

Steve Sisolak  
Governor of Nevada

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# Roadmap to Recovery for Nevada: Phase 2

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## **Guidelines and Protocols for Individuals and Businesses in Phase 2**

The Statewide Standards and Business Guidelines set forth in this document were developed with the Local Empowerment Advisory Panel (LEAP) to advise individuals, employers, and businesses through Phase 2.



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# Phase 2

## GUIDANCE ISSUED BY THE NEVADA LOCAL EMPOWERMENT ADVISORY PANEL (LEAP)

**Nevada United: Roadmap to Recovery is designed to build a path forward and safely restart Nevada's economy with the core guiding principal that the state's efforts will be "federally supported, state managed, and locally executed."**

The Roadmap establishes the Local Empowerment Advisory Panel (LEAP) to serve as a resource for local governments as they work through the necessary requirements to reopen and share best practices and guidelines for their communities. Most importantly, the recommendations of the LEAP help inform the Directives issued by the Governor as Nevada moves through each phase.

The Statewide Standards and Business Guidelines set forth in this document are reflected in the [Governor's Directive](#) for Phase 2 and were developed with the LEAP to advise individuals, employers, and businesses through Phase 2. In addition, industry-specific guidance and recommendations developed by the LEAP are available at [nvhealthresponse.nv.gov](https://nvhealthresponse.nv.gov). The LEAP's recommendations were compiled based on guidance from the CDC, the U.S. Food and Drug Administration, [Nevada OSHA](#), and other relevant agencies for the industry and public health officials, including state licensing boards to provide guidance for the public.

*PLEASE NOTE: Business owners and employees are strongly encouraged to review the industry-specific guidance and recommendations referenced above as the guidelines and protocols outlined in this document are general and summary in nature. The entirety of the Phase 2 requirements and best practices can be found in the industry-specific guidance and the Phase 2 Directive.*



# Phase 2

## Statewide Standards: Individuals

**FACE COVERINGS** are strongly encouraged in public and when around persons from other households

All Nevadans are encouraged to continue **STAYING AT HOME** and limit trips outside of their homes as much as practicable to mitigate the spread of COVID-19

Maintain at least **SIX FEET OF SOCIAL DISTANCING** per person for non-household members at all times

**ALL VULNERABLE INDIVIDUALS** should continue to shelter in place. Members of households with vulnerable residents should be aware that by returning to work or other environments where distancing is not practical, they could carry the virus back home. Precautions should be taken to isolate from vulnerable residents

**PUBLIC & PRIVATE GATHERINGS** are limited to **50 or fewer people at a given time**. Face coverings should be worn by all individuals

Avoid **SOCIALIZING** in groups of more than 10 people in circumstances that do not readily allow for appropriate physical distancing

**VISITS TO SENIOR LIVING FACILITIES**, long-term care facilities, and nursing homes should continue to be prohibited

An individual who tests positive for COVID-19 must **QUARANTINE** and stay at home for two weeks

If determined to be a **CONTACT OF AN INDIVIDUAL** who tested positive for COVID-19, an individual must quarantine and stay at home for two weeks, or until a negative test result has been received

**UNSAFE HOMES:** Individuals whose homes/residences are unsafe or become unsafe, such as victims of domestic violence, are expressly permitted and urged to leave their homes and stay at a safe alternative location



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## Statewide Standards: Requirements for Businesses & Employers

All essential and non-essential businesses opening or continuing operations in Phase 2 must adopt measures promulgated by the Nevada State Occupational Safety and Health Administration (**NV OSHA**) to minimize the risk of spread of COVID-19, including social distancing and sanitation measures, and abide by all other guidance promulgated pursuant to the Phase 2 directive.

All employers shall require employees who interact with the public to wear **FACE COVERINGS**, to the maximum extent practicable.

