In Phase 1, hair salons & barbershops will open at 50% capacity by appointment only, with waiting rooms closed. Services offered will be restricted to hairdressing and eyebrows, nothing that would require removal of a facemask (e.g., beard trimming, lip waxing, etc.). Blow drying only when necessary.
INTRODUCTION

HAIR SALONS & BARBERSHOPS

OVERVIEW
As Connecticut’s hair salons and barbershops reopen, the most important consideration will be the health and safety of employees and patrons. Hair salons & barbershops are high-contact environments that necessitate interaction in violation of social distancing rules; however, adherence to the rules developed by the State of Connecticut can mitigate the risk this contact poses. Businesses should exercise caution throughout the phases of reopening, ensuring strict adherence to the protocols listed here. Those businesses that are not able to meet these by May 20, shall delay opening until they are able.

While these rules provide a way for hair salons and barbershops to reopen as safely as possible, risks to customers and employees cannot be fully mitigated. Customers who choose to visit hair salons and barbershops during this time should be aware of potential risks. Individuals over the age of [65] or with other health conditions should not visit hair salons & barbershops, but instead continue to stay home and stay safe.

Businesses shall take these rules as the minimum baseline of precautions needed to protect public health in Connecticut. Individual businesses should take additional measures as recommended by industry guidelines or by common sense applied to their particular situation. We urge customers to stay vigilant and pay attention as to whether establishments they frequent are faithfully implementing these rules.

STATE GUIDANCE FOR HAIR SALONS & BARBERSHOPS
These rules are intended to help hair salons and barbershops safely get back to work. The information here can be supplemented with guidance from professional organizations and by other industry groups, some of which are listed below. These rules may be updated.

FURTHER RESOURCES

Professional Beauty Association

Associated Hair Professionals
https://www.associatedhairprofessionals.com/back-to-practice

American Barber Association

Occupational Safety and Health Administration
HAIR SALONS & BARBERSHOPS

REOPENING PROCESSES

TRAINING
The employer shall institute a training program and ensure employee participation in the program. There shall also be weekly refreshers on policies. The training shall be provided at no cost to the employee and during working hours. The training materials shall be presented in the language and at the literacy level of the employees. Training shall include:

• The rules outlined in this document.
• Protocols on how to clean and use cleaning products (incl. disinfectants) safely.

Additional guidance can be found here: https://osha.washington.edu/sites/default/files/documents/FactSheet_Cleaning_Final_UWDEOHS_0.pdf

Note: Ensuring subcontractors are trained is also the responsibility of the employers.

PLAN FOR REOPENING
Share these rules with your employees and inform them of any additional specific measures being taken in response to COVID-19.

PROGRAM ADMINISTRATOR
Appoint a program administrator who is accountable for implementing these rules.

CLEANING PLAN
Develop cleaning plans and checklists that incorporate these guidelines. Ensure it is clear which employees are responsible for implementing the plans.

PERSONAL PROTECTION
Estimate required personal protection for employees and begin procuring.

THOROUGH CLEANING
Complete a thorough cleaning of facility prior to reopening, including, but not limited to:
• Bathrooms, shampoo bowls, chairs and headrests, shears, combs, brushes, tweezers, razors, styling tools, rolling carts
**SHIFT**
Stagger shift start/stop times, break times, and lunchtimes to minimize contact across employees.

**LOG EMPLOYEES**
Maintain a log of employees on premise over time, to support contact tracing.

**CERTIFICATION**
Complete the self-certification on the DECD website to receive a Reopen CT badge. Once complete, businesses can choose to post the badge on-site and on social media to advertise adherence to CT rules and build customer confidence.

**HAIR SALONS & BARBERSHOPS**

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- **No waiting areas, customers can be seen by appointment only**
- **Make hand sanitizer available at the entrance**
- **Employees must wear face shields and a facemask or other cloth face covering**
- **Contactless payment encouraged**
- **Disinfect tools between customers**
- **Arrange chairs so work areas are spaced at least 6ft apart**
- **Customers must wear a facemask or other cloth covering**
PHYSICAL SPACE SETUP

HAIR SALONS & BARBERSHOPS

SIGNAGE
Post clear signage that reinforces new policies (include signage in multiple languages where employees and/or clientele are not native English speakers), including:

- Visits by appointment only
- Social distancing, cleaning, and disinfection protocols
- Personal protection protocols (face masks, gloves) for customers and employees
- Employees shall stay home if sick/experiencing symptoms
- Customers shall not enter if they are experiencing symptoms

VENTILATION
Increase ventilation rates and increase the percentage outside air that circulates into the system where possible. In workplaces without a central air handling system, make every effort to bring in outside air by opening doors and windows.

