

## COVID-19 Industry Guidance for Hair Salons & Barbershops

	Widespread Tier 1	Substantial Tier 2	Moderate Tier 3	Minimal Tier 4
Hair Salons and Barbershops	Open indoors with modifications			

### Background

COVID-19, also known as the novel coronavirus, is a respiratory illness that is spread through the air via respiratory droplets from an infected person or by touching contaminated surfaces.

Preventing the transmission of COVID-19 requires a combination of prevention measures including: physical distancing, wearing face coverings, sanitizing surfaces, and staying home when not feeling well. **PLEASE NOTE: Physical distancing alone is insufficient to prevent transmission of COVID-19.**

For the most updated information on county tier status, visit [Blueprint for a Safer Economy](#).

Hair salons and barbershops in Sacramento County are allowed to open their facilities with restrictions. [COVID-19 Industry Guidance for Hair Salons & Barbershops](#) (State Guidelines) have been published by the State of California and must be followed to help prevent the spread of COVID19.

Requirements may change. Please check Official California State Government [webpages](#) for the most current information.

### Overview

The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of California. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.

Hair salons and barbershops may begin phased re-opening while adhering to the State Guidelines. Failure to do so could result in workplace illnesses that may cause operations to be temporarily closed or limited.

## Develop, Implement, and Maintain a Worksite Specific Plan

- Establish a written, worksite-specific COVID-19 prevention plan at every location, perform a comprehensive risk assessment of all work areas and work tasks, and designate a person at each facility to implement the plan.
- Identify contact information for the local health department where the facility is located for communicating information about COVID-19 outbreaks among employees.
- Notify all employees in writing, and employers of subcontracted employees, who may have been exposed to COVID-19 and report workplace outbreaks to the local health department. For additional information on employer responsibilities under AB 685 (Chapter 84, Statutes of 2020), refer to the [Enhanced Enforcement and Employer Reporting Requirements](#) from Cal/OSHA and the [Employer Questions about AB 685](#) from CDPH.
- Train and communicate with workers on the plan.
  - *Hereinafter the term worker(s) includes employee, contractor, independent contractor, contract worker, licensee, temporary employee/worker, booth renter/tenant, staff, etc.*
- Regularly evaluate the workplace for compliance with the plan and document and correct deficiencies identified.
- Investigate any COVID-19 illness and determine if any work-related factors could have contributed to risk of infection. Update the plan as needed to prevent further cases.
- Identify close contacts (within six feet for a cumulative total of 15 minutes or more) of an infected worker and take steps to isolate COVID-19 positive worker(s) and close contacts.

## Topics for Worker Training

- [Prevention, transmission, and care of COVID-19 illness](#)
- [COVID-19 Fact Sheet](#)
- [Hand Hygiene](#)
- Self-screening at home using [CDC guidelines](#)
- [COVID-19 Symptoms](#)
- COVID-19 specific [exclusion criteria](#)
- When to seek medical attention. Further details are available on [CDC's webpage](#)
- Heat illness symptoms and prevention, following [Cal/OSHA requirements](#).
- [Respiratory etiquette](#)
- [Full vaccination](#) for COVID-19 is met after:
  - Two weeks or more after receiving the second dose in a 2-dose series (Pfizer-BioNTech or Moderna), or
  - Two weeks or more after receiving a single-dose vaccine (Johnson and Johnson [J&J]/Janssen).
- Proper use of face coverings:
  - The use of face coverings by everyone can limit the release of infected droplets when talking, coughing, and/or sneezing, as well as reinforce physical distancing. The California Department of Public Health (CDPH) released [Guidance on the Use of Face Coverings](#), which requires that workers and customers use face coverings during haircutting and other close contact hair services. Some individuals may be [exempt](#) from wearing a face covering. Customers are encouraged to wear face coverings with earloops, where possible, to ensure the face covering does not interfere with the hair service. Request customers to bring in their own face coverings or provide clean face coverings for staff and customers.

