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EMAIL TO: All Sheriffs

FROM: Eddie Caldwell
Executive Vice President and General Counsel
North Carolina Sheriffs' Association

SENT: July 24, 2020

SUBJECT: Executive Order No. 151 --- Extension of Phase 2 COVID-19
Measures --- Effective July 17 to August 7, 2020

On July 16, 2020, Governor Roy Cooper issued Executive Order No. 151. A copy of Executive Order No. 151 is attached for your reference.

The requirements of Executive Order No. 151 are effective beginning at 5:00 p.m. on Friday, July 17, 2020, and will remain in effect until August 7, 2020 at 5:00 p.m., unless replaced or rescinded by another Executive Order.

Executive Order No. 151 EXTENDS the Governor's Phase 2 restrictions and other provisions contained in Executive Order No. 141 and Executive Order No. 147 until August 7. For a detailed analysis of Executive Order No. 141 and Executive Order No. 147, please refer to the Association's memorandums that summarize these Executive Orders, which can be accessed on the Association's COVID-19 information page at the following link: <https://ncsheriffs.org/covid-19>

Executive Order No. 151 also clarifies the allowable use of indoor gyms, exercise facilities and fitness facilities for medical reasons. In addition, the Executive Order clarifies restrictions on receptions and parties and on mass gatherings at event spaces.

Gyms, Exercise Facilities and Fitness Facilities May Operate Under a Medical Exception

Gyms, exercise facilities, and fitness facilities may open their indoor areas for the limited purpose of serving people who have been "prescribed or directed" to use those facilities by a medical professional or health care professional.

To utilize this medical exception, the person must present a note or other written communication from the medical professional or health care professional to the facility operators. Medical or health care professionals include licensed doctors, nurses, and therapists, but do NOT include personal trainers.



100% Membership

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Gyms, exercise facilities and fitness facilities that open to serve patrons under this medical exception are subject to the restrictions set forth in the two attached North Carolina Department of Health and Human Services (DHHS) guidance documents. Among other restrictions, the number of people using the medical exception may not exceed the indoor mass gatherings limit of 10 people in any indoor space, and all facility employees and patrons must wear a face covering when they may be within 6 feet of another person.

Parties and Receptions are Subject to Mass Gatherings Limitations Even if they Take Place in Locations Otherwise Exempt from Mass Gatherings Limitations (Such as Restaurants)

Executive Order No. 151 clarifies that the mass gatherings limitations of 10 people in any indoor space and 25 people in any outdoor space applies to “parties and receptions” regardless of whether or not that gathering takes place in a restaurant, conference center, hotel ballroom, event space, or any other venue that is allowed to remain open under Executive Order.

However, it is important to note that these mass gatherings limitations for parties and receptions still DO NOT apply to worship, religious and spiritual gatherings, funeral ceremonies, wedding ceremonies or gatherings for work (such as business meetings).

Venues for Receptions or Parties May Open

Executive Order No. 151 also amends Section 8 of Executive Order No. 141 to remove “Venues for Receptions or Parties” from the list of entertainment facilities that must close. Executive Order No. 151 provides that these venues may be open BUT are subject to the mass gatherings limitations of 10 people in any indoor space and 25 people in any outdoor space.

Questions

If you have any questions about Executive Order No. 151, do not hesitate to contact Matthew Boyatt, NCSA Deputy General Counsel, at mboyatt@ncsheriffs.net or at 919-459-6467.

Thanks...Eddie C.



Edmond W. (Eddie) Caldwell, Jr.

