



BarberCosmo
Board of Barbering & Cosmetology

MAILING ADDRESS

Board of Barbering and Cosmetology
PO Box 944226
Sacramento, CA 94244-2260

MISSION

To ensure the health and safety of California consumers by promoting ethical standards and by enforcing the laws of the barbering and beauty industry.

TABLE OF CONTENTS

Message from the President..... 1
 Message from the Executive Officer..... 2
 Board Members 3
 Have You Considered Serving as a Board Member? 3
 Ukrainian and Russian Health and Safety Regulations Now Available 4
 Do’s and Don’ts Scope Reminder 5
 Beware Of Diploma Mills 6
 The Simplified Chinese Webpage is Now Live! 7
 Freelance Services 7
 Consumer Corner:
 Safe Sandal Season 8
 Strategies for Success: Practical Tips for Owners of Establishments 9
 What Consumers Should Look For..... 10
 Trade Shows and False Promises..... 11
 Have You Recently Moved? 12
 Interested In Beginning Your State Career? 12
 Subscribe to the Board’s Email List 12
 Have You Recently Moved? 12
 Have a Question? 12
 Contact Us 12

The **BarberCosmo**
update

Issue No. 7



Message from the President

In our ever-evolving industry, staying informed and proactive is key.

One of the most valuable publications for any licensee is the **Self-Inspection Worksheet** available on the Board’s website www.barbercosmo.ca.gov (click on the “Publications” tab, then scroll to “Inspection Resources”). Conducting occasional self-inspections will help you remain in compliance with the Board of Barbering and Cosmetology’s regulations and the laws of California. It will also reduce the number of violations cited during an inspection.

Are clean tools stored separately from soiled tools?

Are soiled towels stored in a closed container?

Do you have a sufficient supply of disinfectant?

Check in with yourself and any other licensees to hold each other accountable.

We can all work together so consumers can have a healthy and safe salon experience!

The Self-Inspection Worksheet is also available in **Korean**, **Spanish**, **Vietnamese**, and **Simplified Chinese**.

Calimay Pham
Board President



Message from the Executive Officer

The Board of Barbering and Cosmetology has embraced many internal changes over the last few months. We successfully completed our move to the Department of Consumer Affairs' Headquarters building and we launched our 11th annual Safe Sandal Season. The Board also welcomed 14 new employees to our team, which has greatly impacted our ability to process workload in a shorter timeframe.

While we have been busy in Sacramento, our inspectors have been busy throughout California. Our inspection process is the Board's first line in our goal of protecting consumers. Inspectors are in the field daily checking that licensees are following all health and safety regulations and educating licensees on how they can partner with the Board to protect consumers. Consumers may not fully understand all the risks that

are involved when they receive a manicure, pedicure, facial, or even a simple haircut. Cross-contamination of tools is one of the most common ways bacteria can spread from one consumer to the next.

The Board exists to protect consumers and you can do your part to help. If you see something concerning that you believe is not quite right, file a complaint with the Board at <https://barbercosmo.ca.gov/enforcement/complaint.shtml>. As a consumer, do not risk your health and safety by receiving services at an establishment that you believe is not using clean tools. Together we can keep the beauty and barbering industry safe.

Kristy Underwood
Executive Officer

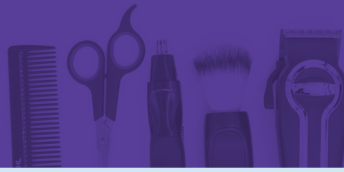
Upcoming Board Meeting Calendar

- **August 12—Sacramento**
- **November 4—Southern California**

The Board urges the public to attend these meetings whenever possible. There is an opportunity for public comment before every Board vote and there is also a period for public comment for matters that are not on the meeting agenda. Members of the public can bring up matters that are important to them or that they would like to see addressed by the Board. Please be advised that while the Board will listen to your concerns during the public comment periods, the Board is legally prohibited from discussing issues or taking action if the matter is not listed on the agenda.

Be sure to visit the Board Meetings webpage for more information at https://barbercosmo.ca.gov/about_us/meetings/index.shtml.