- Face covering guidelines can change. For the most up to date face covering requirements and exclusions visit [cdph.ca.gov](https://www.cdph.ca.gov).
- [Proper use, removal and washing of cloth face coverings](#).
- Face coverings are not personal protective equipment (PPE).
- Face coverings can help protect people near the wearer, but do not replace the need for physical distancing and frequent handwashing.
- Face coverings must cover the nose and mouth.
- Workers should wash or sanitize hands before and after using or adjusting face coverings.
- Avoid touching eyes, nose, and mouth.
- Face coverings should be washed or discarded after each shift.
- Manufacturer's directions for cleaning and disinfecting, Cal/OSHA requirements for safe use of disinfectants, and hazards of disinfectants (see Cleaning and Disinfecting section below).
- The importance of physical distancing, both at work and off work time (see Physical Distancing section below).
- Information on paid leave benefits the worker may be entitled to receive that would make it financially easier to stay at home. See additional information [on government programs supporting sick leave and worker's compensation for COVID-19](#), including sick leave rights under the [Families First Coronavirus Response Act](#).
- Discuss these responsibilities ahead of time with organizations supplying temporary and/or contract workers.

## Individual Control Measures and Screening

- A worker who was diagnosed with COVID-19, but never develops symptoms must isolate at home. They may return to work after 10 days since the date of the first positive COVID-19 test.
- A worker who had close contact with a person with COVID-19 must quarantine at home. If they do not develop symptoms and are not tested, they may return to work after 10 days from the last exposure and continue to self-monitor for symptoms through Day 14. They should continue to use face coverings at all times during work and when outside the home through Day 14 after the last close contact. If they develop symptoms, these workers must self-isolate and contact their healthcare provider. Immunocompromised individuals should quarantine for 14 days as per existing recommendations.
- Provide temperature and/or symptom screenings for all workers at the beginning of their shift and any vendors, contractors, or other workers entering the establishment. Make sure the temperature/symptom screener avoids close contact with workers to the extent possible. Both screeners and workers should wear face coverings for the screening.
- If requiring self-screening at home, which is an appropriate alternative to providing it at the establishment, ensure that screening was performed prior to the worker leaving the home for their shift and follows [CDC guidelines](#), as described in the Topics for Worker Training section above.
- Encourage workers and customers who are sick or exhibiting symptoms of COVID-19 to stay home.
- Return to work after a worker receives a COVID-19 diagnosis only after meeting [CDPH Guidance on Returning to Work or School Following COVID-19 Diagnosis](#).
- Do not allow workers with new or worsening symptoms of COVID-19 to return until:
  - In the case of an employee who was symptomatic with mild to moderate illness and thinks or knows they had COVID-19, they must isolate at home. The employee may return to work when **all three** of the following criteria are met:
    1. At least 10 days have passed since symptoms first appeared; and

2. At least 24 hours have passed since last fever without the use of fever reducing medications, and
  3. Symptoms (e.g., cough, shortness of breath, etc.) have improved.
- In the case of an employee with no symptoms of illness, but tested positive for COVID-19, the employee may return to work when there has been 10 days since the first positive test **and** they continue to have no symptoms.
  - An exposure is defined as someone who has had close contact (less than 6 feet) for a cumulative total of 15 minutes. More information on when to quarantine can be found at the [CDC website](#).
  - In the case of a worker who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return until they have completed the same three step criteria listed above; if the individual has symptoms that could be COVID-19 and wants to return before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.
- Hair salon or barbershop operators should provide and ensure workers use all required protective equipment, including eye protection and gloves when necessary.
  - Hair salon or barbershop operators should consider where disposable glove use may be helpful to supplement frequent handwashing or use of hand sanitizer; examples are for workers who are screening others for symptoms or handling commonly touched items.
  - Disposable gloves should be worn for services that require them (e.g. chemical hair services). Wearing gloves should be done in conjunction with regular hand washing and is not a substitute for regular hand washing.
  - Workers and customers **must** use face coverings during haircutting and other close contact hair services. Some individuals may be [exempt](#) from wearing a face covering. (See Topics for Worker Training for additional information).
    - Remind guests in advance to bring a face covering, otherwise they should not be allowed to enter the premises (unless exempted per the CDPH Face Covering Guidance). Consider making face coverings available for guests who may arrive without them.
  - Workers can consider using glasses, goggles, or face shields in addition to face coverings during the provision of services, particularly during face to face encounters.
  - Contact customers before visits to confirm appointments and ask if they or someone in their household is exhibiting any COVID-19 symptoms. If the customer answers in the affirmative reschedule the appointment.
  - If appropriate for the service, consider asking customers to come to the salon with their hair freshly cleaned in order to minimize time for the appointment. Customers should be asked not to bring children or others with them to the appointment.
  - Customers should be screened upon arrival. Be prepared to cancel or reschedule customers who indicate they have any signs of illness. Operators have the right to cancel reservations for individuals/parties with symptomatic guests and refuse entry.
  - Display a set of guidelines for customers that are to be a condition of entry. The guidelines must include instructions to wear face coverings, use hand sanitizer, maintain physical distance from other customers, and they should communicate changes to service offerings. The guidelines should be posted in clearly visible locations, including at entrances, include pictograms, and be made available digitally (e.g. through email).

