

# 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.



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# 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.

*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) continue to 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. 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 within



the past 14 days? (Note: does not apply to healthcare workers equipped with proper 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 staff 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 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 premise.
  - 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 last 14 days?
    - 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.
- **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**, 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 regularly (every two hours and when visibly dirty)
- **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
- **Sanitize common seating areas and frequently-touched surfaces** throughout the day, following a consistent schedule (recommended at least every two hours). Implement workplace cleaning and disinfection practices, according to [CDC guidelines](#), with regular sanitization schedule of high-touch surfaces at frequent intervals
- **Pools should be staffed.** 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](#)
- **Pools that include food service or concession operations** should also adhere to the [Tennessee Pledge Restaurant Guidelines](#)

# Noncontact 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.



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# Noncontact Sports

These guidelines are intended for youth and adult noncontact sports. "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, volleyball, golf, disc golf, tennis and other racket sports, cycling, track and field and running events, cricket, and equestrian.**

**For the time being, contact sporting events and activities are prohibited.** "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, and other combat sports involve participants being in close, sustained proximity and likelihood of physical contact. "Contact sporting events and activities" does not include training or otherwise engaging in elements or aspects of such sports or activities in a manner that do not involve close contact with other persons. Collegiate and professional sporting events and activities may be conducted if permitted by, and pursuant to, the rules or guidelines of their respective governing bodies.

Despite potentially hosting a larger number of people on-site at any one time, sports 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 the activity or while spectating. *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) continue to 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, teams and leagues should be mindful of applicable orders and ensure that their activities facilitate compliance with them.*

*Notice to parents or guardians of youth participating in group sporting activities:* Parents should not permit children to participate in sporting activities if the child has a confirmed case of COVID-19 or exhibits any symptom of COVID-19. If after recent participation in sporting activities the child 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 (identified by the CDC as those who are over age 65 or have severe underlying medical conditions) who are members of the same household or come into frequent, close contact with individuals who participate in youth sports.

## Safeguarding Guidance

In addition to adherence with CDC guidelines, all facilities, organizers, staff, coaches, athletes, and spectators associated with youth or adult noncontact sports should implement these guidelines to assist with safely resuming sporting events and activities due to COVID-19. These guidelines are subject to change. Venue operators should evaluate the profile of the relevant activities at such venue to make appropriate adaptations as necessary, even if not specifically described below. Additional protocols from a sport's governing association may be applicable, and additional measures may be applicable depending on the circumstances.

## Event Organizers, Facility Managers/Staff, Vendor, and Volunteer Protection

- **Screen all staff and volunteers reporting to work/event 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 and volunteers:**
  - Best practice: employers or organizer to take temperatures onsite with a no-touch thermometer each day upon arrival at work/event
  - Minimum: temperatures can be taken before arriving. Normal temperature should not exceed 100.4 degrees Fahrenheit
- **Direct any staff 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. 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 refrain from participating

- **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 for staff on personal protective equipment** based on CDC guidelines
- **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 illness or family circumstances
- **Post extensive signage on health policies**, including the following documents, to help educate on COVID-19 best practices:
  - [CDC guidance to stop the spread of germs](#)
  - [CDC guidance on COVID-19 symptoms](#)

## Coach, Athlete, Official, and Spectator Protection

- **Screen coaches, athletes, officials, and spectators for illness** upon arrival to facility each day 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 checks are a best practice.** Those with temperatures above 100.4 degrees Fahrenheit should not be permitted on premises
- **Direct coaches, athletes, officials, and spectators 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](#). Maintain the confidentiality of health information
- **All coaches, athletes, officials, and spectators 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. 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 refrain from participating
- **Practice recommended social distancing** to the greatest extent possible
  - **Limit group sizes and mixing.** Keep groups small and, to the extent possible, avoid mixing between groups
  - **Athletes/Coaches:**
    - Should maintain at least 6 feet of separation from others when not on the field of play or otherwise engaged in play/activity, where feasible
    - Consider physical markings in the dug out, benches, or other shared or athlete staging areas to help remind athletes and coaches of appropriate social distancing. Consider alternate seating locations or larger staging areas for athletes or staff to increase social distancing
    - Athletes and coaches should refrain from high fives, handshake lines, and other physical contact with teammates, opposing teams, coaches, umpires, and fans. Coaches should regularly review social distancing rules with athletes
  - **Spectators** should maintain at least 6 feet of separation from others not from the same household, including in seating areas or bleachers, and refrain from entering athlete areas
  - **Umpires and Officials** should maintain 6 feet of separation from others and when interacting with athletes, coaches, and spectators off the field of play. Avoid exchanging documents or equipment with athletes, coaches, or spectators as much as possible
- **Encourage those who can to wear cloth face coverings.** Wearing a cloth face covering may not be possible while actively participating in an athletic activity, but an effort should be made to wear a face covering between games, when in dug outs, and when not actively engaged in physical activity
  - Coaches, umpires, and officials should wear face coverings if in close proximity to others and if using a projected voice within 15 feet of others
  - Athletes should wear face coverings when not actively participating

