



P.O. Box 944226, Sacramento, CA 94244-2260
P (800) 952-5210 F (916) 575-7281 www.barbercosmo.ca.gov

MEMBERS OF THE COMMITTEE
Joseph Federico(Chairperson)
Polly Codorniz
Dr. Kari Williams

LICENSING AND EXAMINATION COMMITTEE MEETING

January 22, 2018

Action may be taken on any item listed on the agenda.

**Department of Consumer Affairs
1747 North Market Blvd.
HQ2 Hearing Room 186, 1st Floor
Sacramento, CA 95834**

AGENDA

12:00 PM Or Upon Completion of the
Legislative and Budget Committee Meeting

OPEN SESSION:

1. Call to Order/ Roll Call/ Establishment of Quorum
2. Public Comment on Items Not on the Agenda
The Board may not discuss or take any action on any item raised during this public comment section, except to decide whether to place the matter on the agenda of a future meeting (Government Code Sections 11125, 1125.7(a))
3. Approval of Committee Minutes
July 16, 2017
4. Risk Assessment of Implementing the Personal Service Permit. (BPC § 7402.5)
5. Report on Blood Borne Pathogen Training
6. Agenda Items for the Next Meeting
7. Adjournment

Action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the Committee Chairperson and may be taken out of order. In accordance with the Bagley-Keene Open Meeting Act, all meetings of the Board are open to the public.

**Government Code section 11125.7 provides the opportunity for the public to address each agenda item during discussion or consideration by the Board prior to the Board taking any action on said item. Members of the public will be provided appropriate opportunities to comment on any issue before the Board, but the Board President may, at his or her discretion, apportion available time among those who wish to speak. Individuals may appear before the Board to discuss items not on the agenda; however, the Board can neither discuss nor take official action on these items at the time of the same meeting (Government Code sections 11125, 11125.7(a)).*

The meeting is accessible to the physically disabled. A person who needs disability-related accommodation or modification in order to participate in the meeting may make a request by contacting: Marcene Melliza at (916) 575-7121, email: marcene.melliza@dca.ca.gov, or send a written request to the Board of Barbering and Cosmetology, PO Box 944226, Sacramento, CA 94244. Providing your request is at least five (5) business days before the meeting will help to ensure availability of the requested accommodations. TDD Line: (916) 322-1700.



BUSINESS CONSUMER SERVICES AND HOUSING AGENCY—GOVERNOR Edmund G. Brown JR.
BOARD OF BARBERING AND COSMETOLOGY
P.O. Box 944226, Sacramento, CA 94244-2260
P (800) 952-5210 F (916) 575-7281 www.barbercosmo.ca.gov



DRAFT
CALIFORNIA STATE BOARD
OF
BARBERING AND COSMETOLOGY

LICENSING AND EXAMINATION COMMITTEE MEETING

MINUTES OF JULY 16, 2017

Department of Consumer Affairs
2420 Del Paso Road
Sequoia Room, 1st Floor
Sacramento, CA 95834

COMMITTEE MEMBERS PRESENT

Joseph Federico, Chair
Polly Codorniz
Richard Hedges
Dr. Kari Williams

STAFF MEMBERS PRESENT

Kristy Underwood, Executive Officer
Tami Guess, Board Project Manager
Carrie Harris, Enforcement Manager
Kurt Heppler, Legal Counsel
Marcene Melliza, Board Analyst

1. Agenda Item #1, CALL TO ORDER/ ROLL CALL/ ESTABLISHMENT OF QUORUM

Joseph Federico, Chair of the Licensing and Examination Committee, called the meeting to order at approximately 12:00 p.m. and confirmed the presence of a quorum.

2. Agenda Item #2, ELECTION OF COMMITTEE CHAIRPERSON

MOTION: Mr. Hedges made a motion, seconded by Ms. Codorniz, to elect Joseph Federico for a second term as chairperson of the Licensing and Examination Committee for 2017. Motion carried 4 yes, 0 no, and 0 abstain, per roll call vote as follows:

The following Committee members voted "Yes": Federico, Codorniz, Hedges, and Williams.

3. Agenda Item #3, PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

No members of the public addressed the Committee.

4. Agenda Item #4, APPROVAL OF COMMITTEE MINUTES

- November 14, 2016

MOTION: Mr. Hedges made a motion, seconded by Dr. Williams, that the Committee approves the November 14, 2016, Meeting Minutes as presented. Motion carried 4 yes, 0 no, and 0 abstain, per roll call vote as follows:

The following Committee members voted "Yes": Federico, Codorniz, Hedges, and Williams.

5. Agenda Item #5, DISCUSSION AND RECOMMENDATIONS TO BOARD REGARDING PROPOSED REGULATORY LANGUAGE TO IMPLEMENT BPC SECTION 7402.5, PERSONAL SERVICE PERMIT

Kristy Underwood, the Executive Officer, provided an overview of the Personal Service Permit (PSP) development process and summarized the draft language for implementation of a PSP, which was included in the meeting packet.

Mr. Hedges stated he had many concerns about the PSP, such as that the PSP may provide opportunities for illegal activities that will be difficult to control and will open the Board up to criticism.

Mr. Federico stated his concern about the lack of inspectors to address even current issues in the 45,000 salons in California. PSP holders will be given carte blanche due to the lack of inspection and oversight.

Dr. Williams stated her concern about the difficulty of regularly inspecting establishments due to the lack of inspectors and enforcement. She stated the two-year requirement for a PSP is too soon.

Ms. Codorniz agreed that two years is not enough experience to work outside of an establishment.

Mr. Federico suggested continuing education as a solution. He stated continuing education can help keep seasoned licensees up to date with rules and regulations without sitting through tests. He noted that some licensees keep their licenses current but have not worked in a salon for years.

Ms. Codorniz suggested requiring licensees to be currently practicing in order to apply for a PSP.

Dr. Williams stated other things need to be done better before the implementation of a PSP can be done efficiently, such as improving enforcement and verifying that establishments are functioning without outstanding administrative fines or prior disciplinary actions.

Mr. Hedges stated the trend is moving toward unregulated industries. It is difficult to regulate individuals who ignore regulations. He asked if the Board should even attempt to make regulations because it will open the Board up to blame for the lack of enforcement of those regulations.

Mr. Federico agreed that regulations will put the responsibility on the Board to enforce them and that more things need to be put in line before a PSP can be implemented.

Mr. Hedges stated the way the PSP is currently set up, such as not requiring full disinfection of tools, will put many licensees in violation.

Ms. Underwood reminded the Committee that statute requires the Board to develop regulations but has not put a time limit on implementation.

Dr. Williams stated the need to fund more inspectors to help with the enforcement issue.

Mr. Hedges suggested prefacing the regulations on additional inspectors and continuing education.

Kurt Heppler, Legal Counsel, stated he did not think that was possible and suggested informing the Legislature that there is a greater risk to consumer protection in requiring enforcement without adequate resources

Mr. Hedges stated the industry Board Members are saying a PSP will not work.

Mr. Heppler stated the draft implementation language is confusing. He suggested focusing on who would be eligible for the PSP and what they can do once the permit is issued.

Ms. Codorniz suggested only requiring a written examination on sanitation and consumer protection issues for licensees who have been certified for more than two years limited to the PSP so it will not impede the application process. She also suggested completing documented online courses in lieu of the examination.

Mr. Federico suggested designing an examination on disinfection and sanitation beyond the establishment. Mr. Heppler stated the Board does not have authority to create another examination. He suggested including required courses on the application for applicants to check off if completed.

Mr. Hedges suggested sending Board recommendations to the Legislature with the caveat that it will be impossible to be effective without continuing education and more inspectors.

Mr. Heppler stated the PSP is a special permit with additional requirements beyond the base licensure.

Mr. Federico suggested the requirement that applicants show completion of disinfection/sanitation in the workplace.

Mr. Hedges stated his concern about burglaries or other criminal activity when consumers invite solicitors and workers into their homes.

