

GETTING BACK TO WORK IN NEVADA

FITNESS FACILITIES TIP SHEET

Your business may look very different as it begins to recover from COVID-19 impacts. To move forward, your business will need to adapt to new safety and health guidelines and respond to new and increased expectations from members and clients. New practices and guidelines will become commonplace in order for your clients to feel comfortable returning to your fitness center.

To help you get started we have put together this tip sheet that focuses on four important areas: **Requirements, React, Recover, Be Resilient**. We conclude the tip sheet with a list of **Resources** to help you.

Requirements: *Nevada Phase 1 & 2 Reopening*

On June 25, 2020 Nevada Governor Steve Sisolak [announced](#) a **mandatory** face covering policy. The [directive](#) requires that face masks or coverings must be worn by employers, employees and visitors/customers in all public spaces. Businesses are required to inform customers of the requirement and mandate the use of face coverings prior to entry into their establishments. The mandate [guidelines](#) will be enforced by Nevada OSHA.

Nevada Governor Steve Sisolak announced *The Roadmap to Recovery for Nevada: Phase 1* on May 7, 2020 and *Phase 2* on May 26, 2020.

Fitness Facilities may reopen in Phase 2 (starting May 29, 2020) with the following restrictions:

- Entry:
 - Post signs requiring social distancing and recommended face coverings
 - Members/clients must conduct self-assessment and not enter a facility if they are exhibiting symptoms or have been exposed to COVID-19
- Facility capacity, restrictions and use of space & equipment:
 - All clubs will limit access to members providing appropriate space for social distancing while in facilities
 - Access to exercise equipment will be regulated to ensure that proper distancing can be maintained within the clubs. Any equipment, in proximity, that does not allow for 6 feet of distancing will be designated inoperable/turned off
 - Playroom areas will remain closed until local authorities deem playroom areas can be safely reopened. Upon reopening, those areas will follow best practices as determined by the local health district and business licensing department
 - Close employee break rooms
 - Close all water fountains and require members to bring their own water. Alternatively, touch-less water dispensers can be used
 - Close locker rooms

- Cleaning/Sanitizing
 - Have sanitizer available throughout the facilities
 - Members will be encouraged to wash hands frequently
 - Facilities and equipment will be cleaned with hospital grade chemicals outlined on EPA List N and CDC recommended on a frequent basis of no less than 1 time per shift following the directions on the label including contact time
 - Daily deep disinfection of high contact surfaces (e.g. door handles, light switches, seats, railings, cabinetry handles, appliance handles, countertops, phones, tables, etc.)
 - Disinfectants will be provided to allow members to wipe down equipment before and after use. Disinfectants will be listed on EPA List N and will have a contact time of 2 minutes or less
- Members/Clients:
 - Members/guests are recommended to wear a mask or face covering while exercising in the club to significantly reduce the potential for airborne transmission
 - Members will be required to maintain strict social distancing guidelines while in the facility
- Training and Group fitness classes:
 - Group fitness class participation will be limited to allow for 6 feet of social distancing between members
- Indoor sports:
 - Contact sports such as basketball, volleyball, wrestling, and boxing are not permitted
- Facilities shall require employees to wear face coverings
- Employers must perform a daily assessment of employees for any COVID-19 symptoms (fever, cough, and trouble breathing); require employees to stay home when symptomatic
- Require frequent and thorough hand washing, including providing workers, customers, and worksite visitors with a place to wash their hands and hand sanitizer stations throughout the facility

React: *Get ready to open your doors again!*

Be Prepared – Based on the above guidelines, below is a starter checklist of what you might need or find helpful to purchase or prepare before you reopen. **Always check with the state, your county, and your local health district for current operating guidelines because local jurisdictions can impose stricter requirements than the state:**

- Face masks for employees (and as a courtesy for members/guests)
- Face shields for employees, where applicable
- Nitrile gloves for employees
- EPA-approved COVID-19 cleaners & disinfectants (See RESOURCES for link)
- Touchless hand sanitizer stations
- Touchless payment systems
- Tape for marking social distancing
- Reminder signs for handwashing, sanitization of equipment, distancing, etc.
- Touchless thermometer for employee use
- Spare HVAC filters
- Touchless water dispensers
- Disable or block off equipment that cannot be used because it is within a 6-foot radius of another piece of equipment
- Disable or block off lockers
- Disable or close-off showers
- Remove or block off any casual seating



Recover: *Expect new ways of doing business.*

Reopening requires fitness facilities to adapt to new operating requirements that include the above social distancing and enhanced health and safety guidelines. Some best practices and tips that may help implement the new guidelines include:

Operations

- Establish check-in procedures for members/guests, and maintain that information for potential contact tracing
- Ventilation
 - Limit the use of fans – if fans are necessary, place them to blow away from members/clients
 - Open exterior doors when possible
 - If available and owner has access, open fresh air handlers
- Consider posting an employee at the entry door to greet customers and explain new protocols
- If possible, provide foot pedals to open doors, or prop doors open to avoid contact
- Install plexiglass/clear acrylic panels or barriers between customers and staff at check-in areas
- Establish new operating hours so you can close earlier and each night to allow time to thoroughly deep clean the facility, including all equipment, using US EPA-approved COVID-19 disinfectants to limit the spread of the virus
- For 24-hour facilities, deep clean during low use times
- Payment: encourage pre-paid memberships and fees, touchless payment systems