- Spectators should wear cloth face coverings when maintaining appropriate distance from other spectators is not possible and if using a projected voice within 15 feet of others
- **Locker rooms should not be utilized** for the time being due to it being a confined area; athletes and coaches should dress in uniforms at home
- **Require that all athletes, coaches, and officials wash or sanitize their hands** upon arriving and leaving each day, and encourage spectators to do the same. Athletes and coaches should regularly wash their hands or use hand sanitizer between activity while on-site
- **Coaches and athletes should increase hygiene practices**—wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing. Limit spitting
- **Recommend that persons more vulnerable or at-risk** for COVID-19 as identified by the [CDC](#) (e.g. due to age or severe underlying medical conditions) take extra precaution or refrain from attending or participating for the time being. Where possible, it is recommended that athletes travel to the venue alone or with a member of their immediate household
- **Drinks and snacks (Note: see concession sales section for concessions guidance):**
  - Athletes, managers/coaches, and umpires/officials should bring their own personal beverages to all athletic activities. Drinks should be labeled with the person's name. If a parent or coach provides beverages for the team, utilize single-person containers and label for each athlete
  - Individuals should take their drink containers home each day for cleaning or use single-use bottles
  - Avoid shared or team beverages
  - Athletes should bring individual, pre-packaged food, if needed. Avoid unpackaged shared team food
  - Avoid eating and spitting seeds, gum, other similar products

## Facility- or Administrative-Related Process Adaptations

- **Arrange any seating areas, tables, chairs, etc. (indoors and out)** at least 6 feet from each other. If safe distances are not achievable, barricade or remove seating areas. Install barriers and protective shields where needed to safely distance staff and visitors
- **Post signs encouraging social distancing** (visible to athletes and spectators). Use signs or ground markings to indicate proper social distancing at ticket booths, concession areas, bathrooms, or anywhere else a line is anticipated to form.





If necessary for the venue, 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. Address high-traffic pedestrian intersections to maximize physical distance between persons

- **Staff or volunteers should conduct regular disinfecting of high-touch surfaces,** equipment and common areas of the facility using disinfectant cleaning supplies according to [CDC guidelines](#). An increased number of volunteers or staff may be necessary
- **Hand sanitizer and/or hand washing stations** with soap and running water should be readily accessible
- **Limit the number of people** present in bathroom facilities at any one time to reduce potential exposure within those confined spaces, and ensure that sanitization is occurring at increased intervals
- **Temporarily close water fountains** and encourage athletes and spectators to bring their own water
- **Refer to and implement applicable provisions** of the [Tennessee Pledge restaurant guidelines](#) for concession operations
- **Individuals should not congregate** in common areas following the event or practice and should depart the premises as soon as is reasonably possible
- **Where available, use electronic or online solutions** for reservations, waivers or payment
- **Where available, use online solutions** for reservations, waivers or payment
- **Communicate expectations and new protocols to participants and families** in advance of the season or event
- **Positive COVID-19 case management:** Organizer should maintain a complete list of coaches, athletes, and staff present at each event and be prepared to 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, to the extent possible

## Sport-Related Process Adaptations

- **Limit long-distance team travel for the time being and minimize transporting teams/athletes/groups together 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 (e.g., spaced out seating on bus)
- **Encourage supporters to observe activities virtually,** rather than in-person, where possible
- **Virtual team meetings** should be considered where possible