Public Comment

Wendy Jacobs, California Aesthetic Alliance (CAA), asked that estheticians be the first PSP holders. She stated one of her group's membership requirements is to carry liability insurance and to carry a bloodborne pathogen certification renewed annually online for approximately \$30. This covers universal precautions, health and safety, procedures, and diseases. She suggested requiring the certification to expose licensees to things they may have forgotten from school. It raises the bar, open people's eyes, and answers questions.

Mr. Hedges agreed and stated some individuals are too trusting. Many things can go wrong.

Ms. Jacobs stated most estheticians are not employees but would love to change that. She stated the bloodborne pathogens certificate would take up much of the requirement that the Board is looking for - universal precautions, annual renewal, inexpensive.

Ms. Codorniz agreed and stated much of home service is makeup for weddings. It may be a good idea to start with estheticians.

Jaime Schrabeck, of Precision Nails, suggested creating bloodborne pathogen training targeted toward the barbering and cosmetology industry rather than the tattoo industry. She stated there may be no appropriate licenses where the PSP will work. She stated concern that, if the Board chooses the laws to enforce, its credibility will go down because it will not protect consumers and licensees who are practicing within the law. Without additional resources and continuing education to enforce, the PSP is an impossible situation.

Mr. Heppler read the comments submitted by Fred Jones, Legal Counsel for the Professional Beauty Federation of California (PBFC).

Dr. Williams asked about enforcement issues. Carrie Harris, the Enforcement Manager, stated the Board received a complaint about in-home esthetician services. The licensee has been cited for performing service outside of a licensed establishment, providing services out of the scope of practice, and using a product prohibited by the FDA. Also, the Board has received several complaints about app services that facilitate activity outside of licensed establishments. The Board has sent the app service organizations letters informing them that they are misleading licensees and consumers into thinking this is legal and that their business model does not comply with California regulations. The app service organizations responded that they do not think they are breaking the law because the organizations are only facilitating. The Board is in a holding pattern because the PSP is in statute but has no parameters.

Mr. Federico suggested giving the implementation draft back to staff to develop new criteria to bring back to this Committee rather than bringing it to the full Board tomorrow. Committee members suggested ideas for staff to think about as follows:

- It is already happening.
- Should the Board be involved in regulating it? How can it effectively be regulated?
- The Board should limit the PSP to one specific license type to limit exposure and be less likely to cause public harm.
- Begin the PSP program with estheticians.
- Include a requirement for bloodborne pathogens certification.
- Perform a risk assessment of license types and services before choosing a specific license type. After the risk assessment, the Committee members can determine if cosmetologists can get PSPs for a segment of services.
- Keep in mind that waxing is currently the top consumer harm case and that there is pending legislation that manicurists will soon be doing waxing.
- Add "or contract" to "employment" in application requirement (c) and require that establishment owners provide verification of employment or contract to the Board.

MOTION: Mr. Hedges made a motion, seconded by Mr. Federico, to direct staff to revise the implementation draft to present back to the Committee at the next Committee meeting. The vote was not taken.

6. Agenda Item #6, AGENDA ITEMS FOR THE NEXT MEETING

Mr. Federico stated the importance of future agenda items to help the Committee and the Board keep current with changing issues.

Public Comment

Ms. Jacobs spoke against Senate Bill 296.

Ms. Schrabeck suggested including an agenda item breaking down the license types and the scope of practice for each type, both in California and nationally.

7. Agenda Item #7, ADJOURNMENT

There being no further business, the meeting was adjourned at approximately 1:15 p.m.



State and Consumer Services Agency – Governor Edmund G. Brown, Jr.
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Item 4

DATE: January 22, 2018

TO: **Members, Licensing and Examination Committee
Board of Barbering and Cosmetology**

FROM: Kristy Underwood
Executive Officer

SUBJECT: RISKS INVOLVING IMPLEMENTATION OF THE PERSONAL SERVICE PERMIT

The Personal Service Permit (PSP) will allow a licensee to practice services outside of a licensed establishment. Given that the top priority of the Board is to protect consumers, a personal service permit may increase consumer harm because enforcement by the Board will be extremely difficult. For example, no inspections can take place at locations that are not licensed establishments leaving it unknown if the Board's Health and Safety Regulations are being followed.

The following are risks that should be considered in making the determination of which license category and which services can obtain a PSP. These risks are separated by high risk and low risk:

HIGH RISK SERVICES

Chemical Hair Services

- Performing chemical hair services would be a high risk to be conducted in a location other than a licensed establishment. Most locations would not have a proper shampoo bowl to ensure a client can have the chemicals washed out of the hair without getting into the eyes. Often shampoos done at home are over a kitchen sink and this could lead to chemicals getting into a persons eyes.
- Disposing of the remaining chemicals is also a risk. Many cities have zoning requirements that would prohibit the disposal of chemicals down home drains.
- Chemical services (for hair) is on the top five of the most common complaints that the Board receives regarding consumer harm.

Waxing

- Waxing is one of highest consumer harm reported complaints that the Board receives. For waxing to be done outside of an establishment may not be practical. The wax must be heated and should be applied in a clean environment. Waxing opens the skin pores and could allow for the entry of bacteria. Performing this service in an establishment is ensuring that it is in a controlled environment and allowing this service outside of an establishment increases the risk of infection.

Facial Services

- While a basic facial might contain minimal chemicals, there are various facial services that are of higher risk to a consumer. Chemical peels and other exfoliation services are a concern when being performed outside of a licensed establishment.

Manicure and Pedicure

- It is commonly known that manicures and pedicures have been the top reported cause of consumer harm in the beauty industry. This is mainly do to the use of dirty equipment. Taking this service out of an establishment that can be regularly inspected by the Board increases the risk of consumer harm.
- Manicures often involve the use of chemicals (acetone, monomer) that could pose a problem if disposed of improperly at a location other than a licensed establishment.

LOW RISK SERVICES

The services listed below have received minimal to no complaints of consumer harm and likely provide a minimal risk when done outside of a licensed establishment:

- Haircut
- Wet and dry hairstyling (including the use of electric styling tools)
- Makeup application
- Hair removal by tweezing only
- Basic facial

SCOPE OF PRACTICE

In an effort to assist the committee in making a recommendation to the Board on how to implement the PSP, attached is a listing of all services within each license category scope of practice.

NEXT STEP

The committee may request staff to provide specific regulatory language at the next committee meeting for a final recommendation to the Board.

Risk Assessment Based on Specific Scope of Practice

BARBER	High Risk	Medium Risk	Low Risk
Shaving the Beard	X		
Trimming the Beard			X
Facial with oils, creams. Lotions or other preparations by hand or mechanical		X	
Scalp Massage with oils, creams. Lotions or other preparations by hand or mechanical		X	
Singeing Hair	X		
Shampooing Hair		X	
Arranging Hair			X
Dressing Hair			X
Curling Hair			X
Waving Hair			X
Chemical Waving Hair	X		
Relaxing Hair	X		
Dyeing Hair	X		
Applying Hair Tonics			X
Applying cosmetic preparations to scalp, face or neck		X	
Applying antiseptics to scalp, face or neck		X	
Applying powders to scalp, face or neck			X
Applying oils to scalp, face or neck			X
Applying clays to scalp, face or neck			X
Applying lotions to scalp, face or neck		X	
Hair styling			X

COSMETOLOGY	High Risk	Medium Risk	Low Risk
Arranging hair			X
Dressing hair			X
Curling hair			X
Waving hair			X
Machineless permanent waving	X		
Permanent waving	X		
Cleansing hair		X	
Cutting hair			X
Shampooing hair		X	
Relaxing hair	X		
Singeing hair	X		
Bleaching hair	X		
Tinting hair	X		
Coloring hair	X		
Straightening hair		X	
Dyeing hair	X		
Applying tonics to hair			X
Massaging, cleaning or stimulating the scalp, face, neck, arms or upper part of the body by means of the hands, devices, apparatus or appliances, with or without the use of cosmetic preparations, antiseptics, tonics, lotions or creams.		X	
Beautifying the face neck or arms, or upper part of the body by use of cosmetic preparations, antiseptics, tonics, lotions or creams.		X	
Removing hair from the body of any person by the use of depilatories	X		
Removing hair from the body of any person by the use of tweezers			X
Removing hair from the body of any person by the use of chemicals	X		
Removing hair from the body of any person by the use of preparations	X		
Removing hair from the body of any person by the use of devices or appliances of any kind.	X		
Cutting, trimming, polishing, tinting, coloring, cleansing or manicuring the nails	X		
Massaging, cleansing, treating, or beautifying the hands or feet	X		