Board Members



Calimay Pham, Public Member, President

Tonya Fairley, Industry Member,
Vice President

Megan A. Ellis, Public Member

Kellie Funk, Industry Member

Reese A. Isbell, Public Member

Dr. Yolanda Jimenez, Public Member

Colette Kavanaugh, Industry Member

Tamika Miller, Industry Member

Danielle Munoz, Public Member

Jacob Rostovsky, Public Member

Steve Weeks, Public Member

Have You Considered Serving as a Board Member?

How would you like to contribute to the growth of the barbering and cosmetology industry within California? The Board of Barbering and Cosmetology currently has two vacancies and is seeking a California-licensed barber, and either an establishment owner or cosmetologist to serve as Board members.

Board members help shape the direction of the beauty and barbering industries with their collective decision-making. Board members provide policy direction, participate in voting on disciplinary matters, and approve regulation packages.

Board members are expected to attend quarterly Board meetings and the ad hoc committee meetings that they are appointed to. Board members must also commit time to reviewing meeting materials and attending all trainings.

The first step to becoming a Board or committee member is to apply to the office of the appropriate appointing official. The current two open positions are appointed by the Office of Governor Gavin Newsom. To apply for a Board member appointment, visit the following website:

[Click here for governor appointment.](#)

Contact information for the appointing office:

[Office of Governor Gavin Newsom](#)

1021 O St., Suite 9000
Sacramento, CA 95814
(916) 445-2841

Once you've applied, you may be contacted for an interview, and a final selection will be made to confirm an appointment. If you have further questions about being a board member, please visit the