## Ventilation, Cleaning and Disinfecting Protocols

- Coordinate with coworkers, fellow tenants, booth renters and/or staff and put a plan in place for cleaning at the beginning and end of each shift and in between customers. Perform thorough

cleaning in high traffic areas, such as reception areas, and areas of ingress and egress including stairways, stairwells, and handrails. Keeping the hair salon or barbershop clean is everyone's responsibility.

- Frequently disinfect commonly used surfaces including credit card terminals, counters, reception area seating, door handles, light switches, phones, toilets, and handwashing facilities.
- Encourage the use of credit cards and contactless payment systems. If electronic or card payment is not possible, customers should come with exact cash payment or check.
- Consider upgrading to touchless faucets, soap and paper towel dispensers, and adding touchless, automatic hand sanitizer dispensers. Remove any unnecessary products that do not belong in the restroom, e.g. candles or beauty supplies, and ensure soap dispensers and paper towel dispensers are regularly filled.
- To minimize the risk of [Legionnaires' disease](#) and other diseases associated with water, take steps to ensure that all water systems are safe to use after a prolonged facility shutdown.
- Equip reception areas and workstations with proper sanitation products, including hand sanitizer and sanitizing wipes.
- Thoroughly clean any product display areas, including all shelving and display cases. Remove and discard any open "test" products and discontinue this practice to help reduce contamination. Add signage to this area to let customers know it is cleaned and disinfected daily.
- Workstations must be routinely and frequently cleaned, including between each customer appointment. Thoroughly clean and disinfect the station counters, rolling carts, drawers, hand mirrors, hair care and other products, and containers and provide a new smock or cape for each customer.
- Clean and disinfect shears by removing all visible debris, clean with soap and water, and wipe or spray with an EPA-registered disinfectant that demonstrates bactericidal, fungicidal, and virucidal activity and is approved for COVID-19.
- Clean and disinfect all non-electrical tools by removing all visible debris, cleaning with soap and water, drying the tools, and then completely immersing them in an EPA registered disinfectant. Tools should be sprayed or submerged and left to set for the full amount of time required by the disinfectant's manufacturer. Immersed items, like combs or brushes, should be removed at the end of contact time, rinsed, and dried with a paper towel or clean, freshly laundered towel.
- Clean all electrical tools, such as clippers, by removing all visible debris and disinfecting with an EPA-registered disinfectant spray or wipe that demonstrates bactericidal, fungicidal, and virucidal activity and is approved for COVID-19.
- Clean and disinfect all handles, hoses, spray nozzles, and other equipment before and after use on a customer. Chairs, headrests, shampoo bowls, and other items should also be thoroughly cleaned and sanitized between each use.
- Where appropriate, consider adding a paper cover, sheet, or clean towel that can be easily disposed of or cleaned for use between customers.
- All single use items, such as disposable wax collars, cotton, neck strips, and applicators, must be used once and immediately thrown away. Product samples, including make-up, must not be used at any time.
- All dirty linens, including towels, smocks, and reusable capes, should be placed in a closed container and not used again until properly laundered either by a commercial laundering service or a laundering process which includes immersion in water of at least 160 degrees Fahrenheit for at least 25 minutes. Store all clean linens in a clean, covered place. Ensure workers who handle dirty linens or laundry wear gloves.
- Where possible, do not clean floors by sweeping or other methods that can disperse pathogens into the air unless all persons in the area have appropriate PPE. Use a vacuum with a HEPA filter wherever possible.