Executive Vice President and General Counsel

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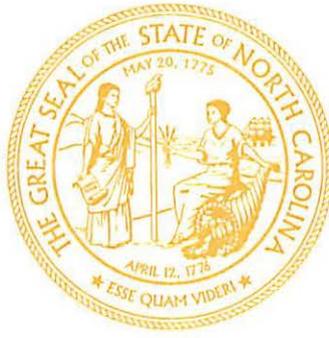
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North Carolina Sheriffs' Association

Proudly Serving the Sheriffs and Citizens of North Carolina since 1922



State of North Carolina

ROY COOPER
GOVERNOR

July 16, 2020

EXECUTIVE ORDER NO. 151

**EXTENSION OF PHASE 2 MEASURES
TO SAVE LIVES IN THE COVID-19 PANDEMIC**

Background Statement

The COVID-19 Public Health Emergency

WHEREAS, on March 10, 2020, the undersigned issued Executive Order No. 116 which declared a State of Emergency to coordinate the State's response and protective actions to address the Coronavirus Disease 2019 ("COVID-19") public health emergency and provide for the health, safety, and welfare of residents and visitors located in North Carolina; and

WHEREAS, on March 11, 2020, the World Health Organization declared COVID-19 a global pandemic; and

WHEREAS, on March 13, 2020, the President of the United States issued an emergency declaration for all states, tribes, territories, and the District of Columbia, retroactive to March 1, 2020, and the President declared that the COVID-19 pandemic in the United States constitutes a national emergency; and

WHEREAS, on March 25, 2020, the President approved a Major Disaster Declaration, FEMA-4487-DR, for the State of North Carolina; and

WHEREAS, in responding to the COVID-19 pandemic, and for the purpose of protecting the health, safety, and welfare of the people of North Carolina, the undersigned has issued Executive Order Nos. 116-122, 124-125, 129-131, 133-136, 138-144, and 146-150; and

WHEREAS, more than ninety-three thousand people in North Carolina have had laboratory-confirmed cases of COVID-19, and over fifteen hundred people in North Carolina have died from the disease; and

The Need to Extend Executive Order No. 141

WHEREAS, hospital administrators and health care providers have expressed concerns that unless the spread of COVID-19 is limited, existing health care facilities may be insufficient to care for those who become sick; and

WHEREAS, slowing and controlling community spread of COVID-19 is critical to ensuring that the state's healthcare facilities remain able to accommodate those who require medical assistance; and

WHEREAS, in Executive Order No. 141, issued on May 20, 2020, the undersigned urged that all people in North Carolina follow social distancing recommendations, including that everyone wear a cloth face covering, wait six (6) feet apart and avoid close contact, and wash hands often or use hand sanitizer; and

WHEREAS, to reduce COVID-19 spread, the undersigned, in Executive Order No. 141, required safety measures in certain business settings, limited mass gatherings, and closed certain types of businesses and operations; and

WHEREAS, the undersigned issued Executive Order No. 147 to address troubling trends in COVID-19 metrics following the issuance of Executive Order No. 141, including increasing daily case counts of COVID-19, increasing emergency department visits for COVID-19-like illnesses, increasing hospitalizations for COVID-19, and a continued high percentage of positive COVID-19 tests; and

WHEREAS, Executive Order No. 147 continued the measures of Executive Order No. 141 and imposed additional measures tailored to mitigate the spread of COVID-19, including requiring face coverings in certain settings; and

WHEREAS, North Carolina's daily case counts of COVID-19 continue to increase, the percent of COVID-19 tests that are positive remains elevated, emergency department visits for COVID-19-like illnesses are increasing, and hospitalizations for COVID-19 are increasing; and

WHEREAS, these trends require the undersigned to continue the measures of Executive Order No. 141, as amended by Executive Order No. 147, to slow the spread of this virus during the pandemic and enable the reopening of the state's schools for in-person instruction in the fall, subject to applicable requirements and guidance; and

WHEREAS, a phased approach to reigniting the state's economy and reducing restrictions on businesses and activities, with some businesses and activities that pose an increased risk for COVID-19 spread remaining closed, is necessary to slow the spread of COVID-19, since the operation of each group of businesses and the loosening of each restriction on businesses adds incremental risk and thereby increases the aggregate risk of spread of COVID-19; and

Medical Exception for Use of Indoor Areas of Exercise Facilities, Gyms, and Fitness Facilities

WHEREAS, since the issuance of Executive Order No. 141, the North Carolina Department of Health & Human Services ("NCDHHS") and the North Carolina Department of Justice ("NCDOJ") have issued guidance documents and letters addressing the restrictions established by the Executive Order for exercise facilities, gyms, and fitness facilities; and

