and as applicable, to allow the viewing of video from a separate location to facilitate physical distancing
- **At this time, the use of live audiences is discouraged.** On a case-by-case basis, live audiences may be used as long as audience members:
  - Wear face coverings at all times
  - Maintain 6 feet of physical distance between small groups or families attending together, including while waiting in line and sitting in a studio
  - Undergo COVID-19 symptom screening on entry
- **COVID-19 transmission is more likely when there is singing, loud speaking, and yelling as in live performances.** Maintain at least 15 feet of separation if possible between performers and crew. Where necessary, install barriers to minimize travel of aerosolized particles from performers, or implement alternative placement of performers. In addition, maximize physical spacing between performers on-stage. When possible, utilize outdoor areas for performances to increase ventilation
- **Consider remote work/telecommuting opportunities** for cast and crew. This should only apply to those who can perform their job duties effectively while working remotely/telecommuting
- **To the extent possible, reduce crowding** of all shared workspaces (e.g., production offices and shops) with a goal of keeping people 6 feet apart
- **In control rooms, editing rooms and other small spaces**, if physical distancing cannot be maintained, all individuals must wear face coverings and should practice hand hygiene

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**Special Considerations for Cast & Crew Working in Close Proximity to Performers**

The work of some cast and crew members (e.g., hair stylists, make-up artists, costume designers, costumers, wardrobe department personnel, sound technicians, property persons, studio teachers and special effects technicians, etc.) may not be possible while maintaining physical distancing from others. The following shall be in place:
Special Considerations for Performers

The work of performers will frequently put them in close (less than 6 feet) contact with other performers or cast and crew including, for example, hair stylists, make-up artists, stunt coordinators, costumers and wardrobe personnel. Face coverings/masks may not be practical during many of these activities. Additionally, certain activities such as fight scenes or intimate scenes increase the risk of transmission.

- Whenever possible, performers shall practice physical distancing
- When maintaining physical distancing is not possible (e.g., between a performer and make-up artist) and the performer cannot wear appropriate PPE, contact must be kept to the shortest amount of time possible, and the other cast or crew member must wear appropriate PPE and observe hand hygiene practices
- The number of people involved in close proximity with a performer should be kept to a minimum whenever possible. If a performer requires work by more than one make-up artist/hair stylist, make-up artists/hair stylists should observe appropriate PPE requirements, and both performer and make-up artist/hair stylist should observe hand hygiene practices immediately after completing the task
- Consider measures to minimize scenes with close contact between performers, such as amending scripts or use of digital effects
- Stand-ins should wear face coverings even if the performer they are standing in for may not
- When possible, adjust shooting schedules to minimize the amount of back-and-forth travel needed by performers and to keep groups of performers as small and consistent as possible
- Visitors should be limited unless their presence is necessary. If visitors must come, they will be subject to the same guidance as cast and crew, including, but not limited to, symptom screening and/or temperature screening, and PPE requirements
- When performers are in a holding area, waiting to be used in a production, employers and performers should adhere to the recommendations outlined herein, including recommendations regarding physical distancing and the use of PPE
Guidelines for Media Production

• **Using a projected voice may project respiratory droplets in greater quantity and over greater distance**, increasing the risk of COVID-19 transmission, particularly with prolonged exposure. Maintain at least 15 feet of separation if possible between performers and crew. Where necessary, install barriers to minimize travel of aerosolized particles from performers, or implement alternative placement of performers. In addition, maximize physical spacing between performers on-stage. When possible, utilize outdoor areas for performances to increase ventilation.

• **When it is possible to do so consistent with their job duties**, performers shall wear appropriate PPE.

• **When wearing PPE is not possible**, such as when a scene is being filmed or after make-up has been applied, the number of people with whom the performer is in close contact shall be minimized.

• **As soon as possible after filming a scene**, the performers shall put on their PPE and/or physically distance themselves.

• **Casting should be conducted virtually** via self-tape, online video conference, or other applicable technology whenever possible.