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# Phase 2

## Statewide Standards: Guidance for Businesses & Employers

**All businesses and employers are encouraged to adopt and/or take the following actions:**

Continue to **ENCOURAGE TELEWORK**, whenever possible and feasible with business operations

Businesses should **STRONGLY ENCOURAGE** guests, customers, or clients to wear face coverings

If possible, **RETURN TO WORK IN PHASES**

**SIGNAGE** should be posted and visible in all common areas

**CLOSE COMMON AREAS** where personnel are likely to congregate and interact or enforce strict social distancing protocols

Strongly consider **SPECIAL ACCOMMODATIONS** for personnel who are members of a **VULNERABLE POPULATION**

Follow guidance from the **NEVADA LABOR COMMISSIONER** regarding sick leave policies

Consider encouraging employees to do a **SELF-ASSESSMENT** each day in order to check if they have any COVID-19 type symptoms (fever, cough or shortness of breath)

Remind employees to **STAY HOME WHEN SICK**, use cough and sneeze etiquette, and practice hand hygiene

Frequently perform enhanced **ENVIRONMENTAL CLEANING** of commonly touched surfaces

**SOCIAL DISTANCING & SANITATION PRACTICES IN BUSINESSES** - All businesses should consider proactive measures to help protect staff and customers, including but not limited to:

- Implementing separate operating hours for the elderly and vulnerable customers
- Designating with signage, tape or by other means, six feet of spacing for employees, customers, clients, or members to maintain appropriate distance.
- Having hand sanitizer, and other sanitizing products, readily available for employees and customers.

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# Phase 2

## Businesses that will REMAIN CLOSED

- Nightclubs and day clubs
- Adult entertainment establishments
- Brothels
- Live sporting events and live performances **with** spectators

### **SPECTATOR-LESS AND CLOSED EVENTS**

In Phase 2, spectators will NOT be allowed at events with live performances and performers. However, **certain events will be allowed under specific restrictions for the purpose of broadcasting or live streaming, but they will NOT include a live audience or any spectators.**

This may include sporting events, concerts, theater performances, or other entertainment type events. There will be also be protocols for other spectator-less events that will not be filmed or broadcasted.

To hold a spectator-less or closed event, the event operator is required to submit an operation plan to the appropriate state with jurisdiction over the event. For example, the Gaming Control Board will approve these events on gaming properties, the Nevada Athletic Commission will approve these events for any athletic competitions that it regulates, and the Nevada Department of Business & Industry will approve all other operations.



# Phase 2

## Businesses & Entities that will CONTINUE OPERATING under Phase 1 standards

### **RECREATIONAL AREAS:**

Local governments shall continue limiting the general public's use of recreational equipment, basketball courts, volleyball courts, baseball fields, football fields, and equipment at beaches, including playground and other equipment that requires regular cleaning due to repeated surface touching, in a manner that causes congregation of ten or more persons in a manner contrary to best COVID-19 disease mitigation social distancing practices.

Golf, tennis, and pickleball activities can continue to operate as long as they comply with social distancing, sanitation, and other requirements intended to prevent the spread of COVID-19.

**GROCERY STORES** are still not allowed to offer self-serve food options, like salad bars and unpackaged dry goods, nuts, seeds, coffee, etc. Stores can still pre-package these items themselves and sell them, but they can no longer remain open for self-service. Grocery stores should continue to operate pursuant to previously issued guidance.

**RESTAURANTS** are strongly encouraged to continue curbside, delivery, and/or carry out operations. Restaurants are allowed to continue dine-in under strict social distancing requirements. Buffets, cafeterias, and self-serve dining facilities shall remain closed until further notice.

**PUBS, WINERIES, BARS AND BREWERIES THAT SERVE FOOD** are encouraged to continue curbside, delivery, and/or carry out operations and may continue operations under the strict social distancing requirements. In Phase 2, customers may now be served in bar areas and at bar tops, only if bar top seating is limited such that barstools are spaced at a minimum of six feet apart from other barstools for customers not in the same party.