- **Handling of sporting equipment:**
  - Whenever possible, equipment and personal items should not be shared. If equipment must be shared, all shared items and equipment should be properly cleaned and disinfected between each use, according to CDC guidelines on sanitization (e.g., track and field relay batons and field implements).
  - To the extent possible, avoid sharing equipment or balls between teams. For applicable sports, should be rotated on a regular basis to limit contact by multiple users, unless sanitized. Umpires should limit their contact with the ball, and catchers should retrieve foul balls and passed balls where possible. Balls used in infield/outfield warm-up should be isolated from a shared ball container
- **Identify alternate styles or rules of play** to make resumption of sport events safer due to COVID-19, as may be recommended by a league or sport governing body or association. Running events with larger groups of people may consider utilizing small heats or waves.
- **Administrators and coaches are encouraged to check for resources** from their respective national governing bodies (e.g., [USA Gymnastics](#), [USA Track and Field](#), [USA Softball](#), [USA Football](#), etc.)

## Additional Resources

**CDC Considerations for Youth Sports:** [www.cdc.gov](http://www.cdc.gov)

**Little League® Best Practice:** [www.littleleague.org](http://www.littleleague.org)

# Summer Camps

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# 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 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 staff 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 premise

- 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?
  - 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 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 regular (i.e., at least every 2 hours) disinfecting of high-touch surfaces,** equipment and common areas of the facility using disinfectant cleaning supplies according to [CDC guidelines](#) 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 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](#) and [Tennessee Pledge 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
- **Temporarily close water fountains** and encourage campers to provide their own water. 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

## 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](#). 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](http://www.acacamps.org)

# Higher Education

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.



**Tennessee**  
*Pledge*



*These guidelines were drafted in conjunction with:*

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# Higher Education

## For All Colleges and Universities

As both public and private institutions of higher education seek to serve students in the COVID-19 era, an array of measures are available to ensure high quality instruction continues while pursuing the most important goal: the health and safety of students, faculty, and staff.

Ultimately, decisions related to instruction in Fall 2020 are solely the purview of the governing boards and presidents; this document provides a set of safeguarding protocols for colleges and universities based on the current recommendations of the CDC and OSHA. Nothing in this document should be construed to stipulate or require campuses to reopen in the Fall; rather, it is an advisory document for those that do choose to reopen for on-campus instruction.

In all cases, colleges and universities should consult guidance issued by OSHA, the [CDC](#), and the State of Tennessee. Many of the recommendations in this document are based on the report from the American College Health Association [Considerations for Reopening Institutions of Higher Education in the COVID-19 Era](#), as well as the University of Tennessee System's recently released *Best Practices* document and the ERG's previously released [Tennessee Pledge](#) documents. Additionally, it is imperative to emphasize that these guidelines do not replace or supersede any applicable federal guidance or other regulatory or statutory requirements.

## Safeguarding Guidance

In addition to making decisions informed by OSHA and [CDC guidelines](#), the State recommends higher education institutions implement a range of measures to protect students and employees. Tennessee's colleges and universities have already taken extensive measures to do so, and these guidelines serve as a supplement. Institutions are encouraged to implement additional precautions as feasible. These recommendations are subject to change.