ESTHETICS	High Risk	Medium Risk	Low Risk
Giving facials		X	
Applying make-up			X
Giving skin care		X	
Removing hair by use of depilatories	X		
Removing Hair by use of tweezers	X		X
Removing hair by use of waxing	X		
Applying eyelashes		X	
Beautifying the face, neck or arms or upper part of the human body by use of cosmetic preparations, antiseptics, tonics, lotions or creams		X	
Massaging, cleaning or stimulating the face, neck, arms or upper part of the human body by means of the hands, devices, apparatus or appliances, with the use of cosmetic preparations, antiseptics, tonics, lotions or creams.		X	

MANICURING	High Risk	Medium Risk	Low Risk
Cutting, trimming, polishing, coloring, tinting, cleansing, manicuring, or pedicuring the nails.	X		
Massaging, cleansing or beautifying from the elbow to the fingertips or the knee to the toes.	X		



MEMORANDUM

DATE	November 7, 2017
TO	Licensing and Examination Committee Members Board of Barbering and Cosmetology
FROM	Tami Guess, Board Project Manager Board of Barbering and Cosmetology
SUBJECT	Blood Borne Pathogen Training

On July 16, 2017, the Licensing and Examinations Committee (Committee) requested staff prepare information regarding Blood Borne Pathogen training for the consideration of adding this training as requirement by regulation for obtaining a Personal Service Permit (PSP). The Committee asked that information be provided that included:

- A description of the training
- Costs associated with obtaining the training
- Availability of the training

Definitions

Bloodborne Pathogens: pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV), hepatitis C virus (HCV) and human immunodeficiency virus (HIV).

Universal Precautions: an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, HCV, and other bloodborne pathogens.

Background

The California Board of Barbering and Cosmetology's (Board) publication, *Health and Safety Training Course*, Section 6, Communicable Diseases (see appendix) provides information on how diseases spread including a discussion on how blood exposure may occur and standard precautions. In addition, the Cal/OSHA rules on Occupational Exposure to Bloodborne Pathogens (Section 5193 of the California Code of Regulations, Title 8, General Industry Safety Orders) is introduced and discussed (See Appendix, Section 6 – Communicable Diseases, page102).

The Health and Safety Training Course is required (California Business and Professions Code, Section 7389) to be considered by the future professional prior to being issued a proof of training document from the attended school and prior to sitting for the licensing examination. The revised 2018 version of the Health and Safety Course may include the following additional information on page 100 of the publication (See Appendix, page 100):

The Board recommends the following procedures if blood exposure occurs:

Client injury

1. Stop the service.
2. Put gloves on hands.
3. If appropriate, assist the client to the sink and rinse the injured area under running water.
4. Pat the injured area dry using a new, clean paper towel.
5. Offer antiseptic and an adhesive bandage to the injured area.
6. Place all single-use items in a bag and place in the trash container.
7. Remove all tools from the work station, then properly clean and disinfect the tools.
8. Clean and disinfect the work station.
9. Remove gloves from hands and dispose.
10. Wash hands.
11. Return to the service.

Future Professional Injury

1. Stop the service.
2. Explain the situation to the client and excuse him- or herself.
3. If appropriate, rinse the injured area under running water.
4. Pat the injured area dry using a new, clean paper towel.
5. Apply antiseptic and an adhesive bandage to the injured area.
6. Put gloves on hands
7. Place all single-use items in a bag and place in the trash container.
8. Remove all tools from the work station, then properly clean and disinfect the tools.
9. Clean and disinfect the work station.
10. Remove gloves from hands and dispose.
11. Wash hands.
12. Return to the service

The above revisions are scheduled to be presented to the full Board at the July 2018, Board meeting for member adoption.

Cal OSHA Compliance Training

Cal/OSHA approved blood borne pathogen training is widely accessible by numerous entities and inexpensive to obtain. Below is a brief description of the training typically provided and general costs associated for the training.

The topics covered in this course include different types of bloodborne pathogens, the ways in which workers encounter these pathogens in the workplace, safety measures that employers and employees can take to help prevent exposure to bloodborne pathogens, and how to respond properly when exposure does happen. This bloodborne pathogens online training course focuses on the rules and regulations

approved by OSHA for California under the California version of OSHA (referred to as Cal/OSHA). 2-hour online course. Cost: 1-3 \$39.95 per student; 4-7 \$35.95 per student; 8-12 \$32.95 per student; 13-20 \$30.95 per student; 21+ \$29.95 per student.

OSHA Compliance Training

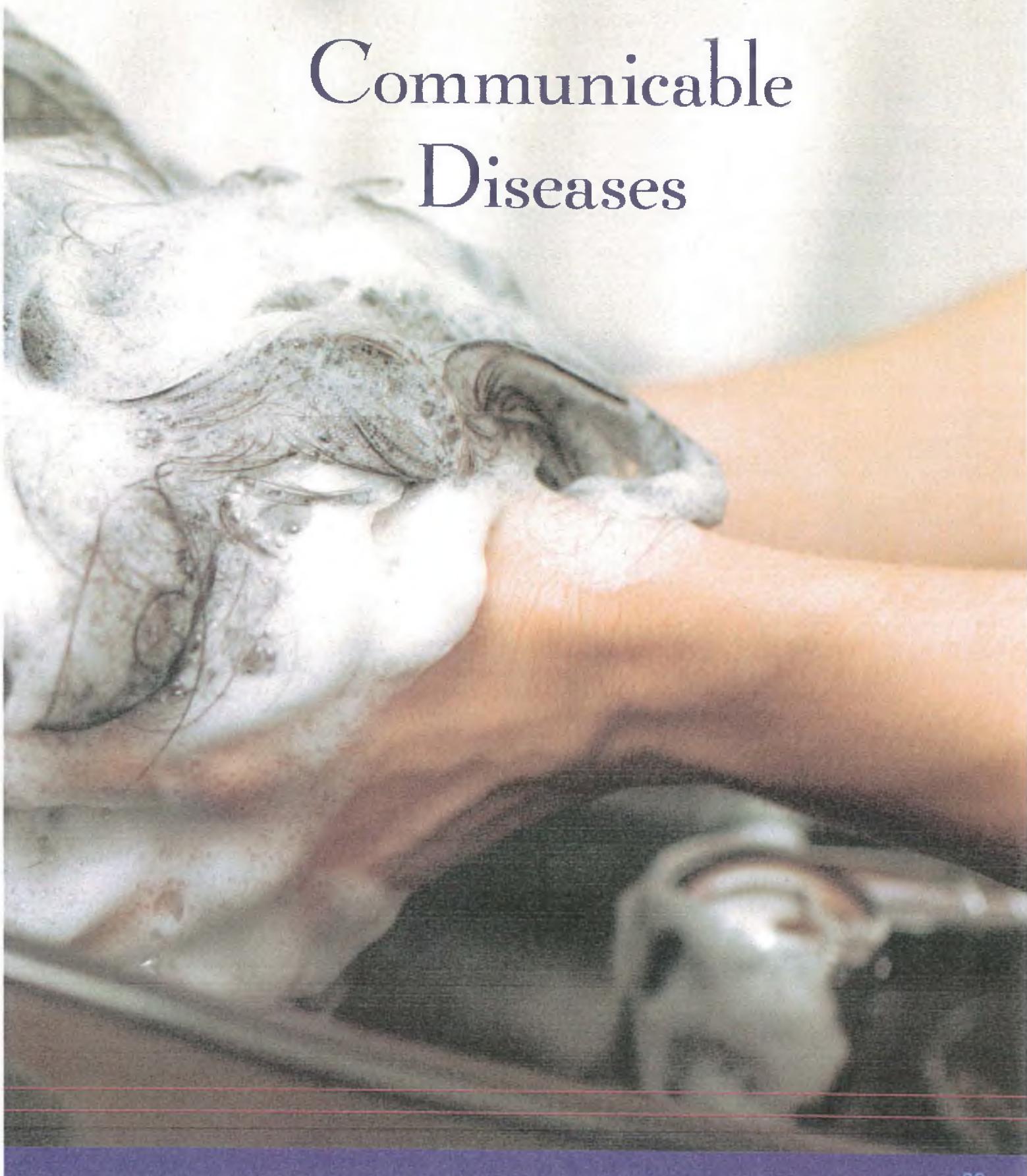
OSHA approved blood borne pathogen training is widely accessible by numerous entities and inexpensive to obtain. Below is a brief description of the training typically provided and general costs associated for the training.