**BARBER SHOPS, HAIR SALONS & NAIL SALONS** may continue operations under strict social distancing requirements.

**RETAIL BUSINESSES** are strongly encouraged to promote and continue online or call-in ordering, curbside, delivery, and/or carry out operations. Retail businesses shall continue to limit the number of customers in their facility at any given time to no more than 50% of allowed occupancy based on applicable fire code.

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# Phase 2

## Businesses & Entities that will CONTINUE OPERATING under Phase 1 standards

### **CANNABIS DISPENSARIES:**

Under the Governor's Phase 1 Directive, retail cannabis dispensaries were able to offer curbside sales and home delivery as well as in-store sales pursuant to guidance from the Marijuana Enforcement Division / Cannabis Compliance Board. There are no changes to how retail cannabis dispensaries may operate in Phase 2.

### **TRANSPORTATION:**

Transportation, paratransit, vehicle rental services, taxis, transportation network companies (such as Uber and Lyft), marinas, docks, boat storage, and other private, public, and commercial transportation and logistics providers may continue to be open and operate subject to strict social distancing requirements. They must continue to adhere to all rules set forth by their appropriate regulatory authority.

### **PROFESSIONAL SERVICES AND OTHER GENERAL OFFICE ENVIRONMENTS:**

Professional services, such as legal services, accounting services, and real estate services should continue to be conducted virtually or by telephone whenever possible. Staff should be encouraged to continue to work from home as much as possible or return to work in phases.

### **STATE AND LOCAL GOVERNMENT:**

State and local government should be closed to the public during Phase 2, whenever possible. This excludes law enforcement, public safety, first responders, public works, and other essential government employees. Local governments have the authority to determine the timeline for reopening offices currently closed to the public. State government offices may begin to open to the public during Phase 2 in a responsible way to provide services that cannot be provided online.

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# Phase 2

## Businesses & Activities that may REOPEN with Restrictions

### **GAMING ESTABLISHMENTS:**

The target date for reopening gaming in Nevada is Thursday, June 4<sup>th</sup>, pursuant to certain requirements, including Health and Safety Policies, issued by the [Nevada Gaming Control Board](#). The Board remains resolute in ensuring that gaming operations in this State do not compromise the health and safety of employees, residents, or visitors. In consultation with federal, state, and local health officials, the Board's policies aim to diminish personal contact and increase the level of disinfection in high-use areas. The Board expects full compliance with its policies by each licensee, and it will adhere to its statutory duty to protect the public health and welfare, while allowing the gaming industry to flourish through strict regulation.

**BARS, WINERIES, PUBS, AND BREWERIES THAT DO NOT SERVE FOOD** may reopen and operate at no more than 50% of allowed occupancy based on applicable fire code.

- Bartenders, waitresses, and other employees must wear face coverings.
- Tables or available booths must be spaced at least six feet apart. Customers sitting at a table must only be served via table service and must not order from the bar top area.
- Customers may be served at bar tops only if bar top seating is limited such that barstools are spaced six feet apart.
- Congregation areas for billiards, video games, dancing, etc. shall remain closed.
- Customers waiting to be seated must wait outside and practice social distancing.

**GYMS & FITNESS FACILITIES (INCLUDING DANCE STUDIOS, YOGA STUDIOS, ETC.)** may reopen in Phase 2 under the following restrictions:

- Larger gyms shall be capped at 50% of occupancy per applicable fire code and must implement social distancing requirements.
- Smaller or "boutique" gyms that can only accommodate 10 or less people may reopen only if they can accommodate the social distancing requirements including six feet of distance between individuals.
- Employees must wear face coverings at all times. Members are encouraged to wear face coverings to the maximum extent practicable.
- Equipment must be arranged to ensure six feet of social distancing and equipment should be designated inoperable or turned off to ensure six feet of social distancing.
- Group fitness class participation will be limited to allow for at least six feet of spacing between participants.
- Locker rooms shall be closed except for restrooms.
- Use of showers, steam rooms, saunas, portable saunas, vapor baths, salt therapy rooms, hot tubs, and any other communal facilities are prohibited (except for pools as allowed in the Phase 2 Directive).
- No contact sports like basketball, boxing, martial arts, and wrestling.