# I. Faculty, Staff, and Administration Protection

## General Considerations

- **Creating policies and protocols to mitigate the potential spread of COVID-19 on campus:**
  - Policies should be customized to meet the needs and capabilities of each campus, in consultation with local health officials.
  - May include: daily symptom screenings, no-touch temperature checks, and a plan to respond if employees and/or students are experiencing symptoms of COVID-19.
  - Establishing policies to manage college/university-sponsored travel.
- **Developing checklists to maintain a safe learning environment and distributing them to each faculty member.**
  - Checklists could include, but should not be limited to:
    - Screening students upon arrival to each class period or other in-person meeting using a questionnaire developed in cooperation with local health officials;
    - Notifying administrators as identified in campus COVID-19 plan if a student is exhibiting symptoms or has a confirmed case of COVID-19;
    - Encouraging students to maintain social distancing when entering and exiting the classroom/lab;
    - Monitoring student attendance/absenteeism to aid in contact tracing; and
    - Cleaning and disinfecting frequently touched surfaces and objects in classroom/lab according to CDC guidelines.
- **Maximizing opportunities for remote working and online classes.**
  - Encourage faculty and staff to work from home when appropriate and engage with students and colleagues via distance-learning or virtual applications (e.g., Zoom).
  - For courses taught on campus, institutions should consider:
    - A hybrid model that allows for online instruction and in-person instruction, allowing for social distancing and other precautions.
    - Staggering schedules with more time between classes to reduce congestion in walkways and buildings.
    - Spreading out classes/sections across days to reduce class size to maintain proper social distancing.
- **Monitoring virus spread in consultation with local health officials and prepare to shift to increased or solely online instruction** as needed due to the potential need to quarantine or shelter at home.



## Possible Best Practices

Colleges and universities may consider the following:

- **Offering employees flexible work hours** and staggered shifts to reduce the number of employees on campus at one time;
- **Establishing virtual office hours** for faculty and student advising functions;
- **Encouraging those with severe underlying medical conditions** or over the age of 65 to share any concerns about returning to campus or participating in large gatherings of greater than 10 or other situations of potential exposure, including travel;
  - Institutions should consider making accommodations as applicable by institutional policy.
- **Providing staff and custodial workers** with appropriate PPE and training consistent with their duties;
- **Practicing proper social distancing of at least 6 feet when possible;**
- **Providing hand sanitizer in employee areas, and maintain supply of soap and paper towels in restrooms;**
- **Recommending employees wear face coverings**, and other personal protection items as recommended by the CDC (e.g., gloves if appropriate for the specific task);
- **Increasing hygiene practices** – wash hands more frequently, avoid touching face, practice good respiratory etiquette when coughing or sneezing; and
- **Directing 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](#). In all situations, institutions should maintain the confidentiality of employee health information.

## II. Student Protection

### General Considerations

- **Creating policies and protocols to mitigate the potential spread of COVID-19 on campus:**
  - Policies should be customized to meet the needs and capabilities of each campus, in consultation with local health officials.
  - As with staff and faculty, may include: daily screenings, no-touch temperature checks, and a plan to respond if students are experiencing symptoms of COVID-19 or have a confirmed case of COVID-19.
- **Establishing policies and protocols for on-campus housing** to decrease the risk of student exposure. Policies and protocols may include:
  - Considering alteration of housing policies and occupancy to maximize social distancing whenever possible and requiring face coverings in common areas and when in close proximity to other persons;
  - Frequent reminders on proper personal hygiene practices; increased communications about COVID-19 prevention;
  - Enhancing cleaning in all common areas and high-touch surfaces according to [CDC guidelines](#);
  - Providing training on reducing the spread of COVID-19 for all live-in professionals, residence advisors, etc.;
  - Limiting events and social activities except when proper social distancing can be maintained;
  - Restricting building access to non-residents; and
  - Establishing policies for medically vulnerable students, in compliance with applicable education and civil rights laws (e.g., academic flexibility or other accommodations and precautions).
- **Developing policies, in consultation with local health officials, for isolating and caring for students** who exhibit symptoms of COVID-19 or have a confirmed case of COVID-19.
  - Policies to consider if a positive case occurs on campus, could include:
    - Alerting local health officials immediately and coordinating response;
    - Consider closing any affected areas of campus for an appropriate amount of time for cleaning and disinfecting;
    - Communicating with students, staff, and faculty, while respecting individual privacy rights; and
    - Contact tracing, including cooperating with public health officials;
  - Positive or symptomatic individuals will need to self-isolate and monitor for worsening conditions.

- Institutions may need to isolate the individual in temporary housing locations, ensuring continuity of meal programs.
- Contact tracing and consider isolating individuals who have had close contact with the ill student.