Bloodborne Pathogens Training informs the individuals about precautions that must be taken to eliminate the risk of infectious diseases that can be contracted through exposure and the proper methods of handling potential contaminants. A quiz, consisting of simple, multiple choice questions will follow to ensure participants have achieved the basic knowledge needed to properly handle potential exposures. Online. Cost: \$19.95.

Staff Recommendation

Since it is the responsibility of the employer to determine if employees are covered by the Occupational Exposure to Bloodborne Pathogens rules and since the Board currently has similar training already provided within the Health and Safety Training course, staff recommends additional Blood borne pathogens training (or certification) be encouraged but not required by Board licensees, including Personal Service Permit licensees.

Communicable Diseases



LEARNING OBJECTIVES

Section 6

Communicable Diseases

After completing this section, you will be able to:

- Describe how communicable diseases spread.
- Identify some specific communicable diseases that could be spread in the workplace.
- Explain how you can protect yourself against diseases at work.

This lesson on health and safety will focus on communicable diseases. As a licensee, you will be working with people constantly. We will look at some specific diseases that you might be exposed to on the job and how the exposure might occur. We will also suggest some ways you can protect yourself. Let's get started.

What is a Communicable Disease?

A **communicable disease** is a contagious illness that is spread from person to person or from animals to people. There are several kinds of organisms that cause communicable diseases: bacteria, viruses, parasites, and fungi.

You can be infected if:

- There is a harmful organism present (bacteria, virus, parasite, or fungus) in large enough numbers,
- The organism gets into your body, or
- Your immune system is unable to fight off the organism (you usually have a lowered resistance to infection when you are already sick or when you are under stress).



Many respiratory diseases can be spread through the air when an infected person coughs, sneezes, or spits.

How Do I Contract a Communicable Disease?

There are several ways organisms can get into your body. One way is **through the air**. You may breathe air that has been contaminated by an infected person. For example, many respiratory diseases can be spread through the air when an infected person coughs, sneezes, or spits. Some examples of these diseases are the common cold, chicken pox, measles, tuberculosis, and whooping cough.

Another way is **through water or food**. You may swallow water or food that has been contaminated by someone's stool. Many harmful organisms live in the intestine and leave the body in the stool. For example, stool may contain bacteria or viruses that cause diarrhea. The organisms in a stool can be spread if someone goes to the bathroom, does not wash their hands, and then handles food. Some diseases spread this way are salmonella, hepatitis A, and polio.

Additionally, a harmful organism can get into your body **through an insect or animal bite**. Many insects and animals like mice or rats can transmit disease organism through their bite. Insects and animals that do this are called vectors. Examples you have probably heard of are malaria or Zika— infections carried by mosquitoes.

Another way is **through direct contact**. Organisms on the skin can spread if an infected person touches someone else. Examples include lice, ringworm, and colds. Colds may be spread by direct contact with someone's saliva or runny nose. This could occur if someone does not wash their hands after blowing their nose and then shakes your hand. You may then rub your eye or bite your nails, allowing their disease organisms to enter your body. Touching contaminated objects like used tissues can also spread colds.

Lastly, a few diseases can be transmitted **through contact with blood or bodily fluids of an infected person**. These diseases include HIV/AIDS, hepatitis B, and hepatitis C—we will discuss these diseases in the second half of this lesson.

Am I at Risk?



Purulent conjunctivitis (pink eye).

It is important to note that a licensee is at no greater risk of getting communicable diseases than the general population. Nevertheless, as a licensee you have a special responsibility because you could also pass your own diseases along to a client. For example, if you have a cold sore and touch it and then touch your client, you could infect the client with a disease like herpes. If you are not feeling well or are suffering from symptoms, you should not go to work. Protect yourself and your clients by seeing a doctor and recovering before returning.

SAFETY PRECAUTIONS

The California State Board of Barbering and Cosmetology has health and safety regulations to prevent the spread of diseases and infection. Section 984 of the California Code of Regulations states that establishments are prohibited from knowingly allowing a licensee afflicted with an infection or parasitic infestation capable of being transmitted to a client to serve clients in the establishment. At the same time, licensees are prohibited to service a person with an infectious or parasitic disease.

Examples of infections or parasitic infestations where you should not work or serve a client include, but are not limited to, the following:

- Cold, influenza, or other respiratory illness accompanied by a fever, until 24 hours after resolution of the fever.
- Streptococcal pharyngitis (strep throat) until 24 hours after treatment has been initiated and 24 hours after resolution of fever.
- Purulent conjunctivitis (pink eye) until examined by a physician or other licensed clinician and approved for return to work.
- Pertussis (whooping cough) until five days of antibiotic therapy has been completed.
- Varicella (chicken pox) until the sixth day after onset of rash or sooner if all lesions have dried and crusted.
- Mumps until nine days after onset of parotid gland swelling.
- Tuberculosis until a local health department authority states that the individual is noninfectious.
- Impetigo (bacterial skin infection) until 24 hours after treatment has begun.
- Head lice until the morning after first treatment.
- Scabies until after treatment has been completed.



Head lice.

Please note that blood-borne diseases such as HIV/AIDS, hepatitis B, and hepatitis C are not considered infectious or communicable diseases for the purpose of this section by the Board.

In addition, the Board prohibits licensees from performing services upon a surface of the skin or scalp where such skin is inflamed, broken, or where a skin infection or eruption is present. Furthermore, a licensee is prohibited from performing services if the skin of his or her hands is inflamed, broken, or where a skin infection or eruption is present, without wearing gloves. The Board's mission is to protect consumers, but these regulations protect licensees as well.

Hand Washing

Besides ensuring that you and your clients are in good health before performing services, there is another precaution to take—washing your hands. Hand washing may be the single most important act to help stop the spread of infection and stay healthy. Think of it like a "do-it-yourself" vaccine. The Centers for Disease Control (CDC) and Prevention recommends you wash your hands:

- Before, during, and after preparing food
- Before eating
- Before and after caring for someone who is sick
- Before and after treating a cut or wound
- After using the toilet
- After changing diapers or cleaning up a child who has used the toilet
- After blowing your nose, coughing, or sneezing
- After touching an animal, animal feed, or animal waste
- After handling pet food or treats
- After touching garbage



Hand washing may be the single most important act to help stop the spread of infection.

The Board requires every licensee performing services to thoroughly wash his or her hands with soap and water or any equally effective alcohol-based hand-cleaning product immediately before serving each client. Alcohol-based hand sanitizers can quickly reduce the number of microbes on hands in some situations, but sanitizers do not eliminate all types of germs and are not as effective when hands are visibly dirty or greasy. Washing hands with soap and water is the best way to reduce the number of microbes on them in most situations.

While you may already know washing your hands is important, many people do not know how to effectively wash their hands. First, wet your hands with clean, running water. Turn off the tap and apply soap. Lather your hands by rubbing them together with soap. Be sure to lather the backs of your hands, between your fingers, and under your nails. Scrub your hands for at least 20 seconds. Rinse your hands well under clean, running water. Dry your hands using a new, clean paper towel or air-dry them. Let's take a moment and view the CDC's video on proper handwashing procedures:
www.cdc.gov/handwashing/.

