

# HEALTH & FITNESS BUSINESSES GUIDELINES



Illinois  
Department of Commerce  
& Economic Opportunity  
JB Pritzker, Governor

## RESTORE ILLINOIS

A Public Health Approach To Safely Reopen Our State

### PART OF PHASE 4 OF RESTORE ILLINOIS PLAN

APPLICABLE TO EACH REGION UPON TRANSITION TO PHASE IV | ISSUED ON JUNE 22, 2020

The Revitalization Phase of the Restore Illinois public health approach to reopening the Illinois economy includes gatherings of up to 50 people, additional businesses reopening and increased capacities. We must all continue to social distance, frequently wash our hands and cover our faces to maintain progress in overcoming COVID-19.

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

- Customer-facing facilities engaged in health and fitness services
  - ♦ Examples of health and fitness centers include (non-exhaustive): gyms; fitness centers; yoga, dance, cycling, pilates, and barre studios
- **Note:** organizations that operate across multiple workplace environments should refer to applicable Phase IV guidelines for guidance on those workplaces
- **Note:** As of release, health and fitness workplaces may operate at maximum of 50% of occupancy at any given time. Capacity restrictions will be reassessed based on the latest science and public health metrics on an ongoing basis throughout Phase IV

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

## GENERAL HEALTH

### i. Minimum guidelines

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



## HR AND TRAVEL POLICIES

### i. Minimum guidelines

1. All employees and workers who perform work at the worksite (such as temporary or contract workers) should complete health and safety training related to COVID-19 when initially returning to work. Resources to design a training are posted on the [DCEO Restore Illinois guidelines website](#)
2. Employees should follow [CDC travel guidance](#) to protect themselves and others during business travel
3. Employees should not report to, or be allowed to remain at, work if sick or symptomatic (with cough, shortness of breath or difficulty breathing, fever of 100.4 degrees or above, chills, muscle pain, headache, sore throat, new loss of taste or smell, or other [CDC-identified symptoms](#)), and sick or symptomatic employees should be encouraged to seek a COVID-19 test at a state or local government testing center, healthcare center or other testing locations
4. Employers should clearly explain all paid leave policies and make workers aware that they may be eligible for benefits if they are sick or symptomatic
5. Employers should be aware that the Occupational Safety and Health Act of 1970 and provisions of state law prohibit employers from retaliating against workers for raising safety or health concerns



### ii. Encouraged best practices

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

## HEALTH MONITORING

### i. Minimum guidelines

1. Employers should make temperature checks available for employees and encourage their use. Employers should post information about the symptoms of COVID-19 in order to allow employees to self-assess whether they have any symptoms and should consider going home
2. All employers should have a wellness screening program. Resources outlining screening program best practices are posted on the [DCEO Restore guidelines website](#)
  - a. Employers should conduct in-person screening of employees upon entry into workplace to verify no presence of COVID-19 symptoms
  - b. If employee shift is greater than 5 hours, employers should also conduct mid-shift screening to verify no presence of COVID-19 symptoms (in person preferred, though virtually is permitted)
3. If employee reports having any COVID-19 related symptoms, they should remain isolated at home for a minimum of 10 days after symptom onset OR until feverless and feeling well (without fever-reducing medication) for at least 72 hours OR confirmed to not have COVID-19 via 2 negative COVID-19 tests in a row, with testing done at least 24 hours apart
4. If employee reports having any COVID-19 related symptoms, employers should encourage employee to contact their health care provider; if multiple employees report having any COVID-19 related symptoms or test positive for COVID-19, employers should notify their local health department within one day of being informed of the prevalence of COVID-19 symptoms in the workplace or positive test results
5. If an employee is identified as being COVID-19 positive by testing, CDC cleaning and disinfecting should be performed [according to CDC guidelines](#)
6. Where appropriate, notify employees who have been exposed. Employers should not identify an employee who tested positive by name
7. Any employee who has had close contact<sup>1</sup> with co-worker or any other person who is diagnosed with COVID-19 should quarantine for 14 days after the last/most recent contact with the infectious individual and should seek a COVID-19 test at a state or local government testing center, healthcare center or other testing locations. All other employees should be on alert for symptoms of fever, cough, or shortness of breath and taking temperature if symptoms develop



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

## Guidelines specific to health and fitness businesses:

## PHYSICAL WORKSPACE

### i. Minimum guidelines

1. Fitness centers should [display signage](#) at entry with face covering requirements, social distancing guidelines, cleaning protocols, and any reduced capacity limit, in multiple languages as needed
2. Allow for 6-ft. spacing between occupied, individual workstations OR if not practical, install an impermeable barrier between workstations
3. Fitness centers should configure workout stations or implement protocols (e.g., decommissioning equipment) to allow for 6-ft. social distancing between individuals without barrier OR 3-ft. apart with barriers)
4. Ancillary accommodations (e.g., saunas, hot tubs, steam rooms) should be closed
5. Locker rooms and showers should be configured with signage, tape, and other markings to ensure members can maintain 6-ft. of social distance
6. Any drop-in childcare areas should follow [state and local guidance on childcare facilities](#) for group sizes and cleaning and disinfecting
7. For martial arts, sparring and other contact sports, contact exercises are permitted provided that:
  - a. Participants are tested before starting the contact exercise
  - b. Participants are tested regularly for the duration of participation (e.g. every 2 weeks)
  - c. Participants limit participation to one location
  - d. Participants limit contact exercise to participation with one group that should be kept static for at least 10 days