WHEREAS, the undersigned, in close consultation with NCDHHS and NCDOJ, has determined to make clear that these guidance documents represent an enforceable interpretation of Executive Order No. 141; and

Restrictions on Receptions and Parties

WHEREAS, certain types of businesses, settings, and events by their very nature present greater risks of the spread of COVID-19 because of the nature of the activity, the way that people have traditionally acted and interacted with each other in that space, and the duration of time that patrons stay in the establishment; and

WHEREAS, the risk of contracting and transmitting COVID-19 is higher in settings where people are less likely to maintain social distancing by staying six (6) feet apart; and

WHEREAS, the risk of contracting and transmitting COVID-19 is higher in settings where people are in close physical proximity for an extended period of time (more than 15 minutes); and

WHEREAS, the risk of contracting and transmitting COVID-19 is higher in gatherings of larger groups of people because these gatherings offer more opportunity for person-to-person contact with someone infected with COVID-19; and

WHEREAS, at private parties and receptions, people tend to gather together, interact socially, dance, and talk with their friends in close proximity, much as people do in bars and nightclubs; and

WHEREAS, therefore, the undersigned has determined that parties and receptions at restaurants must be subject to strict limits, and that these limits must be applicable whether the party or reception takes place in a restaurant, in a hotel, in a conference center, in a venue used exclusively to host parties or receptions, or in any other location currently open under this Executive Order; and

Statutory Authority and Determinations

WHEREAS, Executive Order No. 116 invoked the Emergency Management Act, and authorizes the undersigned to exercise the powers and duties set forth therein to direct and aid in the response to, recovery from, and mitigation against emergencies; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.10(b)(2), the undersigned may make, amend, or rescind necessary orders, rules, and regulations within the limits of the authority conferred upon the Governor in the Emergency Management Act; and

WHEREAS, N.C. Gen. Stat. § 166A-19.10(b)(3) authorizes and empowers the undersigned to delegate Gubernatorial vested authority under the Emergency Management Act and to provide for the sub-delegation of that authority; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.12(3)(e), the Division of Emergency Management must coordinate with the State Health Director to revise the North Carolina Emergency Operations Plan as conditions change, including making revisions to set “the appropriate conditions for quarantine and isolation in order to prevent the further transmission of disease,” and following this coordination, the Emergency Management Director and the State Health Director have recommended that the Governor develop and order the plan and actions identified in this Executive Order; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.23 in conjunction with N.C. Gen. Stat. §§ 75-37 and 75-38, the undersigned may issue a declaration that shall trigger the prohibitions against excessive pricing during states of disaster, states of emergency or abnormal market disruptions; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.30(a)(1), the undersigned may utilize all available state resources as reasonably necessary to cope with an emergency, including the transfer and direction of personnel or functions of state agencies or units thereof for the purpose of performing or facilitating emergency services; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.30(a)(2), the undersigned may take such action and give such directions to state and local law enforcement officers and agencies as may be reasonable and necessary for the purpose of securing compliance with the provisions of the Emergency Management Act and with the orders, rules, and regulations made thereunder; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.30(c)(i), the undersigned has determined that local control of the emergency is insufficient to assure adequate protection for lives and property of North Carolinians because not all local authorities have enacted such appropriate ordinances or issued such appropriate declarations restricting the operation of businesses and limiting person-to-person contact, thus needed control cannot be imposed locally; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.30(c)(ii), the undersigned has determined that local control of the emergency is insufficient to assure adequate protection for lives and property of North Carolinians because some but not all local authorities have taken implementing steps under such ordinances or declarations, if enacted or declared, in order to effectuate control over the emergency that has arisen; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.30(c)(iii), the undersigned has determined that local control of the emergency is insufficient to assure adequate protection for lives and property of North Carolinians because the area in which the emergency exists spreads across local jurisdictional boundaries and the legal control measures of the jurisdictions are conflicting or uncoordinated to the extent that efforts to protect life and property are, or unquestionably will be, severely hampered; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.30(c)(iv), the undersigned has determined that local control of the emergency is insufficient to assure adequate protection of lives and property of North Carolinians because the scale of the emergency is so great that it exceeds the capability of local authorities to cope with it; and

WHEREAS, N.C. Gen. Stat. § 166A-19.30(c) in conjunction with N.C. Gen. Stat. § 166A-19.31(b)(1) authorizes the undersigned to prohibit and restrict the movement of people in public places; and

WHEREAS, N.C. Gen. Stat. § 166A-19.30(c) in conjunction with N.C. Gen. Stat. § 166A-19.31(b)(2) authorizes the undersigned to prohibit and restrict the operation of offices, business establishments, and other places to and from which people may travel or at which they may congregate; and

WHEREAS, N.C. Gen. Stat. § 166A-19.30(c) in conjunction with N.C. Gen. Stat. § 166A-19.31(b)(5) authorizes the undersigned to prohibit and restrict other activities or conditions, the control of which may be reasonably necessary to maintain order and protect lives or property during a state of emergency; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.30(c)(1), when the undersigned imposes the prohibitions and restrictions enumerated in N.C. Gen. Stat. § 166A-19.31(b), the undersigned may amend or rescind the prohibitions and restrictions imposed by local authorities; and

WHEREAS, pursuant to N.C. Gen. Stat. § 166A-19.30(a)(2), during a Gubernatorially declared State of Emergency, the undersigned has the power to “give such directions to State and local law enforcement officers and agencies as may be reasonable and necessary for the purpose of securing compliance with the provisions of this Article.”

NOW, THEREFORE, by the authority vested in me as Governor by the Constitution and the laws of the State of North Carolina, and for the reasons and pursuant to the statutes listed above and in Executive Order Nos. 141 and 147, **IT IS ORDERED**:

Section I. Extension and Amendment of Phase 2 Order.

Executive Order No. 141 shall remain in effect, as amended by Executive Order No. 147 and this Executive Order as detailed further below, until 5:00 pm on August 7, 2020. The effective date provisions of Executive Order Nos. 141 and 147 are amended to have those orders continue in effect through the above-listed time and date.

Section II. Clarification on Use of Indoor Areas of Exercise Facilities, Gyms and Other Fitness Facilities.

On June 29, 2020, NCDHHS posted two guidance documents that make clear the limits of any medical exception that allows use of the indoor areas of exercise facilities, gyms, and fitness facilities that otherwise are closed under Section 8(A) of Executive Order No. 141. These documents are the Interim Guidance for Fitness Center and Gym Settings with Limited

Operations, available at files.nc.gov/covid/documents/guidance/NCDHHS-Interim-Guidance-for-Fitness-Center-and-Gym-Settings.pdf, and the Statement Regarding June 5, 2020 Letter from the North Carolina Department of Justice, available at files.nc.gov/covid/documents/guidance/DHHS-Statement-on-DOJ-Letter-Medical-Exception-FINAL.pdf.

These June 29 guidance documents represent the undersigned's interpretation of Executive Order No. 141, as amended. Any medical exception to Executive Order No. 141 allowing use of the indoor areas of exercise facilities, gyms, and fitness facilities is limited as stated in the June 29 guidance documents. These limitations include the requirement that each patron using the medical exception must present to an exercise facility, gym, or fitness facility a medical or health care provider's note or other written communication to confirm that each patron's use is prescribed or directed by a medical or health care provider.

To the extent that exercise facilities, gyms, and fitness facilities are currently operating to serve patrons under the limited medical exception above, they must do so in compliance with the NCDHHS Interim Guidance for Fitness Centers and Gym Settings with Limited Operations, available at files.nc.gov/covid/documents/guidance/NCDHHS-Interim-Guidance-for-Fitness-Center-and-Gym-Settings.pdf.

Section III. Clarification to Restrictions on Parties and Receptions.

Section 7 of Executive Order No. 141 is amended to add the following subsection.