## Possible Best Practices

Colleges and universities may consider the following:

- **Providing hand sanitizer** and ensuring sinks are working properly and are maintained with soap and paper towels;
- **Recommending students wear face coverings**, and other personal protection items as recommended by the CDC;
  - Should institutional policy dictate that students are required to wear face coverings, institutions should consider providing face coverings to students.
- **Encouraging on-campus residents to remain on campus** as much as possible and establishing policies to manage college/university-sponsored travel;
- **Developing policies for international students** that may include flexible course delivery offerings, with consideration for their travel to and from campus;
- **Conducting all counseling and advising sessions virtually**, if possible;
- **Limiting the number of visitors on campus**, including access to higher density areas and residence halls, including guest lecturers, tours, parents, etc.;
  - Consider implementing a face covering policy for guests.
- **Reinforcing social distancing requirements** whenever possible, in all common areas, classrooms, and dining areas.
  - Consider limiting the number of attendees for in-person classes or creating multiple sections/shifts to reduce numbers.
    - Due to the fact CDC guidelines suggest 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:
    - 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;
    - Maximize physical spacing between performers on-stage.
  - In dining areas, tables should be placed at least six feet apart.

- Consider the use of takeout style dining or other strategies to scale back or adapt dining services.
- **Increasing cleaning protocols for common areas**, high traffic areas, and high touch surfaces according to [CDC guidelines](#).

## III. Operational Process Adaptations

### General Considerations

- **Working with local health department to develop or update COVID-19 response plan**, including continuity plan in case of campus outbreak.
  - Monitor changes in community spread with local health officials and enact plan accordingly.
  - Develop protocols with local health officials in case of positive COVID-19 tests.
- **Conducting a tabletop exercise with campus and local health leaders** regarding COVID-19 outbreak response.
- **Establishing procedures for caring for students and staff** who arrive sick or become sick on campus; establishing policies for self-isolation of employees and students if they are experiencing symptoms.
- **Requiring employees and students to report any illness (COVID-19 or flu-like symptoms, or positive COVID-19 test)** to supervisor or administrator.
  - Communicating to employees and students to stay home when sick, cover coughs and sneezes, frequently wash hands, sanitize high-touch surfaces, wear face coverings, and practice proper social distancing.
  - Developing a plan to monitor and aggregate reported illnesses and/or symptoms while maintaining applicable confidentiality policies.

### Possible Best Practices

Colleges and universities may consider the following:

- **Appointing a senior leader on campus to coordinate all COVID-19 related actions;**
- **Considering a phased re-opening of campus;**
  - Options include phased re-opening or term-based cohorts based on classification.
- **Implementing residential housing move-in protocols** with staggered dates and times and limitations on the number of family and friends present and time spent on campus;
- **Shortening the fall term** by the option that best fits the campus structure;
  - Possibilities include eliminating Fall Break and ending the term at the Thanksgiving holiday.
- **Implementing and maintaining social distancing policies;**



- Consider installing plexiglass or other barriers in workspaces (e.g., library, study areas, computer lab) where people must face each other or are unable to be 6 feet apart.
  - Define and post allowable occupancies in order to control workflow and/or establish maximum attendance.
- **Developing and maintaining a communication plan for faculty, staff, and students** on infection prevention and control measures, as well as any campus updates;
  - Increasing use of on-campus signage and social media outreach.
  - Possible signage options could include the following documents to help educate staff and students on [COVID-19 best practices](#):
    - [CDC guidance to stop the spread of germs](#)
    - [CDC guidance on COVID-19 symptoms](#)
- **Discontinuing the use of drinking fountains.**
- **Limiting elevator capacity** and encourage use of stairs.
- **Controlling congestion on high-traffic walkways** by creating one-way paths, using signage and barriers; establish one-way entrances and exits to buildings and classrooms as possible.
- **Monitoring student absenteeism** to aid in contact tracing.
- **Increasing mental health and student support services** for students and staff.
  - Ensure regular interrogative communication with students regarding their mental health and reminding them of on campus resources.
- **Developing a strategy for on-campus transit**, including but not limited to maintaining at least 6 feet of social distancing, not sitting or standing within 6 feet of bus driver, wearing a face covering, and routine cleaning and disinfecting.
- **Creating a plan for athletics** in conjunction with respective conferences and governing bodies.
- **Developing protocols for on-campus events** in accordance with state and local guidelines.
  - 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) continue to 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.
  - Institutions should be mindful of applicable orders and ensure that their operations facilitate compliance with them.