- Provide time for workers to implement cleaning practices during their shift. Cleaning assignments should be assigned during working hours as part of the employee's job duties.
- When choosing cleaning chemicals, workers should use products approved for use against COVID-19 on the [Environmental Protection Agency \(EPA\)-approved](#) list and follow product instructions. Use disinfectants labeled to be effective against emerging viral pathogens, diluted household bleach solutions (5 tablespoons per gallon of water), or alcohol solutions with at least 70% alcohol that are appropriate for the surface. Provide workers training on manufacturer's directions and Cal/OSHA requirements for safe use. Workers using cleaners or disinfectants should wear gloves and other protective equipment as required by the product. Follow the [asthmasafer cleaning methods](#) recommended by the California Department of Public Health.
- Never use hand sanitizers with [methanol](#) due to its high toxicity to both children and adults.
- Workers should avoid sharing phones, tablets, laptops, desks, pens, other work supplies, wherever possible. Never share PPE.
- Where possible, install portable high-efficiency air cleaners, upgrading the building's air filters to the highest efficiency possible, and making other modifications to increase the quantity of outside air and ventilation in all working areas and other indoor spaces.
- Check the [CDPH website](#) periodically for updates on indoor air quality and ventilation guidance for airborne diseases in indoor settings.
- In addition to the above cleaning and disinfecting protocols, hair salons, barbershops, and other cosmetology businesses must follow the existing [California Board of Barbering and Cosmetology rules](#).

## **Physical Distancing Guidelines**

- Implement measures to ensure physical distancing of at least six feet between and among workers and customers, except when providing haircutting and other close contact services. This can include use of physical partitions or visual cues (e.g., floor markings, colored tape, or signs to indicate to where workers and/or customers should stand).
- Consider an outdoor reception area where customers can check in while still following physical distancing guidelines. Take measures at reception area or other areas where physical distancing cannot be maintained to minimize exposure between workers and customers, such as Plexiglas or other barriers.
- Consider offering workers who request modified duties options that minimize their contact with customers and other workers (e.g., managing inventory or managing administrative needs through telework).
- Stagger appointments to reduce reception congestion and ensure adequate time for proper cleaning and sanitation between each customer visit. Consider servicing fewer customers each day or expanding operating hours to allow for more time between customers. Suspend walk-in appointment availability.
- Ensure that workers do not see multiple customers at once (e.g. while one customer's hair is drying, another receives a haircut). Services for one customer should be completely rendered before a new customer is seen by the same worker.
- If possible, implement virtual check-in technology to ensure that workers are notified when a customer arrives. Ask customers to wait outside or in their cars rather than congregating in the salon or barbershop. In larger locations, reception areas should only have one customer at a time or modify the area for adequate physical distancing, including removing chairs and sofas.
- Wherever possible, doors should be left open if they do not open and close automatically.
- Require workers to avoid handshakes, hugs, or similar greetings that break physical distance.
- Discourage workers from congregating in high traffic areas, such as bathrooms, hallways, or credit card terminals.

- Close breakrooms, use barriers, or increase distance between tables/chairs to separate workers and discourage congregating during breaks. Where possible, create outdoor break areas with shade covers and seating that ensures physical distancing.
- Adjust any staff meetings to ensure physical distancing. Hold meetings over the phone or via webinar for workers wherever possible.

## Additional Considerations

- Do not allow food or beverages to be at stations.
- Hair salons and barbershops may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all workers and clients.

## Resources

[Statewide Industry Guidance](#)

[Sacramento County COVID-19 Updates](#)

[California Board of Barbering and Cosmetology](#)

[Cal/OSHA](#)

[Memorandum from the California Department of Consumer Affairs](#)

Document was prepared by Sacramento County's [Environmental Management Department](#)

### **Summary of Revisions**

**8/24/2020:** Initial version

**9/1/2020:** Sacramento County Public Health Order (8/31/2020) amended to allow for indoor services. Guidance for outdoor services removed.

**11/2/2020:** Update guidance to align with state guidance released 10/20/2020. Updated links to CDPH website for face coverings.

**12/14/2020:** Updated guidance to align with Sacramento County Regional Stay At Home Health Order. Hair salons and barbershops ordered to close all operations until further notice.

**1/6/2021:** Updated to include 10-day self-quarantine language for employees under "Individual Control Measures and Screening" section (page 3).

**1/14/2021:** Sacramento County exiting Regional Stay At Home Health Order. Updated guidance to align with State's Blueprint for a Safer Economy.

**3/10/2021:** Updated to include guidance for vaccinated persons under employee training topics section (page 2).

**5/7/2021:** Updated definition for persons fully vaccinated.

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PHO: 4/15/2021