- E. **Limit on Receptions or Parties.** Parties and receptions, like all other private events or convenings which are not excepted from the prohibition on Mass Gatherings, are limited to the Mass Gathering limit of ten (10) people indoors or twenty-five (25) people outdoors. This limit applies regardless whether the event takes place in a restaurant, in a conference center, in a hotel ballroom, in a venue that is used exclusively for receptions or parties, or in some other space open under this Executive Order.

Section 8(A) of Executive Order No. 141 is amended to remove the text "Venues for Receptions or Parties." These venues may open, but they are limited to the Mass Gathering limit stated above.

Section IV. Extension of Price Gouging Period.

Section 11 of Executive Order No. 141 is amended to read as follows:

Pursuant to N.C. Gen. Stat. § 166A-19.23, the undersigned extends the prohibition against excessive pricing, as provided in N.C. Gen. Stat. §§ 75-37 and 75-38, from the issuance of Executive Order No. 116 through 5:00 pm on August 7, 2020.

The undersigned further hereby encourages the North Carolina Attorney General to use all resources available to monitor reports of abusive trade practices towards consumers and make readily available opportunities to report to the public any price gouging and unfair or deceptive trade practices under Chapter 75 of the North Carolina General Statutes.

Section V. Effective Date.

This Executive Order is effective at 5:00 pm on July 17, 2020. This Executive Order shall remain in effect through 5:00 pm on August 7, 2020 unless repealed, replaced, or rescinded by another applicable Executive Order. An Executive Order rescinding the Declaration of the State of Emergency will automatically rescind this Executive Order.

Notwithstanding any provision of this Section and Section 16 of Executive Order No. 141, any statewide standing order for COVID-19 testing issued by the State Health Director under Section 9.5 of Executive Order No. 141 (as added by Section III of Executive Order No.

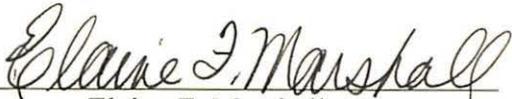
147) shall remain in effect for the duration of the State of Emergency unless specifically repealed, replaced, or rescinded.

IN WITNESS WHEREOF, I have hereunto signed my name and affixed the Great Seal of the State of North Carolina at the Capitol in the City of Raleigh, this 16th day of July in the year of our Lord two thousand and twenty.



Roy Cooper
Governor

ATTEST:



Elaine F. Marshall
Secretary of State





NC DEPARTMENT OF HEALTH AND HUMAN SERVICES

Statement Regarding June 5, 2020 Letter from North Carolina Department of Justice

This statement is intended to clarify who may, as part of a medical treatment plan, use certain facilities for medical purposes. Such facilities include the use of indoor gyms, indoor fitness facilities, and indoor exercise facilities (each an “indoor fitness facility” and collectively, “indoor fitness facilities”) for medical purposes which are otherwise closed to the general public under Executive Order No. 147 and any similar subsequently-issued executive orders (“Phase 2 Order”).

On June 5, 2020 and related to ongoing litigation regarding the application of the Phase 2 Order to certain types of businesses, the North Carolina Department of Justice (“NCDOJ”) issued a letter clarifying the Phase 2 Order concerning an exception to the closure of indoor fitness facilities in Phase 2. The following guidance statement has been developed in close consultation with NCDOJ.

Per this exception, gyms, exercise facilities, and fitness facilities may open their indoor areas to serve any people prescribed or directed to use those facilities by a medical professional or health care professional. The number of people using this exception may not exceed—in any room or other single confined space—the indoor Mass Gathering limit.

For purposes of this exception, “medical professionals” and “health care professionals” shall include licensed physicians, licensed physician’s assistants or nurse practitioners, licensed nurses, licensed chiropractors, licensed dietitians, licensed respiratory care therapists, licensed psychologists, licensed clinical mental health counselors, licensed occupational therapists, licensed physical therapists, licensed recreational therapists, and licensed massage therapists.

“Medical professionals” and “health care professionals” does not include personal trainers, unlicensed masseurs or body work therapists, or other unlicensed persons that may provide advice about health.