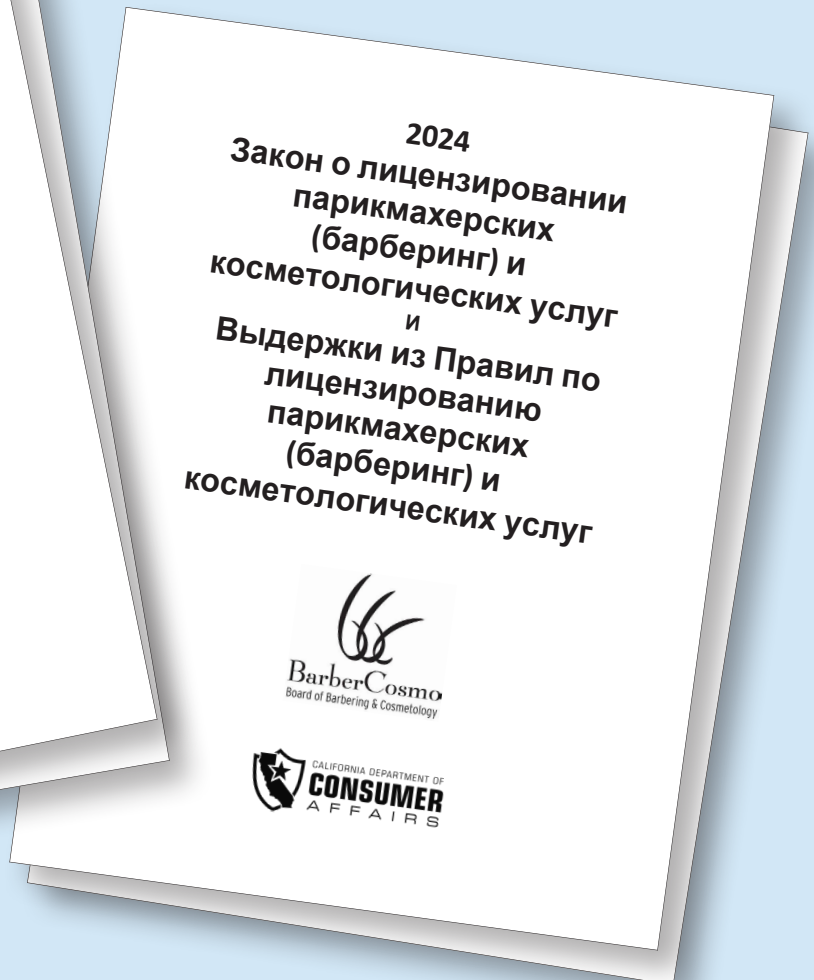
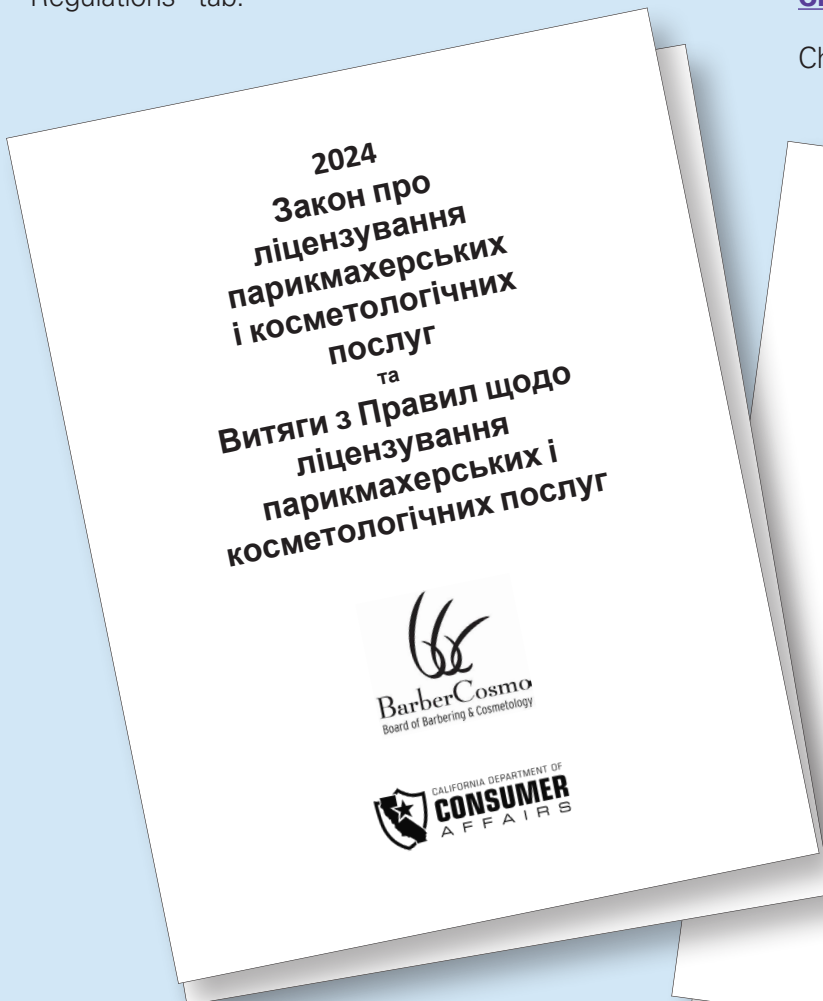
[Department of Consumer Affairs website.](#)

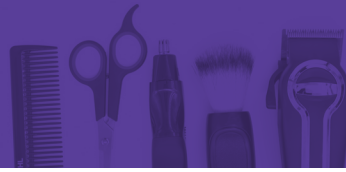
Ukrainian and Russian Health and Safety Regulations Now Available

The Board is excited to announce that the Barbering and Cosmetology Act and Barbering and Cosmetology health and safety regulations are now available in [Russian](#) and [Ukrainian](#)! Visit the Board's website www.barbercosmo.ca.gov, then click on the "Laws & Regulations" tab.

While the Board is required to make all written materials provided to licensees and applicants available in English, Korean, Spanish, and Vietnamese, to increase language access, the Board offers the health and safety excerpts in [Arabic](#), [Farsi](#), [Simplified Chinese](#), and [Traditional Chinese](#) as well.

Check them out and be sure to pass along the message!





Do's and Don'ts Scope Reminder

The practice of barbering is all or any combination of the following practices:

1. Shaving or trimming the beard or cutting the hair.
2. Giving facial and scalp massages or treatments with oils, creams, lotions, or other preparations either by hand or mechanical appliances.
3. Singeing, shampooing, arranging, dressing, curling, waving, chemical waving, hair relaxing, or dyeing the hair or applying hair tonics.
4. Applying cosmetic preparations, antiseptics, powders, oils, clays, or lotions to scalp, face, or neck.
5. Hairstyling of all textures of hair by standard methods that are current at the time of the hairstyling.