### ii. Encouraged best practices

1. Display visual markers 6-ft. apart at customer queue points
2. Display signage with guidelines for members to clean equipment before and after each use
3. Where possible, eliminate common touchpoints (e.g., propping doors/ using touchless door pulls)
4. If practical, implement touchless check-in (e.g., confirm membership with a QR code)
5. Where building management practices allow, increase air turnover rates in occupied spaces and increase outside make-up air to the maximum extent practical

## DISINFECTING/CLEANING PROCEDURES

### i. Minimum guidelines

1. Cleaning and disinfecting of premises should be conducted in compliance with [CDC protocols](#) on a weekly basis
2. Clean and disinfect common areas (e.g., restrooms) and surfaces which are touched by multiple people (e.g., entry/exit doorknobs, stair railings) frequently; every hour recommended for high-traffic areas
3. Fitness centers should provide sanitizing supplies near all equipment and exercising areas (e.g. treadmills, weights, studios)
4. Fitness center employees should fully clean and sanitize exercising areas (e.g. yoga room) before and after use by individuals
5. Sanitization of locker rooms and showers should be completed at least every hour
6. Fitness center employees should fully clean and sanitize any equipment provided before and after use by individuals
7. All required disinfecting, cleaning, or sanitizing activities to be conducted by employees should be within their normal workday or during otherwise compensated time



### ii. Encouraged best practices

1. Develop a system to indicate when equipment has been disinfected (e.g. visual markers, designated area to place equipment that needs to be sanitized)

## STAFFING AND ATTENDANCE

### i. Minimum guidelines

1. Fitness centers should operate at no more than 50% of occupancy at any given time
2. Fitness classes should allow for 6-ft. of social distancing without barrier or 3-ft. with barrier between participants and are limited to a maximum of 50 participants
3. Multiple groups permitted in a space at once as long as:
  - a. Facilities allow for social distancing of participants and employees
  - b. 30-ft. of distancing is maintained between groups
  - c. Areas for each group are clearly marked to discourage interaction between groups
4. For open gym space, fitness center should assign 1 employee per 4,000 sq. ft. to monitor social distancing and sanitize equipment between uses
5. For open gym space, fitness centers should develop a method to inform members of available facility capacity before members arrive at the facility (e.g. reservation system, overview of days/ times when establishment is typically most crowded)
6. Fitness centers should limit the occupancy of common areas/ break rooms to allow for social distancing of 6-ft. or greater by removing/decommissioning furniture or staggering break times; this guideline is not intended to diminish employees' break time requirements

### ii. Encouraged best practices

1. Class schedule should be configured to minimize interaction between classes and allow for adequate cleaning time between classes
2. Stagger shift start and end times to minimize congregation of employees during changeovers
3. Minimize the number of in-person interactions among employees
  - a. If an in-person interaction or meeting of employees is necessary, limit to 50 people with social distancing

## EXTERNAL INTERACTIONS

### i. Minimum guidelines

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



### ii. Encouraged best practices

1. Limit contact between external suppliers/ non-member visitors and employees

## CUSTOMER BEHAVIORS

### i. Minimum guidelines

1. Members should check for available capacity before going to the facility
2. Members should wear face coverings over their nose and mouth whenever not exercising (exceptions can be made for people with medical conditions or disabilities that prevent them from safely wearing a face covering)
3. Before allowing entrance or before class, fitness centers should ask whether member is currently exhibiting COVID-19 symptoms. If member does have symptoms, they should wait to enter premises until they have had no fever for at least 72 hours, other symptoms have improved, and at least 10 days have passed since their symptoms first appeared
4. Members should clean and sanitize equipment (e.g., weights, treadmills, any equipment used outdoors) before and after use
5. Members should maintain 6-ft. of distance during exercise
6. Equipment should not be shared between members at the same time unless from the same household



### ii. Encouraged best practices

1. If practical, fitness centers should take member temperature using thermometer (infrared / thermal cameras preferred, touchless thermometers permitted)
2. Members should arrive at facility dressed in workout attire
3. If practical, members should wear face coverings over their nose and mouth while exercising (exceptions can be made for people with medical conditions or disabilities that prevent them from safely wearing a face covering)
4. Members should make a reservations for group fitness classes if practical

**If you have questions or need additional support:  
Please call our hotline at 1-800-252-2923  
or e-mail us at [ceo.support@illinois.gov](mailto:ceo.support@illinois.gov)  
or return to [illinois.gov/businessguidelines](https://illinois.gov/businessguidelines)**

**Additional Resources:**

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