The NCDOJ letter indicates that a patron’s use of an indoor fitness facility must be “prescribed or directed.” For individuals using indoor areas of the facility under this exception, individuals must present a note or other written communication from the medical professional or health care professional to the facility operators to confirm that each individual’s use of the facilities is indeed “prescribed or directed” for that individual.

To the extent that indoor or outdoor areas in gyms, exercise facilities, or fitness facilities are utilized under the restrictions stated above, they must follow the [NCDHHS Interim Guidance for Fitness Center and Gym Settings](#).

Due to the decreased risk of transmission of COVID-19 in an outdoor environment, indoor fitness facilities may continue to operate outdoors. If an indoor fitness facility closed by Executive Order No. 141, as amended by Executive Order No. 147, operates outdoors, it should do so in compliance with the [North Carolina Department of Health and Human Services’ \(“NCDHHS”\) Guidance on Indoor Exercise Facilities, Indoor Fitness Facilities and Gyms: Enabling Outdoor Operations](#).



Interim Guidance for Fitness Center and Gym Settings with Limited Operations (June 29, 2020)

Gyms, exercise facilities, and fitness facilities may open their indoor areas to serve any people prescribed or directed to use those facilities by a medical or health care professional. The number of people using this exception may not exceed—in any room or other single confined space—the indoor Mass Gathering limit. Fitness centers and gyms serving these patrons should follow the guidelines below to prevent the spread of COVID-19.

Guidelines for Conducting Business: Any scenario in which many people gather together poses a risk for COVID-19 transmission. All businesses and agencies where groups of people may gather in an enclosed space should create and implement a plan to minimize the opportunity for COVID-19 transmission at their facility. The guidance below will help indoor fitness centers, yoga studios, dance studios, martial arts centers and gyms reduce the spread of COVID-19 in their communities.

This guidance covers the following topics:

- Social Distancing and Minimizing Exposure
- Cloth Face Coverings
- Cleaning and Hygiene
- Monitoring for Symptoms
- Protecting Vulnerable Populations
- Combatting Misinformation
- Water and Ventilation Systems
- Additional Resources

Social Distancing and Minimizing Exposure

[Social distancing](#) is a key tool we currently have to decrease the spread of COVID-19. Social distancing (“physical distancing”) means keeping space between yourself and other people outside of your home. Stay at least 6 feet (about 2 arms’ length) from other people; do not gather in groups; stay out of crowded places and avoid mass gatherings. Phase 2 includes several requirements and recommendations to support social distancing in spaces where the public may gather.

Fitness centers and gyms are **required** to:

- Limit occupancy to meet current mass gathering limits and ensure sufficient social distancing with at least 6-foot separation between patrons.
- Post the reduced “Emergency Maximum Capacity” in a conspicuous place. [Sign templates](#) are available in English and Spanish on NC DHHS COVID-19 response site.
- Post signage at the main entrance that reminds people to stay six feet apart.

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- [NC DHHS Know Your Ways](#) provides [English](#), [Spanish](#), [Combined English and Spanish](#) versions of the “Wait” flyer.
- Designate and arrange specific equipment for use that is properly spaced at 6 feet apart with greater distancing for treadmills and other aerobic fitness equipment where high exertion is common.
- Clearly provide 6 feet floor markings in waiting areas, group fitness studios, locker rooms and other areas where there may be a group of people.

It is recommended that fitness centers and gyms:

- Encourage outdoor activity and classes if feasible.
- Close all areas of the fitness center or gym where social distancing cannot be maintained, such as saunas, steam rooms, whirlpools, and racquetball courts.
- Utilize self-check-in or place barrier/partition between front desk staff and members.
- When sinks or showers are not 6 feet apart, consider limiting use to every other sink or shower so individuals can maintain social distance while using.
- Close all common seating areas, lounge areas, and other areas that promote individuals gathering in groups.
- Limit attendance in a group fitness class or activity such that participants have sufficient space to social distance.
- Cancel group fitness classes or activities where social distancing cannot be maintained.
- Personal training services and fitness coaching should practice social distancing to the extent possible. When these services require physical contact between staff and participant, hands must be washed immediately prior to and following the service and cloth face coverings should be worn by both parties, and face to face contact should be minimal.
- Discontinue use of drinking directly from water fountains and provide disposable cups or labeled water bottles for individuals when using any water fountains. Touchless water filling stations may be used.