Employees

- Reinforce social distancing spacing through training with employees
- Provide and require employees to wear face masks
- Provide employees with nitrile gloves to wear and/or provide instruction on proper hand hygiene to practice between interactions with each customer, dispose of gloves between clients
- Group employees by shift to reduce exposure and make contact tracing easier between employees
- Consider no touch thermometers to conduct pre-shift employee temperature checks and do not allow anyone with a temperature over 100F degrees to work (keep a log of daily assessments)

Guests

- Encourage members to wear face coverings; provide masks for those not arriving with their own
- Encourage members/clients to bring their own water bottles and other equipment when appropriate
- Provide training/instruction by appointment
- Post information signs regarding social distancing, face coverings, and COVID-19 symptoms at entry

Be Resilient: *This is all new. Adapt as necessary. Let's stay in business together.*

Business basics will be more important than ever. Evaluate your profit and loss statement. Look for ways to reduce operating and product costs. Analyze your cash flow and breakeven to evaluate the impacts of the new guidelines and best practices on your business. As Nevada reopens in phases, you may need to continually adjust your operations. Here are a few things to think about:

Get Help

- Contact a business development counselor at the Nevada SBDC by calling 800.240.7094 – we can help you assess your operations and decide on best strategies for keeping your business open
- For questions about cleaning and disinfecting, strategies to control new waste streams, or other environmental questions, contact an environmental business advisor at BEP at 800.882.3233

Communicate

- Keep communicating with your customers on social media and your website with announcements about your reopening and new requirements at your facility
- Be open about the measures you are taking to meet the Phase 1 and Phase 2 reopening guidelines; add signage at your entrance so customers are aware of the steps you are taking to prevent the spread of COVID-19 and to meet new industry guidelines
- Be patient, communicate openly with staff while waiting for members/clients to return

Expanded Services

- Offer incentives for pre-paid classes and memberships
- Consider selling fitness apparel, accessories and equipment
- Consider offering/selling branded reusable merchandise such as masks and water bottles
- Offer gift cards

Potential Cost-Saving Measures

- Reduce hours to minimize utility bills and increase time for cleaning
- Only turn on utilities that are needed – do not use all fans, lights, or air conditioners in the facility when fewer people are occupying it

Creative Marketing

- Update or redesign your website; make sure it is mobile friendly
- Create a following on social media and keep in touch with members
- Use micro social media and focus more on the immediate neighborhood in order to bring in local members/clients
- Advertise through local homeowner associations and apartment and condo complexes
 - Supply homeowners associations, apartment complexes, and condos with special promotional codes to help drive business
- Place ads in the local visitors center

Resources

Below are additional resources to help you react, recover, and be resilient in the face of COVID-19.

Nevada SBDC Small Business Recovery Procurement List

<https://docs.google.com/spreadsheets/d/e/2PACX-1vRaNqMHmNRt3ZAIsoivMUghuvuZBOsNx8d6WG-S7HVjfPlsqrb5HfYXd6OCl2-9FA/pubhtml>

US EPA List N: Disinfectants Approved for Use Against SARS-CoV-2

<https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>

Center for Disease Control (CDC) Guidance for Businesses and Employers

<https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/businesses-employers.html>

Nevada Health Response | COVID-19 in Nevada

<https://nvhealthresponse.nv.gov/info/business/>

Nevada Governor's Office of Economic Development

<https://www.diversifynevada.com/covid-19-reopening-guidance-and-assistance/>

Nevada Department of Business & Industry, Occupational Safety & Health Administration

<http://dir.nv.gov/OSHA/Home/>

Small Business Federal Financial Assistance

<https://www.coronavirus.gov/smallbusiness>

Association of Small Business Development Centers | COVID-19 Small Business Resources

<https://americassbdc.org/covid19/>

U.S. Securities Exchange Commission Resources for Small Business

<https://www.sec.gov/page/covid-19-resources-small-businesses>

This tip sheet will be updated as new information becomes available.

Stay Safe to Stay Open Nevada!

The Nevada Small Business Development Center (SBDC) guides and assists Nevadans looking to start and grow businesses. We are available to counsel on business planning and management issues raised in this tip sheet. One-on-one counseling services are free and confidential.

The Business Environmental Program is affiliated with the Nevada SBDC and provides free and confidential environmental compliance and management assistance and can help your business think about cleaning and waste issues. Our focus is on making Nevada's businesses stronger and more environmentally responsible.

DISCLAIMER: This guidance document is intended as general information and is not provided nor intended to act as a substitute for legal advice or other professional services. The Nevada SBDC advises the regulated business community to read all applicable regulations and to check with state and local authorities, including local health districts, for the latest in guidelines and requirements for businesses reopening during the COVID-19 pandemic. This tip sheet is funded, in part, through a Cooperative Agreement with the US Small Business Administration and funding support from the Nevada Division of Environmental Protection. All opinions, conclusions, and/or recommendations expressed herein are those of the author(s) and do not necessarily reflect the views of the SBA.