



**WORKPLACE SAFETY STANDARDS FOR  
INDOOR AND OUTDOOR EVENTS TO ADDRESS COVID-19  
As of July 2, 2020**

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**Purpose**

These workplace safety standards for Indoor and Outdoor Events are posted in advance of the Governor's initiation of Phase 3 to establish minimum standards for any indoor or outdoor event (such as a wedding, party, etc.), that is not specifically addressed by sector-specific COVID-19 safety standards. These standards do not go into effect until the commencement of Phase 3 of the Commonwealth's Workplace Re-Opening Plan. The Governor will initiate Phase 3 of the Re-Opening Plan, commencing on July 6, by formal Executive Order following a careful review of public health data.

These standards are minimum requirements only and are not exclusive or exhaustive. The public health data for disease prevention that inform these guidelines can and does change frequently, and the operator of each event-related enterprise is accountable for adhering to all local, state and federal requirements. The operator of the enterprise is also responsible for staying abreast of any updates to these requirements.

**Standards for Responsible Indoor and Outdoor Events in Massachusetts**

No activity at any indoor or outdoor event shall occur without meeting these COVID-19 workplace safety standards. These standards apply to all enterprises permitted to operate until rescinded or amended by the State, unless where sector-specific standards are applicable to part or all of the enterprise's activities, in which case enterprises must follow those sector-specific standards. The owner of the enterprise shall be responsible for meeting these standards. Such indoor and outdoor events include but are not limited to events held at:

- Indoor and outdoor event spaces
- Ballrooms
- Private party rooms
- Public places, like parks

An event that is held for the primary purpose of watching a performance must follow the Theaters and Performance Venues guidance.

Large capacity event venues and activities organized to draw together large crowds must continue to remain closed until Phase IV. This includes venues used for group or spectator sports, entertainment, business, and cultural events including:

- Stadiums, arenas, and ballparks
- Dance floors
- Exhibition and convention halls

- Street festivals and parades and agricultural festivals
- Road races and other large, outdoor organized amateur or professional group athletic events

The following workplace specific safety standards are organized around four distinct categories covering Social Distancing, Hygiene Protocols, Staffing and Operations, and Cleaning and Disinfecting.

### I. Social Distancing

- Each operator of an indoor event must monitor attendee entries and exits and limit occupancy at all times to:
  - 8 persons per 1,000 square feet of accessible, indoor floor space, and no more than 25 persons
- Each operator of an outdoor event must monitor attendee entries and exits and limit occupancy at all times to:
  - 25% of the facility's maximum permitted occupancy as documented in its occupancy permit on record with the municipal building department or other municipal record holder, and no more than 100 persons
  - Facilities for which no permitted occupancy limitation is on record may allow 8 persons per 1,000 square feet of accessible space, and no more than 100 persons
- Occupancy counts in all cases must include all attendees, staff, or other workers
- Ensure separation of 6 feet or more between individuals where possible
  - Close or reconfigure worker common spaces and high density areas where workers are likely to congregate (e.g., break rooms, eating areas) to allow social distancing
  - Physical partitions must separate workstations that cannot be separated by 6 feet or more (partitions must extend to at least 6 feet in height)
  - For customer facing enterprises, install visual social distancing markers to encourage customers to remain 6 feet apart (e.g., lines to make payments, lines to use the restroom) and physical barriers for checkout stations where possible
  - Mark rooms and hallways to indicate 6 feet separation
- Stagger lunch and break times for workers, regulate the maximum number of people in one place, and ensure at least 6 feet of physical distancing
- Require face coverings for all workers and attendees, except where an individual is unable to wear a face covering due to a medical condition or disability

### II. Hygiene Protocols

- Ensure access to handwashing facilities on site for both event attendees and workers, including soap and running water, and allow sufficient break time for workers to wash hands frequently; alcohol-based hand sanitizers with at least 60% alcohol may be used as an alternative
- Supply workers at workplace location with adequate cleaning products (e.g., sanitizer, disinfecting wipes)
- Post visible signage throughout the site to remind workers and event attendees of hygiene and safety protocols
- Alcohol-based hand sanitizers with at least 60% alcohol should be made available at entrances and throughout floor areas for workers and attendees
- Provide regular sanitation of high touch areas, such as workstations, equipment, screens, doorknobs, restrooms throughout work site