Immunizations

Another way to protect yourself in the shop or salon environment is to make sure you are up to date with your immunizations. Vaccinations are available for the measles, mumps, rubella, tetanus, diphtheria, pertussis (whooping cough), varicella (chicken pox), influenza, human papillomavirus, hepatitis A and B, meningococcal (meningitis), and pneumonia. Not all vaccines are recommended for all people; speak with your doctor to determine which vaccines are best to protect you as you serve your clients.

Proper Disinfection of Tools

One of the best ways to prevent diseases from spreading in the shop or salon is by properly disinfecting tools that have been used on a client. This is required by the Board. To disinfect non-electrical items, such as hair brushes, nail clippers, or tweezers, first remove all visible debris. Next, wash the tools with soap or detergent and water, and rinse with clean water. Dry the tools with a new, clean paper towel then immerse the tools completely in an EPA-registered disinfectant used according to manufacturer's instructions. Use a properly mixed disinfectant that has demonstrated bacterial, virucidal, and fungicidal activity. Dry the tools with a new, clean paper towel and store them in a clean, covered place labeled "clean" or "disinfected."

Any tools or items that cannot be disinfected, such as emery boards, wax sticks, cotton balls, and neck strips must be disposed of immediately after use. Used linens, such as towels, sheets, and gowns, must be placed in a closed container and washed before use on another client. After you use electrical equipment on a client, clean it with an EPA-registered disinfectant proven to kill bacteria, fungi, and viruses (the label should tell you). Always follow the manufacturer's instructions for cleaning equipment. For additional information, refer to the Barbering and Cosmetology Act and its Rules and Regulations on disinfection for additional information at www.barbercosmo.ca.gov.

In the Training Materials file, you will find the handout "Communicable Diseases in the Workplace." This chart shows a quick summary of common diseases or health problems in the shop or salon, how they are spread, and how to prevent them. Look over the chart in your spare time and keep it somewhere you can easily access in the future. It may also help you answer questions in the next activity.

Case Studies

Now you will read a few case studies that reflect "real life" problems you might run into when working in a shop or salon. Do your best to answer the questions presented regarding communicable diseases.

For answers to all questions, please refer to your exam booklet.

CASE STUDY #1

There is an outbreak of lice in your community. You are working as a barber. Your shop's policy is to check each child's hair for evidence of lice before working on it. A client brings in his seven-year-old son for a haircut. As you inspect the child's hair, you see white specks close to the scalp. You suspect that they might be lice eggs (nits).

How could you get lice in this situation?

How could you protect yourself?

What should you say to your client?

CASE STUDY #2

You are working in a salon doing facials. A client requests a facial. You notice that she has a cold sore around the corner of her mouth. It looks cracked and you think that it might drain during the facial.

What diseases could you get by touching a draining sore with your bare hand?

How could you protect yourself?

What should you say to your client?

CASE STUDY #3

You are working on a client in the summertime. You notice that he has red, scaly patches shaped like rings on his scalp. You also notice these rings on his face and neck.

What disease could you get by touching the scaly patches with your bare hands?

What should you say to your client?

What should you do to protect yourself after the client leaves?

CASE STUDY #4

When one of your favorite clients is making an appointment, he mentions that he has a bad cold but desperately needs his hair cut and style for an important job interview.

How could you get a cold from this client?

How could you protect yourself?

What should you say to your client?

When working in a shop or salon, be aware of potential symptoms of communicable diseases clients may have. Although you are not a doctor and cannot diagnose a disease or illness, if you notice symptoms, you want to ensure that your client's and your health are not at risk. Do not be afraid to refuse service if necessary.

This concludes the first part of our lesson on communicable diseases. As you have learned, it is possible to protect yourself from exposure to many diseases at work. Washing your hands before and after serving a client, properly disinfecting your tools, and refusing to work on clients when you or the client has a communicable disease will help prevent infection.

Now, let's review what you've learned so far.

Questions for Review

The Board of Barbering and Cosmetology prohibits licensees infected with HIV/AIDS from providing services in a shop or salon. True or False?

Bacteria, viruses, parasites, and fungi cause communicable diseases. True or False?

Washing your hands is not as important as disinfecting your tools. True or False?

How can organisms get into your body?

- A) Through water or food
- B) Through direct contact
- C) Through an insect or animal bite
- D) Through the air
- E) All of the above

For answers to all questions, please refer to your exam booklet.

Now we will discuss some very serious communicable diseases—HIV/AIDS, hepatitis B, and hepatitis C. You have a much greater chance of getting these diseases off the job than in the workplace, but you should still learn what they are, how they spread, and how to protect yourself.

As a future professional, it is possible, but not too likely, for you to be exposed to these diseases at work as they are spread by blood. When you use sharp instruments like razors, clippers, or tweezers, they might puncture a client's skin and then accidentally puncture yours. Alternatively, if the client has one of these diseases, their blood can enter your body through an open wound, cut, sore, or skin rash.

Clients also face a risk of infection. If equipment in the shop or salon is not properly disinfected, it can pass disease organisms from one client to another.

What Are HIV and AIDS?

HIV, the human immunodeficiency virus, causes AIDS. This virus is transmitted through blood and other body fluids. AIDS stands for acquired immune deficiency syndrome. "Acquired" means that you are not born with the disease, you get it from other people (you "acquire" it). Immune deficiency means that the disease damages your body's immune system, so it doesn't work as well. Without a healthy immune system, you have trouble

fighting off all kinds of organisms that can make you sick. Syndrome means that it is not a single disease. AIDS is a collection of different illnesses. When your immune system is damaged, many different organisms can infect your body.

Health Risks

People with AIDS get many diseases because of their weakened immune system. These infections are often called "opportunistic" because they take advantage of a person's weak immune system, and they can cause devastating illnesses. The most common opportunistic disease among people with AIDS in the United States is pneumocystis carinii pneumonia. Sometimes called PCP; this is a very rare form of pneumonia. Fungus causes this disease that results in inflammation and fluid buildup in the lungs. Other common diseases, infections, and cancers people with AIDS get are:

- Tuberculosis - a bacterial infection that can sometimes cause severe lung damage
- Kaposi's sarcoma - a rare form of skin cancer that produces purple spots (lesions) on the skin
- AIDS dementia - a nervous system disorder that can cause loss of memory and physical coordination
- Cryptosporidiosis - an infection that causes severe diarrhea
- Candidiasis - a severe yeast infection in both men and women; in the vagina, throat, or lungs

Treatment

While there are medications for people living with HIV/AIDS, people still die from the infections or cancers their immune system cannot fight. Currently, there is not a vaccine to prevent HIV/AIDS. There is no cure either. This is why it is important to protect yourself and prevent spreading the virus.

The only body fluids that spread HIV/AIDS are blood, semen, vaginal fluid, breast milk, and any body fluid that contains blood. Body fluids that do not spread HIV/AIDS are saliva, sweat, tears, nasal secretions, and vomit.

How Does the HIV/AIDS Virus Spread?

The kinds of contact among people that can spread the AIDS virus include:

- Sexual contact with an infected person (vaginal intercourse, anal sex, or oral sex)
- Sharing needles and syringes with an infected person (such as during drug use)
- From an infected mother to her baby during pregnancy, in childbirth, or through breast milk
- Being stuck with an HIV-contaminated needle or sharp object

You cannot get HIV/AIDS from any kind of casual contact with another person. You cannot get HIV/AIDS through the air, shaking hands, eating together, sharing items (like books, paper, pens, or phones), sharing the bathroom, or getting insect bites.

Despite common misbeliefs, anyone can get HIV/AIDS. The majority of people with HIV/AIDS were infected from sexual contact with an infected partner. To protect yourself from getting HIV/AIDS in your personal life, use a latex condom for any kind of sexual contact and do not inject drugs. A condom is more effective against HIV/AIDS and other disease if it is used with a spermicide. If you use a lubricant with the condom, use a water-based lubricant as an oil-based lubricant like petroleum jelly can damage the condom.