Below is a helpful chart that lists some of the common services often associated with barbers.

BARBERING SERVICES	WITHIN A BARBER'S SCOPE	PROHIBITED/OUT OF SCOPE
Beard or Mustache Trim	X	
Beard Shave	X	
Blowdrying Hair	X	
Curling Hair	X	
Dyeing Hair	X	
Haircut	X	
Hair Masks	X	
Hair Relaxing	X	
Hairstyling	X	
Massaging Face and Scalp	X	
Permanent Waving	X	
Shampooing Hair (not using prescription shampoo)	X	
Waxing		X



In the pursuit of lifelong dreams, many individuals enroll in barbering and beauty programs to build their knowledge and kickstart their careers. However, amid the promises of success and prosperity lurk the dark realities of diploma mills.

Diploma mills are deceptive institutions/businesses that churn out substandard education and worthless credentials to unsuspecting individuals with false promises of quick and easy paths to success. These institutions/businesses pose a significant threat to those seeking quality training in the beauty industry.

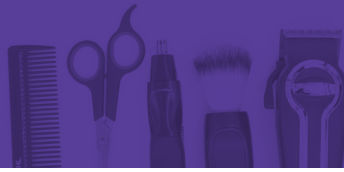
They often provide inferior education, inadequate training facilities, and “instructors” who lack the expertise and experience to properly train individuals. In the beauty industry, where knowledge and skills are paramount, such deficits can have serious consequences—not only for the students but also for the clients they serve.

Imagine an inadequately trained cosmetologist attempting a complex color correction or an esthetician ill-equipped to handle adverse reactions during a facial service. The risks are real, and the repercussions can be devastating.

So how can you protect yourself from falling victim to these predatory institutions? First and foremost, do your research before enrolling and paying any tuition. Research prospective schools thoroughly, checking their accreditation status, faculty credentials, and student success rates. Look beyond flashy marketing and empty promises and seek out testimonials and reviews from current and former students. Additionally, trust your instincts. If something feels off or too good to be true, it probably is. For example, if a few schools say their program takes nine months to complete, and one school says you can finish in three months—that is a red flag. Take the time to visit the school in person, ask questions, and observe classes in action. A reputable institution will welcome your inquiries and provide transparent answers.

The Board encourages prospective students to review the following pamphlets regarding [What to Know Before Choosing a Barber School](#) and [What to Know Before Choosing a Cosmetology School](#).

Remember, your education is an investment in your future, and shortcuts seldom lead to sustainable success. Choose wisely, prioritize quality over convenience, and arm yourself with the knowledge and skills you need to thrive in the competitive world of beauty.



★ Popular Pages

- > [License Look Up](#)
- > [File a Complaint](#)
- > [Español](#)
- > [한국어 \(Korean\)](#)
- > [简体中文 \(Simplified Chinese\)](#)
- > [Việt ngữ](#)
- > [BreEZe Online Services](#)
- > [Exam Information](#)
- > [Frequently Asked Questions \(FAQs\)](#)
- > [Board Meetings](#)
- > [Workers' Rights](#)



The Simplified Chinese Webpage is Now Live!

The Board now has a webpage dedicated to Simplified Chinese publications! On the Board's homepage, <https://barbercosmo.ca.gov/>, you will find a link to the Simplified Chinese webpage in the "Popular Pages" box.

On the webpage, you will find information about the Board and Board-regulated services, resources for establishments and inspections, examination information, industry bulletins, licensee fact sheets, safety tips, and workers' rights materials.

Freelance Services

Wedding season is here! Before booking beauty services in your home, hotel, or wedding venue, please be reminded that the licensee providing the services must also have a Personal Service Permit (PSP) issued by the Board. The PSP allows licensees to provide limited services outside of a licensed establishment if they meet certain requirements.

Licensees with a PSP have completed hundreds of hours of both practical and theoretical training, passed an exam, and cleared a background check with the Department of Justice, in addition to other requirements. Many "freelance artists" advertising on social media are not licensed at all, meaning they have not received training on health and safety, disinfection and sanitation, and how to safely provide services. The last thing you want on your big day is an eye infection or nail fungus!