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# Phase 2

## Businesses that may REOPEN with Restrictions

**SALONS OR BUSINESSES THAT PROVIDE AESTHETIC SKIN SERVICES** may reopen under strict protocols and social distancing guidelines issued by the Cosmetology Board and recommended by LEAP.

- These allowable services include but are not limited to, facials, hair removal, tanning, eyelash services, eyebrow threading, professional make-up artist, and other esthetician services.
- Estheticians, technicians, and other employees must wear face coverings. Customers or clients should wear face coverings to the extent practicable.
- Establishments must follow the same guidelines as hair salons with respect to spacing chairs / workstations.
- Services shall be provided by appointment only, and customers waiting for an appointment must wait outside and practice social distancing.
- These businesses must follow the *Enhanced Sanitation Guidelines for Salons in Response to COVID-19* issued by the Nevada State Board of Cosmetology. For purposes of the Phase 2 Directive, the Board may take action, including closure, of salons and businesses that are not in compliance with these Guidelines for Response to COVID-19.

**MASSAGE THERAPY & MESSAGE ESTABLISHMENTS** may reopen under strict protocols and social distancing guidelines as issued by the Board of Massage Therapy and as recommended by LEAP.

- Masseuses and other employees must wear face coverings. Customers or clients should wear face coverings to the extent practicable.
- Services shall be provided by appointment only, and customers waiting for an appointment must wait outside and practice social distancing.
- Out-call and/or in-home service may be provided. Same protocols as in the establishments.

*PLEASE NOTE: Establishments, including day and overnight spas, that may reopen for aesthetic and massage services, as allowed in the Phase 2 Directive, must prohibit the use of steam rooms, saunas, portable saunas, vapor baths, salt therapy rooms, hot tubs, and any other communal facilities (except for pools as allowed in the Phase 2 Directive).*

### **BODY ART & PIERCING**

- Employees must wear face coverings. Customers should wear face coverings to the extent practicable.
- No body art or piercing may be done around the nose or mouth.
- Services shall be provided by appointment only, and customers waiting for an appointment must wait outside and practice social distancing.

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# Phase 2

## Businesses that may REOPEN with Restrictions

**TRADE SCHOOLS & TECHNICAL SCHOOLS** may reopen and operate at no more than 50% of allowed occupancy based on applicable fire code (*but limited to a maximum of 50 persons within an instructional area*) and are encouraged to follow LEAP guidelines. Technical courses within K-12 and NSHE institutions are regulated by their governing entities in compliance with the Governor's directives.

**MUSEUMS, ART GALLERIES, ZOOS & AQUARIUMS** may reopen and operate at no more than 50% of allowed occupancy based on applicable fire code and are encouraged to follow LEAP guidelines. All interactive and/or hands-on exhibits must be closed.

**SWIMMING POOLS, SWIM LESSONS & WATER PARKS** may reopen and operate at no more than 50% of allowed occupancy based on applicable fire code and under LEAP guidelines. Hot tubs shall remain closed to the public.

- This applies to pools operated and managed by city and county governments, apartment complexes, HOA's, membership clubs, schools, and guest lodging facilities (ex: hotels, motels).
- Capacity at all pool venues shall be limited to no more than 50% of occupancy pursuant to applicable fire code and with the following restrictions:
  - Six feet social distancing is required in the pool, the pool deck, and any other areas at the facility.
  - Attendees should be encouraged to bring their own towels, equipment, and arrive/leave wearing their swimsuit.
  - Public aquatic venues with locker rooms must be limited to access for only public restrooms and shower facilities, which should be cleaned regularly.
  - Deck layouts and furniture must be arranged to ensure that in the standing and seating areas individuals can remain at least six feet apart.
- **Swim Lessons** may also only operate at 50% of occupancy and with only one parent or guardian per student at a lesson
- **Water Parks** may also reopen and must operate at 50% of occupancy and social distancing must be strictly regulated by operators.
  - Locker room access should be limited to public restroom usage only.
  - Concessions should be limited to pre-packaged food.
- All pool and aquatic facilities must follow all the general hygiene and sanitation requirements and are encouraged to follow LEAP guidelines.