Symptoms of HIV infection include:

- Fatigue
- Night sweats
- Fever
- Chills
- Weight loss
- Oral thrush (white creamy patches in the mouth)
- Enlarged lymph nodes (in the neck, armpits, or groin)

How Can I Find Out If I am Infected?

To know if you are infected with the AIDS virus, you can get a blood test. Your blood produces antibodies to fight off foreign substances that enter the body, like viruses. So, if HIV gets into your bloodstream, a specific antibody is produced. The antibody test looks for this particular antibody in your blood to know if you are infected with AIDS. The HIV antibody test may not be positive right after you are exposed. You usually produce antibodies within three months, but sometimes it takes up to six months. As soon as you begin to produce antibodies, you will test positive. However, remember, even then, you may not have any symptoms of HIV/AIDS. Symptoms may not show up until years later.

For information about testing and counseling, call:

- Your doctor
- Your local Public Health Department
- An AIDS service organization
- Your local Red Cross chapter
- The Northern California AIDS Hotline: toll-free (800) FOR-AIDS
- The Southern California AIDS Hotline: toll-free (800) 922-AIDS

Your Rights

You have a right to keep your test results confidential. You do not have to tell anyone, not even your employer. It is important to know that you cannot be fired from your job if you test positive for HIV. People with HIV/AIDS are protected from job discrimination under state and federal law.

Symptoms of HIV infection include

- Fatigue
- Night sweats
- Fever
- Chills
- Weight loss
- Oral thrush (white creamy patches in the mouth)
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Your Rights

You have a right to keep your test results confidential. You do not have to tell anyone, not even your employer. It is important to know that you cannot be fired from your job if you test positive for HIV. People with HIV/AIDS are protected from job discrimination under state and federal law.

Blood Exposure Prevention

To prevent infection and protect yourself from blood exposure at work, follow these guidelines:

- Handle all sharp instruments carefully (razors, nail clippers, etc.).
- Use a puncture-proof container when you throw away sharp objects like razor blades.
- Disinfect tools, equipment, and surfaces if they get blood on them.
- Disinfect all tools after they are used on clients, even if you see no blood.
- Wash your hands before and after contact with each client.
- If a client bleeds, hand the client a cotton ball to stop the bleeding. Have the client dispose of it rather than doing so yourself.
- If you get someone's blood on your skin, immediately wash with soap and water. Lather for at least 10 seconds, then rinse.
- If you have sores, scratches, cuts, or broken skin (from dermatitis), wear protective gloves.



Handle all sharp instruments carefully and wear protective gloves.

Standard Precautions

The U.S. Public Health Service says that all U.S. workers must follow certain guidelines if they might come into contact with blood or body fluids on the job. These guidelines are called Standard Precautions. U.S. Department of Labor Occupational Safety and Health Administration (OSHA) has similar rules. These agencies say that to protect yourself you must treat all blood and bodily fluids containing blood as if you know they are infected. In other words, there's no need to decide if a client or co-worker might have HIV/AIDS, or to take different precautions with different people. If you treat all blood as if it is infected, you protect yourself all the time.

For more information on HIV/AIDS, go to www.hiv.gov.

What is Hepatitis?

Hepatitis is an inflammation of the liver. Hepatitis can be caused by many different things—viruses, bacteria, drugs, or chemicals. When it's caused by viruses or bacteria, it's called infectious hepatitis. There are several different types of infectious hepatitis. Hepatitis A, B, and C are the most common. Hepatitis A was mentioned earlier in our discussion of diseases spread through contaminated water or food, but it can also be spread from direct contact. Hepatitis B and hepatitis C, however, are spread through an infected person's blood or body fluids.

How is Hepatitis Contracted?

Hepatitis B and hepatitis C are caused by two different viruses. Although each can cause similar symptoms, such as fever, fatigue, loss of appetite, nausea, vomiting, dark urine, abdominal pain, and jaundice (the eyes and skin turn yellow), they have different modes of transmission and treatments. It is possible to have both hepatitis B and C infections at the same time.

Hepatitis B

Hepatitis B is the most common infectious hepatitis worldwide. It is caused by a virus that grows in liver cells. The hepatitis B virus is sometimes called HBV. When the virus inflames the liver, the condition is called acute hepatitis B. Most people get better after an acute hepatitis B infection, but for some, the disease can develop into chronic hepatitis B. This can eventually lead to cirrhosis (hardening of the liver) and liver cancer. HBV is spread in the same body fluids as HIV (blood, semen, vaginal fluid, and breast milk); however, it can also be spread in saliva. The best way to prevent HBV is to be vaccinated.

Hepatitis C

Hepatitis C is the most common infectious hepatitis in the United States. Hepatitis C is spread through contact with contaminated blood, most commonly through shared needles used with drugs. The disease can also be sexually transmitted or from a mother with the virus giving birth, but these routes of transmission are not as common. Hepatitis C also tends to be chronic. The hepatitis C virus is sometimes called HCV. Currently, there is no vaccine for HCV.

While it may take months before people infected with the hepatitis B and C virus to start to show symptoms, for some people they never occur at all. They become carriers, meaning you can get the disease from them, but you cannot tell that they are infected by looking at them. They might not even be aware themselves.

The hepatitis B virus and hepatitis C virus are more common than HIV/AIDS and much easier to get. The hepatitis B virus and hepatitis C virus are greater risks to licensees as they are much sturdier viruses. The hepatitis B virus can survive outside the body for seven days, even if it dries out and the hepatitis C virus can survive outside the body at room temperature for up to three weeks. That is why it is very important to disinfect tools, equipment, and surfaces especially if you get blood on them.

Treatment

There are many medications available to treat chronic hepatitis B and C, but prevention is very important. Since the hepatitis B virus and hepatitis C virus are spread in the same ways as HIV, take the same precautions in the shop or salon. For example, handle sharp instruments carefully and dispose of them in puncture-proof containers. Disinfect tools properly after use. Wash your hands before and after you have contact with a client. Wash off any blood immediately and wear gloves if you have cuts or sores.



Disinfect tools properly after use.

If you do happen to get stuck by a razor or other sharp tools that might be contaminated with blood, you should do all of the following:

- Wash your wound immediately and thoroughly with soap and water
- Report the incident to your supervisor or employer
- Write down the name and contact information for the person whose blood you had contact with
- Get medical treatment

Cal/OSHA Requirements

In California, Cal/OSHA has rules on Occupational Exposure to Bloodborne Pathogens (Section 5193 of the California Code of Regulations, Title 8, General Industry Safety Orders). These rules are designed to protect workers against diseases that are spread by blood. They cover all workers who "reasonably anticipate" contact with blood or other potentially infectious materials on the job. Most of those directly affected are health-care and public safety workers, but the rules may also cover future professionals working in a shop or salon.

Cal/OSHA considers job exposure to blood to mean someone's blood getting into your blood through skin contact, through mucous membranes (in your eyes, nose, or mouth), or through a sharp instrument. For you to be covered by the blood-borne disease rule, this exposure must occur while you are performing your job duties.

Because barbers and cosmetologists have some chance of blood exposure on the job, it is possible that they are covered by the rules. It is the employer's responsibility, not OSHA's or Cal/OSHA's, to determine if employees are covered. Employers can call the Cal/OSHA Consultation Service to ask whether the Bloodborne Pathogen rules apply to their workers.

Workers who feel that they are being exposed to blood and are not properly protected have a right to file a Cal/OSHA complaint. Remember that if you are a student or independent contractor, you are not covered by Cal/OSHA.

Cal/OSHA's Bloodborne Pathogen rules say employers must:

- **Establish a written exposure control plan** that identifies who has exposure to blood and how to reduce the danger.
- **Update the plan annually** to reflect changes in tasks, procedures, and positions that affect occupational exposure, and also technological changes that eliminate or reduce occupational exposure.
- **Implement the use of universal precautions** that everyone in the shop or salon must follow to treat all blood as if it could be infected.
- **Identify and use engineering controls** to isolate or remove the danger of exposure to blood. For example, puncture-proof boxes should be available to dispose of contaminated sharp instruments like razors.