### III. Staffing and Operations

- Provide training to workers on up-to-date safety information and precautions including hygiene and other measures aimed at reducing disease transmission, including:
  - Social distancing, hand-washing, proper use of face coverings
  - Self-screening at home, including temperature and symptom checks
  - Importance of not coming to work if ill
  - When to seek medical attention if symptoms become severe
  - Which underlying health conditions may make individuals more susceptible to contracting and suffering from a severe case of the virus
- Adjust workplace hours and shifts (working teams with different schedules or staggered arrival / departure) to minimize contact across workers and reduce congestion
- Workers may not come in to work if feeling ill
- Encourage workers who are particularly vulnerable to COVID-19 according to the Centers for Disease Control to stay home or re-assign duties to reduce contact with other workers and attendees
- Encourage workers to self-identify symptoms or any close contact to a known or suspected COVID-19 case to the employer
- Encourage workers who test positive for COVID-19 to disclose to the workplace employer for purposes of cleaning / disinfecting and contact tracing. If the employer is notified of a positive case at the workplace, the employer shall notify the local Board of Health (LBOH) in the city or town where the workplace is located and assist the LBOH as reasonably requested to advise likely contacts to isolate and self-quarantine. Testing of other workers may be recommended consistent with guidance and / or at the request of the LBOH
- Post notice to workers and attendees of important health information and relevant safety measures as outlined in the Commonwealth's Mandatory Safety Standards for Workplace
- Maintain a log of workers and attendees to support contact tracing (name, date, time, contact information) if needed
- Whether seated or standing, attendees should not gather in groups of more than 6 people
- Remove non-essential amenities (magazines, customer-facing water or coffee, close coat rooms, etc.) in waiting or other common areas
- Additional on-site amenities and services may only open and operate when those amenities or services would otherwise be authorized to operate under the Commonwealth's Phased Reopening Plan and then must adhere to all sector-specific safety protocols, available on the Reopening Plan website, applicable to the amenity or service. Examples include:
  - Food services: Must follow the latest restaurant guidance, provided however that staffed buffets and passed food service is permitted. Self-serve, unattended buffets, topping bars, drink stations, and other communal serving areas must remain closed
  - Bars: Must remain closed until Phase 4, provided however that drink service may be provided by servers
  - Musical and other performances: Must follow the latest theater and performance venue guidance, including distance between performers and between performers and attendees. Performances at indoor venues may not include singing or the playing of wind or brass instruments
  - Dance floors: Must remain closed until Phase 4

#### **IV. Cleaning and Disinfecting**

- Conduct frequent cleaning and disinfection of site (at least daily, and more frequently if feasible)
- Keep cleaning logs that include date, time, and scope of cleaning
- Conduct frequent disinfecting of high traffic areas and high-touch surfaces (e.g., doorknobs, rolling carts, bathrooms)
- In the event of a positive case, shut down the site for a deep cleaning and disinfecting of the workplace in accordance with CDC guidance
- Open windows and doors to increase airflow where possible

**Additional worker safety guidelines and resources (with hyperlinks to web pages) are available below:**

U.S. Department of Labor, Occupational Safety and Health Administration (OSHA):

[OSHA – COVID-19 Webpage](#)

[OSHA – Enforcement Guidelines Webpage](#)

[OSHA Fact Sheet – Protecting Workers During a Pandemic](#)

U.S. Centers for Disease Control (CDC):

[CDC – Environmental Cleaning and Disinfection Recommendations](#)

[CDC – Interim Guidance for Businesses and Employers to Plan and Respond to Coronavirus Disease \(Updated 3/21/20\)](#)

**Additional Information:**

Massachusetts State Coronavirus (COVID-19) Website  
[mass.gov/covid19](https://mass.gov/covid19)

United States Centers for Disease Control and Prevention Coronavirus (COVID-19) Website  
<https://www.cdc.gov/coronavirus/2019-ncov/index.html>