Cloth Face Coverings

There is growing evidence that wearing a face covering can help reduce the spread of COVID-19, especially because people may be infected with the virus and not know it.

Fitness centers and gyms are **required** to:

- Have all employees wear a face covering when they are or may be within six (6) feet of another person, unless the worker states that an exception applies.
- Have all patrons wear a face covering when they are inside the establishment, unless they are actively engaged in physical activity or the customer states that an exception applies.
- Visit NC DHHS [COVID-19 response site](#) for more information about the face covering [guidance](#) and access sign templates that are available in English and Spanish.

It is recommended that fitness centers and gyms:

- Provide cloth face coverings for employees and ask them to properly launder using hot water and a high heat dryer between uses.
- Provide disposable face coverings to customers to wear while in the establishment.

Cleaning and Hygiene

Washing hands with soap and water for 20 seconds or using hand sanitizer reduces the spread of transmission.

Fitness centers and gyms are **required** to:

- Promote frequent use of hand washing and hand sanitizer for staff and individuals. Require handwashing of staff immediately upon reporting to work, after contact with individuals, after performing cleaning and disinfecting activities, and frequently throughout the day.
- Provide alcohol-based hand sanitizer (with at least 60% alcohol) at the entrance, and any other areas throughout fitness center or gym as needed.
- Perform ongoing and routine environmental cleaning and disinfection of high-touch areas (e.g., doors, doorknobs, rails, lockers, dressing areas, front counter) with an [EPA approved disinfectant for SARS-CoV-2](#) (the virus that causes COVID-19), and increasing disinfection during peak times or high customer density times.
 - All shared fitness equipment must be disinfected between users, with EPA approved disinfectant for SARS-CoV-2 provided for use and adequate contact time allowed for disinfectant as stated by manufacturer. If equipment is to be cleaned by the individual, instructions on how to properly disinfect and appropriate contact time for disinfectant must be provided.
- Systematically and frequently check and refill hand sanitizers (at least 60% alcohol) and assure soap and hand drying materials are available at all sinks.

It is recommended that fitness centers and gyms:

- Provide tissues for proper cough and sneeze hygiene.
- If towel service is provided, soiled towels must be kept in closed containers, handled minimally by employees, and employees must wash hands immediately after handling soiled linens. Towels should be washed and dried on high heat.
- Provide materials for members to wipe and disinfect equipment before and after exercise at each location.

Monitoring for Symptoms

Monitoring for Symptoms

Conducting regular screening for symptoms can help reduce exposure. Staff should be encouraged to self-monitor for symptoms such as fever, cough, or shortness of breath.

If they develop symptoms, they should notify their supervisor and stay home. More information on [how to monitor for symptoms](#) is available from the CDC.

Fitness centers and gyms are **required** to:

- Have a plan in place for immediately removing employees from work if symptoms develop. Employees who have symptoms when they arrive at work or become sick during the day should immediately be separated from other employees, customers, and visitors and sent home.
- Conduct daily [symptom](#) screening (standard interview questionnaire [English](#) | [Spanish](#)) of employees at entrance to workplace with immediately sending symptomatic workers home to [isolate](#).

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- ❑ Post signage at the main entrance requesting that people who have been symptomatic with fever and/or cough not enter, such as [Know Your Ws/Stop if You Have Symptoms](#) flyers (English - [Color, Black & White](#); Spanish - [Color, Black & White](#)).