Cal/OSHA website.

- **Identify and ensure the use of work practice controls** so workers perform their jobs safely with a low possibility of exposure.
- **Provide and maintain personal protective equipment** such as gloves, gowns, eye protection, and masks whenever exposure to blood is likely.
- **Make available hepatitis B vaccinations** to all workers with occupational exposure.
- **Make available free, confidential post-exposure medical evaluation and follow up** to any occupationally exposed workers who experience an exposure incident.
- **Use labels and signs** to communicate hazards on containers containing blood, waste, and sharps.
- **Provide information and training** about Cal/OSHA's Bloodborne Pathogen rules, infectious bloodborne diseases, safe work practices, and what to do if exposed to blood on the job.
- **Maintain worker medical and training records** and a sharps injury log.

Cal/OSHA requires your employer to give you free medical evaluation and follow-up after you have any blood exposure. This process should be confidential. The employer should send you to a medical professional who will:

- Investigate and document how the exposure occurred
- Identify the person whose blood you were exposed to
- Test that person for disease (with his or her consent)
- Test you (with your consent) to see if a viral infection occurred
- Give you immediate treatment when needed, including the hepatitis B vaccine or other medications
- Give you counseling
- Evaluate any illness you report in the future that might be related to the exposure

As with all Cal/OSHA regulations, employers can be cited and fined if they do not follow these rules. For more information about the Bloodborne Pathogens, go to Cal/OSHA's website at [www.dir.ca.gov/Title8/5193.html](http://www.dir.ca.gov>Title8/5193.html).

Now, let's review everything we learned in today's lesson.

Questions for Review

You only need to disinfect your tools if you cut a client.
Otherwise, you can use soap and water. True or False?

Hepatitis B cannot be spread through saliva. True or False?

**The hepatitis B virus is easier to get than HIV/AIDS.
True or False?**

Which of the following body fluids spreads HIV/AIDS?

- A) Tears and blood
- B) Saliva and sweat
- C) Vaginal fluid and nasal secretions
- D) Breast milk and semen
- E) C and D

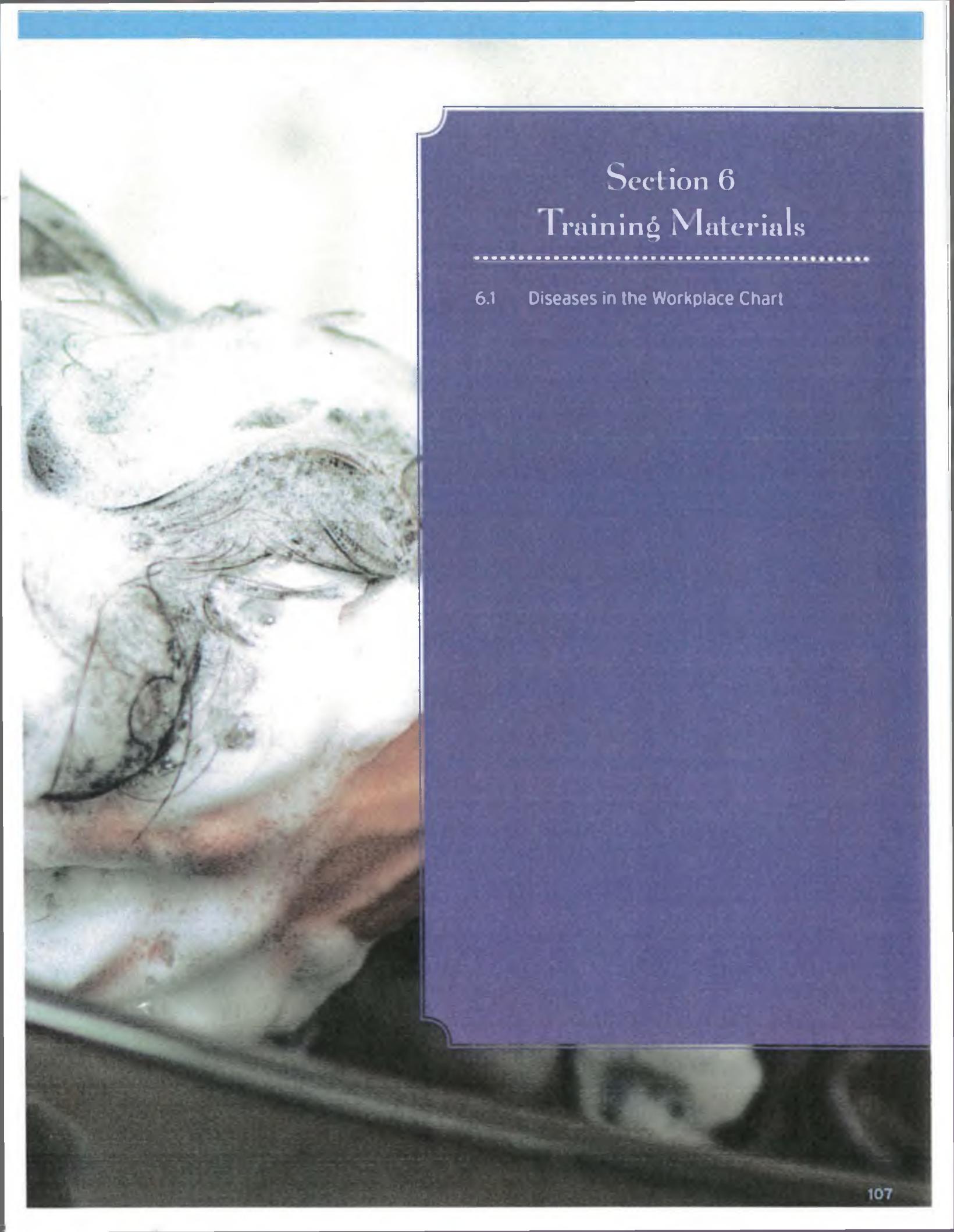
For answers to all questions, please refer to your exam booklet.

This concludes our lesson on communicable diseases. It is important to remember that most tasks done by licensees do not expose you to blood. Therefore, the chance of getting exposed to HIV/AIDS, hepatitis B, and hepatitis C in the shop or salon is very low. If you take all of the precautions that we discussed today, you will protect yourself quite well against exposure.

In our next lesson, we will discuss health and safety rights, agencies that oversee these rights, and important laws and regulations that protect licensees.

Notes

Notes



Section 6

Training Materials

6.1 Diseases in the Workplace Chart



Diseases in the Workplace

DISEASE OR HEALTH PROBLEM	HOW IT IS SPREAD IN THE SHOP OR SALON	HOW TO PREVENT IT
HEPATITIS A Type of organism: Virus Incubation period: 15–50 days, with an average of 28–30 days*	<ul style="list-style-type: none"> Eating or drinking anything that has been contaminated with particles of infected stool (if someone with hepatitis A does not wash after going to the bathroom, then touches your food, you could get sick from the food) Exposure to the bodily fluid of someone infected 	<ul style="list-style-type: none"> Wash your hands with soap and water before and after serving each client** Wash your hands with soap and water, and have the client do the same, before touching food Properly disinfect equipment** Vaccination is available if recommended by your medical provider
HEPATITIS B Type of organism: Virus Incubation period: 60–150 days, with an average of 90 days*	<ul style="list-style-type: none"> Getting blood, semen, vaginal fluid, breast milk, saliva, or any body fluid that contains blood into your body 	<ul style="list-style-type: none"> Properly disinfect equipment** Handle sharp instruments carefully Wash your hands with soap and water before and after serving each client** Use gloves if you have sores, scratches, cuts, or broken skin Vaccination is available if recommended by your medical provider
HEPATITIS C Type of organism: Virus Incubation period: 14–180 days, with an average of 45 days*	<ul style="list-style-type: none"> Getting blood, semen, vaginal fluid, breast milk, or any body fluid that contains blood into your body 	<ul style="list-style-type: none"> Properly disinfect equipment** Handle sharp instruments carefully Wash your hands with soap and water before and after serving each client** Use gloves if you have sores, scratches, cuts, or broken skin

* Incubation period is the length of time it takes after exposure to show symptoms of the disease.