• **If that is not feasible, or for any additional calls or live sessions necessary**, there should be a sufficient space large enough to accommodate 6 feet physical distancing in all directions.

• **If performers will not be wearing PPE during an audition**, a plexiglass partition or similar barrier between the performers and those observing the audition should be provided by the employer and used and cleaned between performances along with any furniture, props etc.

• **If no barrier is present, increase the physical space** between those observing to those auditioning beyond the 6 feet physical distancing standard.

• **As minors may have difficulty adhering to physical distancing**, wearing PPE, and practicing hand hygiene, when not working, they should be relocated to a secure off-set location to the extent possible.

• **As studio teachers will need to interact with minors** within 6 feet of distance, teachers should wear face coverings, practice frequent hand hygiene, and receive training on COVID-19 prevention. Whenever possible, remote schooling should be made available.

• **PPE requirements and options may be modified for minors.** Do not place face coverings on children under 2 years of age or on children who cannot place and remove their face covering without assistance. Do not place cloth face coverings on children who are sleeping.

• **At this time, there is no evidence that animals play a significant role in spreading the virus that causes COVID-19.** Based on the limited information available to date, the risk of animals spreading COVID-19 to people is considered to be low.
Animal handlers/trainers should receive training on COVID-19 prevention and should follow all rules regarding physical distancing and PPE

Animals should not be handled by others except those necessary for shooting a scene (i.e., avoid petting, feeding). All those involved in touching animals should perform hand hygiene before and after

Other animals not involved in production such as personal pets should be kept off sets

Special Consideration for Transportation

Use self- or production-provided transportation when possible. With shared transportation options, drivers and passengers should wear face coverings and maintain social distancing to the extent possible. High-touch surfaces in vehicles should be cleaned and disinfected frequently throughout the day

If public transportation is used, travel should be arranged to avoid peak travel times, if practical

Special Consideration for Filming on Location

Filming on location can pose certain risks compared with shooting on a studio/stage set. Those responsible for selecting a location should take the following considerations into account

Provide adequate space, such as additional trailers, tents, and eating space, during location filming to allow for physical distancing

Perform wipe down of high-touch areas at least daily

Minimize use of crowd scenes or street scenes when a controlled flow of people is not possible

Prioritize locations where access can be secured, and members of the production can be kept away from the general public when possible. Outdoor ventilation may reduce risk of COVID-19 transmission

The location shall provide sufficient space for performing planned production activities while adhering to physical distancing recommendations

Traditional, in-person location scouting is considered essential to the success of a production. However, given the need for physical distancing and minimizing entry into private spaces, consider alternative options for the time being

To the extent possible, location teams should pursue alternatives to traditional, in-person location scouting, such as creating virtual options including the use of photographs and digital scouting

Tech and director scouting should occur in small groups to the extent possible

All departments that provide assessments of scouting locations as well as the...
location teams should have appropriate PPE available

- **Locations shall be prioritized during scouting that allow complete control of the site**, including controlling access, ability to shut down the site for cleaning and high standards of hygiene

Special Consideration for Recording Studios

- **Evaluate rooms in the studio facility and make necessary adjustments to ensure social distancing** (a minimum of six feet). In areas such as hallways where six feet of distance is not possible, stagger the use of the spaces to maintain distance
- **Until further notice, consider requiring individuals to wear cloth face coverings** while inside the facility
- **Have vocals or any instruments that cannot be performed with face coverings take place in an isolation room** or an otherwise empty studio. Avoid vocals in the control room if there are other people, including engineers and producers, in the control room
- **Consider limiting studio access** to essential personnel. Limit the number of people allowed in the control room and/or performance spaces so that people can be at least six feet apart
- **Consider having clients and engineers sign in electronically upon arrival** each day. You may choose to require clients, engineers and others to have their temperature taken upon entry to the facility. Consider whether to require a simple questionnaire with date working at studio, information on any recent travel, contacts and symptoms
- **Send a copy of your COVID-19 related protocols to clients in advance** of their session and post in various areas around the studio as reminders
- **Encourage regular hand hygiene practices**. Post proper handwashing reminders in bathrooms and other areas
- **The facility’s engineers should wear facial coverings** at all times and gloves whenever they need to enter a performance space
- ** Routinely clean and disinfect** all frequently touched surfaces, such as workstations, countertops, handrails, and doorknobs. Designate a staff person to be in charge of this and consider posting the schedule of cleanings so all are aware. When cleaning/disinfecting, use appropriate products based on guidelines by the CDC and Environmental Protection Agency
- **Microphones should be monitored and cleaned before and after** all sessions. Consider requesting that musicians and vocalists bring their own personal pop filters and sanitize them themselves. Isopropyl alcohol is recommended for cleaning.
• **Provide hand sanitizer** in various other parts of the facility, including control rooms, studios, bathrooms, kitchen, etc.