To verify a license, visit <https://search.dca.ca.gov/>.



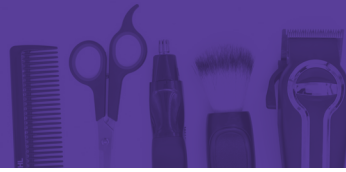


Consumer Corner: Safe Sandal Season

Since 2013, the Board of Barbering and Cosmetology has promoted its Safe Sandal Season campaign annually to educate consumers and licensees on safe nail salon practices. As temperatures warm up and consumers flock to salons to get their toes ready, here are some reminders for consumers receiving nail services:

- Do not shave before your appointment. Shaving makes you susceptible to knicks and cuts, which are gateways for bacteria.
- Do not get a pedicure if you have broken skin on your lower legs.
- Check the salon for cleanliness.
- Look for a valid establishment license posted in the reception area.
- Look for a valid manicurist or cosmetologist license at the licensee's workstation and look to ensure it is not expired.
- Remember that foot spas must be cleaned between each client. Don't hesitate to ask how the foot spas are cleaned.





Strategies for Success: Practical Tips for Owners of Establishments

Between staffing, inventory management, accounting, and training, being an establishment owner is no easy job! The Board would like to share some helpful reminders for owners to keep in mind so everyone can have a successful business:

- ✓ **Focus on Customer Service:** Provide exceptional customer service to ensure clients feel valued and appreciated. Train your staff to be friendly, attentive, and responsive to client needs.
- ✓ **Create a Welcoming Environment:** Design your salon to be inviting and comfortable for clients. Pay attention to details like decor, lighting, and music to create a relaxing atmosphere.
- ✓ **Maintain Hygiene Standards:** Uphold strict hygiene standards to ensure the safety and well-being of clients and staff. Properly disinfect tools, equipment, and workstations.
- ✓ **Invest in Training and Education:** Continuously invest in training and education for your staff to keep them updated on the latest trends, techniques, and safety protocols in the beauty industry.
- ✓ **Offer a Range of Services:** Diversify your service offerings to cater to a broader clientele. Consider offering a variety of beauty services such as haircuts, styling, coloring, skincare treatments, and nail services.
- ✓ **Use Quality Products:** Use high-quality products that deliver results and are safe for clients. Partner with reputable brands and suppliers to ensure the quality and integrity of the products you use.



- ✓ **Implement Efficient Booking and Scheduling Systems:** Utilize booking and scheduling software to streamline appointment management and maximize efficiency. This helps prevent overbooking, reduces wait times, and improves the overall client experience.
- ✓ **Build Strong Relationships with Clients:** Foster strong relationships with clients by maintaining open communication, addressing their concerns promptly, and rewarding loyalty through loyalty programs or special offers.
- ✓ **Stay Compliant with Regulations:** Stay informed about local regulations and licensing requirements for salons and ensure that your salon complies with all health, safety, and sanitation regulations.
- ✓ **Monitor Financial Performance:** Keep track of your salon's financial performance by monitoring expenses, revenue, and profit margins. Regularly review financial reports and adjust strategies as needed to improve profitability.

By implementing these tips, establishment owners can create a successful and thriving business that prioritizes customer satisfaction, safety, and quality service.



What Consumers Should Look For

Whether you visit barbering and beauty establishments to express your style, maintain your appearance, or to relax and pamper yourself, it is important to know what to look for. Here are some tips consumers can use before, during, and after receiving services.

Before

- Research and choose reputable licensees. Before booking any service, research the establishment and licensee. Look for reviews, ask for recommendations from friends or family, and ensure the provider is licensed and follows proper hygiene and safety protocols.
- Be realistic about your results. Understand that not all beauty services will yield immediate or perfect results. Be realistic about what you can expect from the service and discuss any concerns with the provider beforehand.
- Look for signs of cleanliness. Ensure that the establishment maintains proper hygiene standards. Look for cleanliness in tools, equipment, and workspaces. If something seems unclean or unsanitary, don't hesitate to speak up or go elsewhere.