** Rules and Regulations of the State Board of Barbering and Cosmetology, Title 19, Chapter 9, California Code of Regulations.

DISEASE OR HEALTH PROBLEM	HOW IT IS SPREAD IN THE SHOP OR SALON	HOW TO PREVENT IT
AIDS Type of organism: Human immunodeficiency virus (HIV) Incubation period: 2 months to 10 years or more. Most individuals infected with HIV have no symptoms at all for several years. Symptoms: Fever, fatigue, night sweats, chills, weight loss, oral thrush, enlarged lymph nodes	<ul style="list-style-type: none"> Getting blood, semen, vaginal fluid, breast milk, or any body fluid that contains blood into your body 	<ul style="list-style-type: none"> Properly disinfect equipment** Handle sharp instruments carefully Wash your hands with soap and water before and after serving each client** Use gloves if you have sores, scratches, cuts, or broken skin
HERPES SIMPLEX-TYPE 1 Type of organism: Virus Incubation period: 2–12 days with an average of 4 days* Symptoms: Cold sores or painful blisters on the face, gums, lips, or mouth. Sores are often recurring.	<ul style="list-style-type: none"> Touching an infected client's cold sores or fever blisters Touching fluid draining from the eyes Touching something contaminated with saliva, phlegm, or nasal discharge 	<ul style="list-style-type: none"> Don't touch cold sores or fever blisters Use gloves to prevent accidentally touching a sore or blister Wash your hands with soap and water before and after serving each client** Properly disinfect equipment** Properly sanitize towels**
COMMON COLD Type of organism: Virus Incubation period: 1–3 days* Symptoms: Chills, headache, coughing, sneezing, sore or scratchy throat, runny nose, muscle aches, and fatigue	<ul style="list-style-type: none"> Breathing air contaminated by an infected client coughing, sneezing, or spitting Touching something that is contaminated then touching your own mouth, nose, or eyes 	<ul style="list-style-type: none"> Cover your mouth and nose when coughing or sneezing, and have the client do the same Wash your hands with soap and water before and after serving each client** Work in a well-ventilated room Wear a mask, ask the client to wear a mask, or both wear masks
IMPETIGO Type of organism: Bacteria Incubation period: 2–4 days* Symptoms: Rash—the blisters turn into honey-colored crusts. May occur anywhere, but most often around the mouth, in the nose, and on the chin. May last for 2–3 weeks.	<ul style="list-style-type: none"> Touching an open sore on a client's mouth, nose, or chin Touching something contaminated with the fluid of a sore, especially if you then touch your own nose or mouth 	<ul style="list-style-type: none"> Don't touch open sores Use gloves to prevent accidentally touching an open sore Wash your hands with soap and water before and after serving each client** Properly disinfect equipment** Properly sanitize towels**

* Incubation period is the length of time it takes after exposure to show symptoms of the disease.

** Rules and Regulations of the State Board of Barbering and Cosmetology, Title 19, Chapter 9, California Code of Regulations.

DISEASE OR HEALTH PROBLEM	HOW IT IS SPREAD IN THE SHOP OR SALON	HOW TO PREVENT IT
LICE (Head, Body, Or Pubic) Type of organism: Vector Incubation period: Eggs hatch in 5–8 days; the lice mature in two weeks and are then able to lay more eggs* Symptoms: The scalp, genital area, or other hairy part of the body gets infested with eggs (nits). Larvae (like worms) hatch from the eggs and later grow into adult lice. The person who is infested feels severe itching.	<ul style="list-style-type: none"> • Touching an infested client. Lice crawl (they don't jump) from one person to another • Touching articles that are infested (examples: chairs, combs, hats, and clothing) 	<ul style="list-style-type: none"> • Don't touch infested clients or their clothes • Properly disinfect equipment** • Properly sanitize towels**
RINGWORM Type of organism: Yeast (a fungus) Incubation period: 10–14 days* Symptoms: A small, red, raised area spreads on the skin or scalp, later developing into scaly patches. Patches are ring-shaped. Infected hairs become brittle and break off. On the scalp, this can lead to temporary baldness.	<ul style="list-style-type: none"> • Touching the patches of a client's skin or scalp (lesions may be moist, dry, or crusted) • Touching contaminated articles, like chairs, scissors, combs, or towels 	<ul style="list-style-type: none"> • Don't touch patches on a client's skin or scalp • Use gloves to prevent accidentally touching patches • Wash your hands with soap and water before and after serving each client** • Properly disinfect equipment** • Properly sanitize towels**
SCABIES Type of organism: Vector (a mite) Incubation period: 2–6 weeks* Symptoms: There is a red, itchy rash on the skin. Tiny tunnels appear between the fingers, on wrists and elbows, under the arms, or in other warm, moist areas. Itching is more intense at night. Itching may continue 1–2 weeks after treatment.	<ul style="list-style-type: none"> • Prolonged contact with the skin of an infested client • Touching a client's infested clothing 	<ul style="list-style-type: none"> • Don't touch infested clients or their clothes** • Wash your hands with soap and water before and after serving each client** • Properly disinfect equipment** • Properly sanitize towels**

* Incubation period is the length of time it takes after exposure to show symptoms of the disease.

** Rules and Regulations of the State Board of Barbering and Cosmetology, Title 19, Chapter 9, California Code of Regulations.

DISEASE OR HEALTH PROBLEM	HOW IT IS SPREAD IN THE SHOP OR SALON	HOW TO PREVENT IT
TUBERCULOSIS (TB) Type of organism: Bacteria Incubation period: After initial infection with TB, the disease may lie dormant for a lifetime. Otherwise lung lesions may develop in 4–12 weeks. In approximately 80–95% of people these lesions will heal. The only sign they were once infected will be a positive skin test. Some people will later develop active TB. The greatest risk of active disease is within 1–2 years after initial infection.* Symptoms: Fever, weight loss, night sweats, cough, chest pain, coughing up blood, positive TB skin test, abnormal chest x-ray .	<ul style="list-style-type: none"> Breathing air contaminated by an infected client coughing, sneezing, or singing. Contact must be over a prolonged period of time. Touching droplets from the nose or throat of an infected client, then touching your own nose, mouth, or eyes 	<ul style="list-style-type: none"> Cover your mouth and nose when coughing or sneezing, and have the client do the same Wear a mask, ask the client to wear a mask, or both wear masks Wash your hands with soap and water before and after serving each client** Work in a well-ventilated room
CHICKENPOX Type of organism: Virus Incubation period: 14–16 days; rash and pox appear within 1–2 days after first symptoms Symptoms: Itchy rash and red spots or blisters (pox) all over the body, fever, headache, cough, sore throat, decreased appetite	<ul style="list-style-type: none"> Breathing air contaminated by an infected client coughing or sneezing Eating or drinking something that has been contaminated by an infected client Touching an infected client's fluid from a chickenpox blister 	<ul style="list-style-type: none"> Cover your mouth and nose when coughing or sneezing, and have the client do the same Wash your hands with soap and water before and after serving each client** Wash your hands with soap and water, and have the client do the same, before touching food Don't touch blisters Vaccination is available if recommended by your medical provider
MEASLES/RUBEOLA Type of organism: virus Incubation period: 10–14 days* Symptoms: Cough, runny nose, inflamed eyes, sore throat, fever, blotchy red skin rash, and white spots inside mouth	<ul style="list-style-type: none"> Breathing air contaminated by an infected client coughing, sneezing, or talking Touching droplets from the nose or throat of an infected client, then touching your own nose, mouth, or eyes 	<ul style="list-style-type: none"> Wash your hands with soap and water before and after serving each client** Cover your mouth and nose when coughing or sneezing, and have the client do the same Properly disinfect equipment** Vaccination is available if recommended by your medical provider

* Incubation period is the length of time it takes after exposure to show symptoms of the disease.

** Rules and Regulations of the State Board of Barbering and Cosmetology, Title 19, Chapter 9, California Code of Regulations.