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# Phase 2

## Businesses that may REOPEN with Restrictions

**INDOOR VENUES (Generally)** may reopen and operate at no more than 50% of allowed occupancy based on applicable fire code and maintaining of six feet of social distancing (and additional LEAP guidelines). This does NOT include live performances with spectators, which is covered separately as closed events.

- **Indoor Venues** that may reopen and operate under these guidelines include, but are not limited to:
  - Movie Theaters (*50% capacity, but limited to a maximum of 50 persons per movie screen*)
  - Bowling Alleys
  - Arcades, racetracks, other amusement entertainment activities
  - Photography studios
- **Indoor Malls** may reopen and operate at no more than 50% occupancy per fire code, including no more than 50% capacity within each individual retail store, which must comply with all the retail business restrictions, including six feet social distancing.
  - Face coverings are required for employees interacting with the public and are strongly encouraged for all customers.
  - Mall operators will be responsible for prohibiting customers from sitting or lingering in any congregation areas (inside or outside) of an indoor mall (except for food court - below); benches and seating areas shall be closed.
  - Food Courts may only operate at 50% capacity and under other restaurant restrictions.

**OUTDOOR VENUES (Generally)** may reopen and operate at no more than 50% of allowed occupancy based on applicable fire code and maintaining of six feet of social distancing (and additional LEAP guidelines). This does NOT include live performances with spectators, which is covered separately as closed events.

- **Outdoor Venues** that may reopen and operate under these guidelines include, but are not limited to:
  - Miniature golf, amusement parks, and theme parks
  - Outdoor sports / recreation activities (ex: rock-climbing walls, racetracks)
  - Farmer's markets



# Phase 2

## Social & Religious Gatherings (with No More than 50 People) May Begin with Restrictions

### **GATHERINGS AND SERVICES OF COMMUNITY- & FAITH-BASED ORGANIZATIONS (CHURCHES, SYNAGOGUES, MOSQUES, TEMPLES, ETC.):**

- Communities of worship are strongly encouraged to continue offering online telecommunication tools and drive-up options to conduct services or other operations and are discouraged from operating in person.
- If a community of worship elects to conduct in-person services, the following rules must be followed:
  - Gatherings must be restricted to no more than 50 people and such that state and CDC social distancing requirements can be followed.
  - Attendance must be limited such that seating is arranged or staggered during services so that a minimum of six feet is maintained in all directions between all attendees (except for household members).
  - Face coverings are strongly encouraged of all participants including leaders and staff.

### **SPECIAL SERVICES - WEDDINGS, FUNERALS, BAPTISMS, INITIATIONS:**

- Weddings, funerals, baptisms, and initiations are permitted gatherings if the services can be performed following the guidelines for Gatherings and Services of Community- & Faith-based Organizations (above). The officiant should wear a face covering while within six feet of any other individuals during the ceremony.

*PLEASE NOTE: Communities of worship are also encouraged to review and adopt procedures as recommended in the [CDC Interim Guidance for Communities of Faith](#).*



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# Phase 2

## Local Empowerment

***Local Government and businesses can impose stricter social distancing requirements than the statewide standards***

In line with the **FEDERALLY SUPPORTED, STATE MANAGED, AND LOCALLY EXECUTED** response and recovery plan, county governments are empowered to tailor specific restrictions on business and public life, as long as those restrictions do not go below the strict standards the state issues in the Phase 2 reopening standards.

**BUSINESSES** are empowered to impose stricter social distancing requirements than the statewide standards, as they deem necessary or appropriate.

Local governments are **EMPOWERED TO ENFORCE** the provisions of the Phase 2 Directive, including the intent, and are strongly encouraged to consult the guidance developed by the Local Empowerment Advisory Panel (LEAP).

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