• **If possible, request that musicians and vocalists bring their own personal headphones** with ¼-inch jacks and sanitize them themselves. Musicians should handle own equipment.

• **If possible, if there will be more than one session happening at a time**, consider separate entrances and bathrooms for each session.

• **Consider HVAC filter cleaning** and replacement.

• **Consider remote workstations** with staff at “safer at home” locations where practical to facilitate some services: editing, cleaning, mixing, bouncing stems, etc.

• **Shift staff and/or session schedules** where possible to maximize social distancing.
Additional Guidelines

Ag Industry Guidance
Tennessee Department of Agriculture offers guidance for farms and forestry businesses, livestock shows and events, meat and poultry processors, agricultural fairs, pick-your-own produce farms, livestock markets, on-farm production sales and more. Visit TN.gov.

Dental Procedures
The Governor’s Office worked with the Tennessee Board of Dentistry to establish guidelines aligned with the American Dental Association. For details, visit ADA.org/virus and CDC.gov.

Houses of Worship
The Governor’s Office of Faith-Based and Community Initiatives released guidance for faith communities on gathering together in houses of worship. Full guidance can be found at TN.gov.

Non-Essential Medical Procedures
The Governor’s Office and the Tennessee Medical Association issued guidance for non-essential medical procedures. Full guidance for hospital and non-hospital procedures can be found at TNmed.org.
Industry Working Groups

The Tennessee Pledge was created with input from state and local partners, members of the Tennessee General Assembly and more than 250 business leaders from across the state as part of multiple industry working groups. In addition, nearly 3,000 Tennesseans from every corner of the state provided feedback for consideration.

Thank you to our Industry Advisors:

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Helpful Resources

Interim Guidance for Businesses and Employers to Plan and Respond to COVID-19
CDC offers guidance based on what is currently known about COVID-19. This guidance is updated frequently and may help prevent workplace exposures in non-healthcare settings. This guidance also provides planning considerations for community spread of COVID-19. Full guidance can be found at [CDC.gov](https://www.cdc.gov).

Guidance on Preparing Workplaces for COVID-19
The Occupational Safety and Health Administration (OSHA) developed COVID-19 planning guidance based on traditional infection prevention and industrial hygiene practices. It focuses on the need for employers to implement engineering, administrative, and work practice controls and personal protective equipment (PPE), as well as considerations for doing so. For full guidance, please visit [OSHA.gov](https://www.osha.gov).

Best Practices for Retail Food Stores, Restaurants and Food Pick-up/Delivery
US Food and Drug Administration offers best practices for food providers during COVID-19. For details, please visit [FDA.gov](https://www.fda.gov).

How to Wear Cloth Face Coverings
CDC offers guidance on how to wear cloth face coverings, including how to create a homemade covering. Full guidance can be found at [CDC.gov](https://www.cdc.gov).

List of Disinfectants for Use Against COVID-19
EPA shares its list of recommended products to use against COVID-19. Visit [EPA.gov](https://www.epa.gov).

Guidance on Vulnerable Populations
CDC offers guidance for vulnerable populations who should take extra precaution. Full guidance can be found at [CDC.gov](https://www.cdc.gov).