During

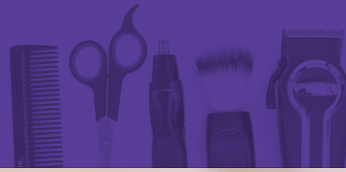
- Communicate your needs clearly. Be clear and specific about what you want from the service. Whether it's a haircut, skincare treatment, or makeup application, communicate your preferences, any allergies or sensitivities, and any concerns you may have.
- Understand the risks. Understand the potential side effects or risks associated with the service you are considering and ask the provider any questions you may have.
- Ask about products used. Inquire about the products used during the service, especially if you have sensitive skin or specific preferences. Ensure that the products are suitable for your skin type and any allergies you may have.

- Listen to your body. Pay attention to how your body reacts to the service. If you experience any discomfort, irritation, or adverse reactions, tell your licensee immediately. Don't be too shy or afraid to speak up.

After

- Follow aftercare instructions. After receiving a service, follow any aftercare instructions provided by the licensee. This may include skincare routines, avoiding certain activities or products, and scheduling follow-up appointments.





Trade Shows and False Promises

While beauty trade shows are fun events where licensees can connect with other beauty professionals, attend seminars to gain valuable insights and knowledge, and learn about new products. Board licensees should be aware that products sold at tradeshow may not be within their scope of practice.

The Board does not have regulatory authority over the manufacturing and/or sale of machines and devices. It is the licensee's responsibility to know if they can use a particular machine or device within their scope of practice.

Business and Professions Code section 7316 (b) and (c) define the scope of practice for cosmetology and its specialty branch, skin care. Licensed cosmetologists and estheticians are required to limit their practice and services to those areas for which they are licensed. Moreover, Board licensees are specifically prohibited

from practicing medicine or surgery or performing invasive procedures that result in the removal, destruction, incision, or piercing of a client's skin beyond the epidermis, or applying electricity which visibly contracts the muscle.

If you're using any machine or device that causes such things as bleeding, bruising, swelling, or inflammation, you are working outside your scope of practice, regardless of the claims of the manufacturer.

At the end of the day, manufacturers want to make money and may say anything to convince you their machines are "Board-approved." Don't fall for it!

For a more complete discussion of skin care devices and other products, and how to determine if their use falls within your scope of practice, read the Board's bulletin on the subject at http://barbercosmo.ca.gov/forms_pubs/publications/skin_device.shtml.

The BarberCosmo update



Have You Recently Moved?

It is important that the Board has accurate addresses on file should the Board need to contact its licensees or applicants. Government mail is not forwarded by the Post Office. Remember to update your home address through **BREEZE**. Licensees are required by law to notify the Board within 30 days if they change their address of record.

Interested In Beginning Your State Career?

Visit the Board's **Job Opportunities webpage** at www.barbercosmo.ca.gov (click on the "About Us" tab and choose "Job Opportunities") to view current job announcements and information on how to apply.

Benefits include:

- Opportunities for career advancement.
- Great state retirement and medical/dental plans.

- Free on-site parking and access to public transportation.
- Work hours 8 a.m.–5 p.m. Monday–Friday, weekends off, and paid holidays.
- Hybrid telework options available.

Subscribe to the Board's Email List to Receive Updates on Regulations, Board Meetings, Important Bulletins, and More!

www.dca.ca.gov/webapps/barber/subscribe_email.php

Have You Recently Moved?

It is important that the Board has accurate addresses on file should the Board need to contact its licensees or applicants. Government mail is not forwarded by the post office. Remember to update your home address through **BREEZE**. Licensees are required by law to notify the Board within 30 days if they change their address of record.

Have a Question?

Check out the **Frequently Asked Questions** webpage at www.barbercosmo.ca.gov for answers to your questions!

Contact Us

- Applicants, licensees, and members of the public may call (800) 952-5210 or email barbercosmo@dca.ca.gov for questions not answered on our **FAQs page**.
- School owners and administrators may email BBC.Schools@dca.ca.gov.
- Apprenticeship sponsors may email BBC.Apprentice@dca.ca.gov.