It is recommended that fitness centers and gyms:

- ❑ Establish and enforce sick leave policies to prevent the spread of disease, including:
 - Enforcing employees staying home if sick.
 - Encouraging liberal use of sick leave policy.
 - Expanding paid leave policies to allow employees to stay home when sick.
- ❑ [Per CDC guidelines](#), if an employee has been diagnosed with COVID-19 or is presumed positive by a medical professional due to symptoms, the employee should be excluded from work until:
 - No fever for at least 72 hours since recovery (without the use of fever-reducing medicine AND
 - Other symptoms have improved (e.g., coughing, shortness of breath) AND
 - At least 10 days have passed since first symptoms
- ❑ [Per CDC guidelines](#), if an employee has been diagnosed with COVID-19 but does not have symptoms, they should remain out of work until 10 days have passed since the date of their first positive COVID-19 diagnostic test, assuming they have not subsequently developed symptoms since their positive test.
- ❑ Require symptomatic employees to wear masks until leaving the facility. Cleaning and disinfecting procedure should be implemented by designated personnel following [CDC guidelines](#) once sick employee leaves.
- ❑ Provide employees with information on help lines to access information or other support in reference to COVID-19, e.g. 211 and Hope4NC Helpline (1-855-587-3463)

Protecting Vulnerable Populations

Information on who is at higher risk for severe disease is available from the [CDC](#) and [NCDHHS](#).

It is recommended that fitness centers and gyms:

- ❑ Designate a specific time for persons at higher risk to access the fitness center without the general population (such as early morning, or late afternoon).
- ❑ Enable staff to self-identify as high risk for severe disease and reassign work to minimize their contact with customers and other employees.

Combating Misinformation

Help ensure that the information your staff is getting is coming directly from reliable resources. Use resources from a trusted source like the [CDC](#) or [NCDHHS](#) to promote behaviors that prevent the spread of COVID-19.

Fitness centers and gyms are **required** to:

- ❑ Make information available to staff about COVID-19 prevention and mitigation strategies, using methods like videos, webinars, or printed materials like FAQs. Some reliable sources include [NC DHHS COVID-19](#), [Know Your W's: Wear, Wait, Wash](#), [NC DHHS COVID-19 Latest Updates](#), [NC DHHS COVID-19 Materials & Resources](#)

Additional things fitness centers and gyms can do:

Interim Guidance for Fitness Center and Gym Settings

NC DEPARTMENT OF HEALTH AND HUMAN SERVICES

- ❑ Put up signs and posters, such as those found [Know Your Ws: Wear, Wait, Wash](#) and those found [Social Media Toolkit for COVID-19](#).

Water and Ventilation Systems

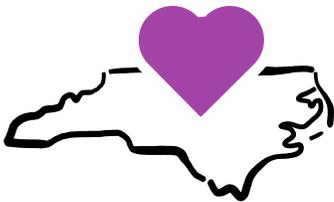
Reduced use of water and ventilations systems can pose their own health hazards. There is increased for Legionella and other from stagnant or standing water.

It is recommended that:

- ❑ Before reopening, follow the CDC's [Guidance for Reopening Buildings After Prolonged Shutdown](#) or Reduced Operation to minimize the risk of diseases associated with water.
- ❑ Ensure ventilation systems operate properly and increase circulation of outdoor air as much as possible by opening windows and doors, using fans, or other methods. Do not open windows and doors if they pose a safety or health risk to people using the facility. Maintain relative humidity at 40 to 60 percent.
 - For assistance with ventilation recommendations, please consult an HVAC professional and see [ASHRAE](#) updates for more information.
- ❑ Use portable High Efficiency Particulate Air (HEPA) filtration units.
- ❑ If fans, such as pedestal fans or hard-mounted fans are used, take steps to minimize air from fans blowing from one person directly at another individual. If fans are disabled or removed, employees and members should remain aware of, and take steps to prevent, [heat-related illness](#).

Additional Resources

- NC DHHS: [North Carolina COVID-19](#)
- CDC: [Interim Guidance for Businesses and Employers](#)
- CDC: [Cleaning and Disinfecting Your Facility](#)
- CDC: [Reopening Guidance](#)
- EPA: [Disinfectants for Use Against SARS-CoV-2](#)
- FDA: [Food Safety and the Coronavirus Disease 2019 \(COVID-19\)](#)
- HHS/OSHA: [Guidance on Preparing Workplaces for COVID-19](#)



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Protect your family and neighbors.**

Learn more at nc.gov/covid19.



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