DISCRETE WORK ZONES
Where possible, segment the workspace into discrete zones, prevent movement between zones and close spaces where employees congregate, (e.g., hair stylists work at same station during workday to minimize overlap).

SOCIAL DISTANCING MARKERS
Install visual social distancing markers to encourage customers to remain 6ft apart (e.g., at reception desk).

WORKSTATION SETUP
- Rearrange space to maintain 6+ feet of distance between customers and limit movement of employees within facility
- Stagger workstations and shampoo bowls
- Install physical barriers where possible
- Ask customers to wait in cars till appointment time; Close waiting rooms
- Blow drying only when necessary

SHARED EQUIPMENT
Ensure employees do not share equipment to the extent possible. If shared, clean after each use.
HAIR SALONS & BARBERSHOPS

NON-ESSENTIAL AMENITIES
Close or remove amenities non-essential to businesses’ main function, including:
• Magazines, pamphlets, other waiting room materials
• Customer-facing water and coffee machines
• Coat rooms – have customers bring their personal belongings to the workstation where they will be serviced.

HOTLINE FOR VIOLATIONS
Post clear signage that includes the state hotline (211) for employees and customers to report potential violations of these rules.

TOUCHLESS APPLIANCES
Install touchless appliances wherever possible, including:
• Contactless payments
• Paper towel dispensers
• Soap dispensers
• Trash cans (ensure bins have lids)
HAIR SALONS & BARBERSHOPS

PERSONAL PROTECTION FOR EMPLOYEES
• All employees are required to wear face shields and a facemask or other cloth face covering that completely covers the nose and mouth, unless doing so would be contrary to his or her health or safety due to medical conditions.
• Gloves optional; if used must be changed between customers.
• Gloves and eye protection are required when using cleaning chemicals.

EMPLOYERS ARE RESPONSIBLE FOR PROVIDING PERSONAL PROTECTION TO THEIR EMPLOYEES
• If businesses do not have adequate personal protection, they cannot open.

PERSONAL PROTECTION FOR CUSTOMERS
• Customers are required to bring and wear masks or cloth face covering that completely covers the nose and mouth unless doing so would be contrary to his or her health or safety due to a medical condition.
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HAIR SALONS & BARBERSHOPS

CLEANING & DISINFECTING

HAND SANITIZER
Hand sanitizer shall be made available at entrance points and common areas, where possible.

CLEANING OR DISINFECTING PRODUCTS &/OR DISPOSABLE WIPES
Make available near commonly used surfaces, where possible including:

• Cash registers
• Phones
• Computers
• Credit card machines

• Reception desk
• Light switches
• Door handles

BATHROOMS
Clean and disinfect frequently, implement use of cleaning log for tracking. Clean multiple times a day and hourly during busy times.

LINENS AND CAPES
• Launder with aggressive detergents.
• Dry thoroughly and store in closed cabinets.

SHAMPOO BOWLS
Disinfect between customers. Allow disinfectant to soak in bowl for 10 minutes, then scrub down bowl and faucets/nozzles.

Cleaning & Disinfecting
Disinfectants are irritants and sensitizers and should be used cautiously. Clean and disinfect frequently touched surfaces at least daily and if shared after each use.

• Use products that meet EPA’s criteria for use against SARS-CoV-2 and that are appropriate for the surface. Prior to wiping the surface, allow the disinfectant to sit for the necessary contact time recommended by the manufacturer. Train staff on proper cleaning procedures to ensure safe and correct application of disinfectants.

• Clean and disinfect workstations and tools between customers, including:

  • Station counters
  • Shears
  • Tweezers
  • Mirrors
  • Styling tools
  • Brushes and combs
  • Rolling carts
  • Drawers or any storage containers
  • Product on station
  • Chair and headrest

Note: Store tools in closed containers or drawers when not in use.
HAIR SALONS & BARBERSHOPS

DAILY HEALTH CHECK
Ask employees resuming on-premise work to confirm they have not experienced COVID-19 CDC-defined symptoms and to monitor their own symptoms, including cough, shortness of breath, or any two of the following symptoms:

- Fever
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell

Employees shall stay home if sick.

IN THE EVENT OF A POSITIVE COVID-19 CASE
Employees shall inform their employers and follow state testing and contact tracing protocols.

WHISTLEBLOWER PROTECTION
Employers may not retaliate against workers for raising concerns about COVID related safety and health conditions.

- Additional information can be accessed at www.OSHA.gov
- Additional information for the public sector can be accessed at www.connosha.com

LEAVE
Employers shall adhere to federal guidance pertaining to paid leave for employees and provide this guidance to employees. Employers shall post the Families First Coronavirus Response Act (FFCRA) Department of Labor poster. The poster can be accessed at:
https://www.dol.gov/agencies/whd/posters

- Additional guidance can be accessed at: