

***The NATIONAL-INTERSTATE COUNCIL
OF
STATE BOARDS OF COSMETOLOGY, INC.***

POLICIES

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POLICIES

OBJECTIVE: To clearly define the positions formally adopted by the council on industry and regulatory issues.

DISTRIBUTION: Policies shall be distributed to each elected officer (member of the Executive Board), each contracted employee of the Council, Coordinator of the Testing Program, each appointed member of the National Examination Committee and the Appointed Chairpersons of all other committees.

Policies

***I* FORMAL ADOPTED POSITION/AGREEMENT STATEMENTS:**

- A. Joint position of the NIC/NCA regarding reciprocity.
- B. Any other formal position the Council has taken either independently or jointly with another organization should be listed with the date the Council adopted the position

RECIPROCITY

The following policy was adopted on September 10, 1984 by the delegates attending the 1984 annual conference of the National-Interstate Council of State Board of Cosmetology.

"The National Hairdressers and Cosmetologists Association, Inc., and the National-Interstate Council of State Boards of Cosmetology, Inc., commit to actively pursue the enactment of Legislation which will allow the cosmetologists, licensed in good standing in one state, to qualify for licensure to practice in another state without examinations."

II

RESOLUTION OF THE
NATIONAL-INTERSTATE COUNCIL OF
STATE BOARDS OF COSMETOLOGY, INC.,
AND THE
HAIRDRESSERS AND COSMETOLOGIST ASSOCIATION, INC.,
AND THE
ASSOCIATION OF ACCREDITED COSMETOLOGY SCHOOLS, INC.
OPPOSING THE ELIMINATION
OF
PRACTICAL (PERFORMANCE) EXAM

WHEREAS, The National-Interstate Council of State Boards of Cosmetology, Inc., The National Hairdressers and Cosmetologist Association, Inc., and The National Association of Accredited Cosmetology Schools, Inc. has been advised that certain States are eliminating the Practical (Performance) Exam for the issuance of cosmetology license; and

WHEREAS, We as a National Organization concerned with the protection of the health, safety, and welfare of the public submitting themselves to Beauty Salons believe that they receive such services by qualified cosmetologist; and

WHEREAS, We sincerely believe that the Practical (Performance) Exam is essential in order to determine the readiness of people entering the cosmetology profession to offer services to the public efficiently for their protection; and

WHEREAS, It is our sincere belief that the elimination of the Practical (Performance) Exam is a retrogressive act and detrimental to the best interest of those people seeking cosmetology services and to the protection of their health, safety, and welfare.

NOW THEREFORE BE IT RESOLVED that the National-Interstate Council of State Boards of Cosmetology, Inc., The National Hairdressers and Cosmetologist Association, Inc., and The National Association of Accredited Cosmetology Schools, Inc. go on record as being firmly opposed to the elimination of the Practical (Performance) Exam since in its considered judgment, such action is contrary to the best interest of the public and the standards of the professional practices of cosmetology.

Lois Wiskur, President
N.I.C.

Richard Swinney, President
N.H.C.A.

Jerry Ahern, President
N.A.A.C.S.

July 1986

III

NATIONAL-INTERSTATE COUNCIL
of
State Boards of Cosmetology, Inc.
Founders and Administrators of National Testing

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POSITION PAPER

REGULATION OF COSMETOLOGY SCHOOLS

IT IS THE POSITION OF THE NATIONAL-INTERSTATE COUNCIL OF STATE BOARDS OF COSMETOLOGY, INC. THAT THE COSMETOLOGY BOARDS IN EACH STATE SHOULD MAINTAIN THE REGULATORY RESPONSIBILITY FOR THE INSTRUCTIONAL SCHOOLS FOR THE PRACTICE OF THE COSMETOLOGY ARTS AND SCIENCES .

IT SEEMS A FAIR CONCLUSION THAT THE COSMETOLOGY BOARDS, WHO HAVE THE AUTHORITY VESTED ON THEM TO LICENSE THE PRACTITIONER, THE ESTABLISHMENT FOR THE PRACTICE AND THE SCHOOL FOR THE INSTRUCTION, ARE IN THE BEST POSITION TO INFLUENCE AND ESTABLISH CURRICULUM, MAINTAIN AND EXPAND THE SCOPE OF PRACTICE AND PROTECT THE RIGHTS AND WELFARE OF THE GENERAL PUBLIC.

ADOPTED: August 21, 1990

IV Continuing Education

The following resolution was adopted during our conference call of March 10, 1991:

Realizing that continuing education is a desired goal for all branches of cosmetology and that those States who already require continuing education for license renewal are to be commended, and;

Realizing the importance of excellence in education and the benefits of continuing education for those who teach cosmetology, and;

Realizing the side benefits of continuing education for teachers, by the students and the cosmetology industry as a whole;

Now, therefore, the Continuing Education Committee recommends, that the Executive Board adopt the following position:

"THE NATIONAL-INTERSTATE COUNCIL OF STATE BOARDS OF COSMETOLOGY RECOGNIZES THE IMPORTANCE OF CONTINUING EDUCATION FOR COSMETOLOGY TEACHERS AND URGES THE ADOPTION OF CONTINUING EDUCATION REQUIREMENTS FOR LICENSE RENEWAL OF COSMETOLOGY TEACHERS IN EVERY STATE".

Carolyn Ackerman
Lela Roberts
Nedon Muns

V

THE NATIONAL-INTERSTATE COUNCIL OF COSMETOLOGY BOARDS POSITION 1995

To ensure the protection of the *Public Health and Safety* associated with the practice of Cosmetology and related activities, the National-Interstate Council has taken the following position:

The practice of Cosmetology and related services should be regulated as follows:

1. *Individuals* who provide Cosmetology related services should be *licensed*.
2. *Establishments* which provide cosmetology related services should be *licensed* and have a *licensed manager*.
3. Establishments should be subject to *Routine Health and Safety Inspections*.
4. A system should exist for *consumers* to file *complaints* including procedures for disciplinary action of licensees for *incompetency and malpractice*.

VI Infection Control Best Practices

The NIC repeal its Infection Control & Safety Standards and replaced the standards with these Infection Control Best Practices Recommendations. The recommendations were approved by the NIC on August 5, 2017. These recommendations were developed with the assistance of subject matter experts, including Leslie Roste, RN, of King Research. Many of these best practices are currently practiced by industry professionals and are implemented in several states' newly adopted rules.

These recommendations provide specific language that *may* be used by a state when writing infection control rules; it is not required or all-inclusive. However, this language, when used provides clear direction to the licensee and is technically and scientifically sound. In many cases, several options are offered – these are not the only options, but the most common or most realistically implemented. Comments in blue are background or commentary on the rationale for the wording. Sources are documented in red, where necessary

The following topics are included, in the following order:

1. Definitions

- A. Clean
- B. Disinfect
- C. Sterilize
- D. Disinfectant
- E. Porous
- F. Non-porous
- G. Contact time

2. General requirements

- A. Trash containers
- B. Linen containers
- C. Hair disposal
- D. Hand washing
- E. Communicable disease

3. Procedures

- A. Items required to be disinfected
- B. Disinfectant mixing, disposal, labeling, etc.
- C. Cleaning & disinfecting non-porous, reusable items
- D. Cleaning & disinfecting electrical items
- E. Cleaning & disinfecting chairs, tables, shampoo bowls
- F. Hand washing
- G. Single-use items

4. Linens

5. Storage

- A. Soiled items (“used”)
- B. Disinfected items (“clean”)
- C. Linens

6. Multi-Use Containers

7. Nail services

- A. Disinfection of pedicure bowls
- B. Single-use items

- C. Storage of implements and single-use items

- D. Storage of clients' implements (prohibited)

8. Make-up services

9. Waxing services

10. Blood exposure procedure

- A. Client injury
- B. Licensee injury
- C. Disposal of items used in clean up

11. Prohibitions

12. Towel warmers

13. Continuing education

14. Chemical Safety

15. Electrical Safety

1. DEFINITIONS

It is recommended that the following definitions be addressed (at a minimum) in state regulatory language.

- A. Clean:** Removal of visible/surface debris, washing with soap (or detergent) and water, detergent or chemical “cleaner”. Prepares non-porous items for disinfection. Reduces the number and slows the growth of pathogens on both porous and non-porous surfaces. Cleaning does not make multi-use items safe for use.

Comment: “Sanitize” is the reduction and sometimes, destruction of *some* bacteria. It is not effective against the bacteria of concern in the salon environment and does not address viral and fungal threats. Sanitization is not sufficient to make implements safe for use and as such, has been removed from textbook language and the rules of states with recent updates.

The term “clean” is appropriate for porous items such as linens, hand washing and porous or non-contact surfaces (floors, walls, chairs)

- B. Disinfect:** The process of making a non-porous item safe for use. Requires the use of a chemical intended to kill or denature a bacteria, virus or fungus. Items to be disinfected must be cleaned prior to disinfection. UV light is not acceptable for disinfection.

Comment: Because disinfection is for non-porous surfaces, it is important to define non-porous as part of definitions. UV light requires a very controlled environment, variable lengths of time and specific wavelengths to work. While there is work going on to determine if UVC could work in the healthcare environment, all of the constraints and costs make it difficult even in that setting. The inability to achieve these criteria in the salon makes this inappropriate for disinfection and as such, UV light boxes have been removed or banned in most states with current updates. Many UV light boxes are marked with “UV Sterilizer” and confuse consumers. In addition the wavelengths that would be appropriate for disinfection of non-porous items have been indicated in increased skin cancer.

- C. Sterilize** (even if not required – define what constitutes sterile): The eradication of all microbial life through the use of heat, steam or chemical sterilants. Autoclaves and/or dry heat sterilizers used to sterilize must be spore tested through an independent lab every 30 days to ensure functionality. Autoclaves and/or dry heat sterilizers used to sterilize must be FDA approved and used only as instructed by the manufacturer. Spore testing results and maintenance records must be kept onsite for 12 months.

Comment: Sterilization is appropriate for critical use items (items intended to penetrate the skin – electrolysis, body arts) that are re-used (not single use). Autoclaves / dry heat sterilizers are the only appropriate method to actually sterilize in the salon environment. UV light boxes do not sterilize.

D. Disinfectant:

Recommended options:

- EPA registered bactericidal, virucidal and fungicidal disinfectant that is approved for use in hospital settings, following instruction label for dilution ratio and contact time.
- EPA registered Sodium Hypochlorite 5.25% or higher (household bleach) with instructions for disinfection, diluted as instructed on the label and observing the 5 minute contact time listed on the manufacturer’s label. Bleach must be active (not expired) with a manufacture date of less than 6 months prior to use.

Not recommended:

- Isopropyl alcohol
- Ethyl Alcohol

Comment: Not all bleach disinfects so the requirement for EPA registration ensures that appropriate chlorine bleach is being used. Bleach has a 6-month shelf life so the requirement to check manufacture date ensures that it is not expired.

Alcohol is a poor disinfectant as it has a 20-30 minute contact time and is extremely flammable. The vapor point of alcohols makes achieving the proper contact time nearly impossible. It is important that efficacy statements for salon use include staphylococcus aureus (including MRSA), HIV, and HEPB. Tuberculocidal disinfectant is no longer used as its risks outweigh its benefits and it will be difficult to find after 2018.

Resource: Healthcare “Guideline for Disinfection and Sterilization in Healthcare Facilities, 2008” by Centers for Disease Control and Prevention’s Healthcare Infection Control Practices Advisory Committee.
https://www.cdc.gov/hicpac/Disinfection_Sterilization/6_0disinfection.html

E. Porous: Material that has minute spaces or holes through which liquid or air may pass (permeable, penetrable, cellular).

Comment: This includes all paper, cardboard, and cloth items regardless of how they are labeled. It also includes items like pumice stones that allow for fluid and tissue to become trapped in crevices.

F. Non-porous: Material that has no pores and does not allow for liquids to be absorbed or pass through. Common non-porous materials include glass, metal and plastic.

Comment: Items that are sealed to make them non-porous, become porous when the sealant is worn away – for example, sealed wood on a brush handle is non-porous unless the sealant is worn away.

G. Contact time: The amount of moist contact time required for a disinfectant to be effective against the pathogens on the label. Clean items or surfaces must remain completely immersed, or visibly wet if using sprays or wipes, for full contact time to be effective.

Comment: EPA registration requires that products prove efficacy for all pathogens listed on label. For all pathogens to be effectively eradicated, the full contact time listed on the manufacturer’s label must be observed. Contact time varies widely between product types – for example, contact time for wipes is often significantly lower than those for immersion or sprays.

2. GENERAL REQUIREMENTS

A. Trash containers: Trash containers must have solid sides, lid or cover, and a liner must (should) be used. Trash containers must be emptied when full – never allowing the lid to be partially open.

There shall be 1 covered trash container for:

- Every 2 chairs in a salon or barbershop.
- Each room used for services – for example, waxing, massage, electrolysis.
- Each nail station.
- Between every 2 pedicure chairs.
- Each restroom, dispense area and any break room where food is prepared.
- *Refer to State Guidelines*

Comment: Trash containers should always be made of solid non-porous materials to reduce the risk of contaminants being spread. Liners reduce the risk, but surfaces such as wicker, provide areas for pathogens to thrive in the trash container. The recommendation for a trash container per every 2 chairs increases compliance with trash disposal rules.

B. Linen containers: Containers for soiled linens must be covered and have vented sides to reduce the growth of pathogens. Containers used for soiled linens, must be disinfected weekly with EPA registered disinfectant sprays or wipes, used as directed on manufacturer's label.

There shall be 1 covered container for soiled linens *Refer to State Guidelines* (towels, capes, sheets):

- In a salon, barbershop, spa or nail salon.
- In each individual room used for private services – for example, waxing, massage, electrolysis.
- In each room (area) where pedicures are performed.
- In any customer changing area.

Comment: Linen containers used for soiled linens should be made of non-porous, vented material. Wet towels, robes and sheets can become a breeding ground for pathogens, particularly fungi - venting reduces that risk because airflow allows for some drying of materials. Liners are not recommended, as that would reduce the airflow. However, gloves when emptying linen containers or hand washing required after should be considered.

C. Hair disposal: Immediately following a hair service, all hair on floor, chair and station must be removed and placed in closed trash container.

Comment: Hair allowed to accumulate on the floor is a safety hazard for both licensee and consumer.

D. Hand washing: All licensees are required to wash hands prior to any service, following eating, smoking or the use of the restroom. Hands must be washed with running water and soap and then dried with a disposable towel. When hand washing is not practical or possible, hand sanitizers (at least 70% alcohol) may be used. However, hand washing is required following the use of the restroom – hand sanitizer is not acceptable. Hand sanitizer should be made available at all nail stations for client use prior to a service.

Comment: Antibacterial soap should not be required – it allows for “selection” of bacteria and often contains a product (Triclosan) that is currently banned in Europe, and recently in the US (see FDA ruling below). Hand sanitizer does not “select” and offers a more realistic option in a busy setting where only 1 restroom is available. The goal is to get more people compliant with some form of hand cleaning rather than doing nothing because it is impractical.

Resources:

- “Antibacterial Soap? You Can Skip It – Use Plain Soap and Water” by US Food and Drug Administration.
<http://www.fda.gov/downloads/ForConsumers/ConsumerUpdates/UCM378615.pdf>
- “Five Reasons Why You Should Probably Stop Using Antibacterial Soap” by Smithsonian.
<http://www.smithsonianmag.com/science-nature/five-reasons-why-you-should-probably-stop-using-antibacterial-soap-180948078/?no-ist>
- “Antibacterial Household Products: Cause for Concern” by S.B. Levy, US National Library of Medicine, National Institutes of Health.
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2631814/>

E. Communicable disease: Licensees shall not perform any service if they have been diagnosed with a communicable disease until cleared by a medical professional for return to work. Any licensee with a respiratory illness, regardless of if they have been diagnosed, should consider the use of a facemask to protect clients from the possibility of transmission. Licensees shall not perform a service on a client who has visible swelling, eruption, redness, bruising on skin or rash in an area where a service is to be performed.

Comments: We should not be asking licensees to diagnose themselves or their clients. These rules should be written to protect both licensees and clients from the most likely pathogens to be transmitted. Licensees should be provided a set of guidelines for denying services to clients.

3. PROCEDURES

A. Items required to be disinfected:

- All non-porous items to be used on multiple clients must be cleaned and disinfected prior to use.
- The non-electrical items required to be cleaned and disinfected prior to use include, but are not limited to, combs, brushes, shears, hair clips, hair rollers, pushers, nippers, plastic/metal spatulas.

B. Disinfectants mixing, disposal, labeling:

- All disinfectants must be mixed as directed on the manufacturers' label.
- All disinfectants used for immersion must be disposed of at the end of the day and fresh disinfectants made at the beginning of each workday. In addition, if a disinfectant becomes contaminated or cloudy prior to the end of the day, it must be changed immediately.
- All disinfectant containers must be covered at all times and large enough to completely cover all implements and tools (including the handle) that are placed in the container.
- A manufacturer's label for a disinfectant concentrate must be attached to the container at all times. If concentrate bottle is emptied, it must remain available until a new bottle is available.
- When mixed disinfectant concentrate is placed in a secondary container such as a spray bottle, tub or jar, that container must have the original manufacturer's label to indicate what chemical is in the container. SDS sheets must be readily available for all disinfectants in use at all times.
- Disinfectants must be disposed of in accordance with all local, state and federal requirements.

Comment: SDS Sheets (Safety Data Sheet) replace the MSDS and are required by OSHA to be available at all times to all staff. They cannot be locked in an office after hours or accessed by the internet (unless all staff have access). Daily changing of disinfecting solution is a requirement of the EPA for all registered disinfectant. Labeling of secondary containers should contain the product name, manufacturer and ingredients – in an emergency this information will be necessary.

C. Cleaning & disinfecting non-porous, reusable items:

1. Wash item with soap/water or a chemical cleaner/detergent.
2. Rinse item under clean, running water and dry.
3. Disinfect with approved disinfectant:
 - a. Immersion: place item in properly prepared disinfectant so that all surfaces are covered. Allow to remain in the disinfectant for full contact time listed on the label
 - b. Spray: Place item on disinfected surface or clean towel and spray with disinfectant until thoroughly saturated. Ensure that all surfaces of item stay visibly moist for full contact time listed on the label.
 - c. Wipes: Using an EPA registered wipe – wipe surfaces and ensure that all surfaces remain visibly moist for contact time listed on the label. When using a wipe to “clean” and a second wipe to “disinfect”, step #1 & #2 are not required.
4. Remove item(s) and rinse. Allow to air dry or wipe dry with clean paper towel
5. Store disinfected tools in a clean, covered container labeled “disinfected” or “ready to use”.

6. Shears and razors are not required to be immersed, but must be wiped to remove hair, product residue, and skin debris, and then disinfected with an EPA-registered, hospital-level disinfectant, spray or wipe after each use. The surfaces must remain wet with the spray or wipe disinfectant for the contact time listed on the disinfectant label.

Comment: There is significant concern that disinfectants rust metals (shears). The disinfectant is not the culprit, but leaving items sitting in liquid (any type) for long periods of time causes rusting of metals. It is not necessary to write separate rules for shears, but to re-enforce that they should only stay in the liquid for the contact time listed on the manufacturer's label.

D. Cleaning & disinfecting electrical items:

1. Plastic/metal guards, clipper blades, drill bits and any metal or nonmetal removable parts must be removed, cleaned, and disinfected as follows:
 - a. Remove all debris, such as hair from clippers.
 - b. Use EPA registered spray or wipe as instructed on manufacturer's label for full contact time to disinfect entire implement/tool.
 - c. Allow to air dry or wipe dry with a clean paper towel.
2. Entire tool housing must also be disinfected by use of an EPA registered spray or wipe disinfectant used according to the manufacturer's label
3. Store in a clean place such as stand, hook or on a clean towel covered by a clean towel
4. Electrical items with a cord may not be stored in a "clean" container.

Comment: Placing the cord of an electrical item in a drawer or other closed container with "clean" items will contaminate all items in the drawer/container.

E. Cleaning and disinfecting tables, chairs, shampoo bowls:

- Using an EPA registered wipe or spray, all chairs, treatment tables and nail stations must be disinfected daily according to the manufacturer's label.
- All treatment tables must be covered with a new, paper cover or clean linen cover prior to each service.
- Using an EPA registered wipe or spray, all shampoo bowls must be cleaned and disinfected daily – including the front of bowl and all handles.

F. Hand washing:

- Licensees and students must wash their hands prior to any service and after eating, smoking or using the restroom.
- Liquid soap and disposable towels must be provided for both licensees and customers.
- When hand washing is not possible, the use of hand sanitizer with a 70% alcohol concentration is acceptable (except after using the restroom, when hands must be washed).
- Hand sanitizer must be available on all nail stations for customers to use prior to service.

Comment: Do not require antibacterial soap – see FDA ruling above.

G. Single-use items:

- Any item that cannot be cleaned and disinfected is considered single use and must be disposed of after each use. This includes, but not limited to, nail files/emery boards made of any material except metal or glass, all cotton, buffing blocks, pumice stones, wooden cuticle pushers, toe separators, wooden spatulas, neck strips, and paper coverings.
- Single use items may not be stored, after use, for customers on the premises and customers may not take single use items home and return with them for service.

- All single use items must be stored in a clean, covered container marked “clean” or in their original, single use packaging.

4. LINENS

- All linens (towels, sheets, robes, etc.) must be laundered prior to use. Laundry may be done through commercial laundry services or on-site.
- No towel, cloth, sheet or robe may be re-used between customers – this includes towels used for application of hair color remover and towels used as a hand rest for manicure clients.
- Soiled linens must be immediately placed in a closed container exclusively for storage of soiled linens.
- Linens shall be washed on hot with detergent and bleach and dried until all moisture is gone and linens are “hot to the touch”
- Clean linens shall be stored in a clean, closed container, cabinet or drawer that is exclusively used for the storage of clean linens
- Capes shall be washed or disinfected daily

Comment: Some states are writing rules to have a “fresh” cape for every service. There is no scientific evidence to support this and with the significant cost/time consideration it was decided not to include this in the document.

5. STORAGE

A. Soiled items (“used”):

- Implements or tools that have been used on a customer must be placed in a closed, covered container marked “items to be disinfected” until properly cleaned and disinfected.
- Container must be made of solid sides, with lid or cover and be able to be disinfected.
- Container used for temporary storage of soiled items must be disinfected daily
- Tools and implements must not be placed in or on clothes, aprons, pockets, bags, or holsters, or worn by the licensee, and must not come into contact with surfaces that have not been disinfected.

Comment: Pockets, holsters and aprons are generally constructed from porous materials such as cloth/leather which cannot be disinfected and would collect tissue and potential pathogens.

B. Disinfected items (“clean”):

- Once properly cleaned and disinfected, all multi-use items must be stored in a clean, covered container marked “disinfected” or “ready to use”.
- Once properly cleaned and disinfected, all electrical implements must be stored in a clean place such as a hook, stand, or on a clean towel.

C. Linens:

- All clean linens must be stored in a clean, closed, covered container, drawer, or cabinet that is exclusively used for the storage of clean linens.
- All towels used in towel warmers must be washed/dried at end of the day and stored overnight in a clean, covered, closed container (not the towel warmer).

6. MULTI-USE CONTAINERS

In the removal of product from multi-use containers:

- All products removed from a multi-use container such as a tub or tube, must be done so in a manner that the remaining product in the container is not contaminated.
- Products such as pomades, waxes and gels may be removed with either a single use spatula that is disposed of immediately after a single use or a disinfected multi use spatula.
- Powders and lotions may be dispensed from a shaker or pump ensuring that the licensee's or client's hands never touch the dispensing portions of the container.

7. NAIL SERVICES

A. Disinfection of pedicure bowls:

All pedicure bowls must be cleaned and disinfected prior to each use in the following way:

1. Empty pedicure bowl.
2. Remove all removable parts (including but not limited to screens, foot plates, impellers and fans).
3. Clean removable parts with soap/detergent and water, rinse, immerse in EPA registered disinfectant following manufacturer's directions for proper contact time.
4. Scrub tub with soap/detergent and rinse with clean water.
5. Replace removable cleaned and disinfected parts.
6. Fill tub and add EPA registered disinfectant to achieve proper concentration.
7. Allow to sit, or run through system (jetted tubs) for manufacturer's recommended contact time.
8. Drain tub, rinse and air dry or wipe dry with clean paper towel.

Comment: These instructions for pedicure bowl are best practice and it is understood that they seem impractical in most salons. However, it was agreed that the best practice to protect the consumer was what must be written, knowing that some states may elect to modify them. If the proper procedure is done after EVERY client, there is no need for additional daily or monthly procedures.

B. Single-use items:

- Any item that cannot be properly cleaned and disinfected is considered single-use and must be disposed of after a single use. This includes, but is not limited to, all nail files/emery boards that are not made entirely of metal or glass, pumice stones, buffing blocks, wooden cuticle pusher, cotton, toe separators, flip-flops.
- **Drill Bits:** Metal drill bits may be soaked in acetone to remove nail product. When removed from the acetone, they must be washed using a brush and soap/water, then rinsed prior to immersion in disinfectant. Bits must remain in disinfectant for full contact time.

C. Storage of implements and single-use items:

- Storage of implements or single use items for a client is prohibited.
- Allowing clients to keep their own implements/single use items and bring them to appointments is prohibited.
- Single use items may be given to client for use at home, but may not be brought back for use in salon.

Comment: Items kept in a closed box or bag may provide breeding ground for molds and bacteria. When a client takes items home, the items are often left in hot cars increasing the likelihood of bacterial growth.

8. MAKE-UP SERVICES

- All makeup that comes in a cake, loose or liquid form, must be transferred to a palette with a disinfected (or single-use) spatula for use with a single customer. Any excess make-up must be disposed of immediately following the service.
- Eyeliner that does not require a sharpener must have a portion transferred to a palette for single use with a disinfected (or single-use) spatula.
- Make-up pencils that require a sharpener must be sharpened prior to each use.
- Pencil sharpeners must be cleaned out and properly disinfected by immersion or spray with an EPA registered disinfectant after each use.
- Disposable applicators must be used in the application of mascara.
- Liquid foundation must be dispensed with a pump style bottle or removed from container without allowing mouth of container to be contaminated.
- Make-up displays should not be accessible to the public and all make-up should be covered when not in use.
- When make-up displays are accessible to the public, disposable applicators for all make-up must be readily available.

9. WAXING SERVICES

A. Waxing Services

- Roll on wax is prohibited.
- Wax pots must remain covered and free from debris.
- Wax may be removed for use by one of the following methods:
 - Single-use spatula disposed of after a single dip/application.
 - Disinfected plastic spatulas – new spatula for each dip into pot.
 - Removal of wax needed for entire service into single use, disposable cup. ONLY in this circumstance may the same applicator be used for the entire service. Cup (including all remaining wax) and applicators must be disposed of immediately after use. Remaining wax may not be put back into pot.
- If wax becomes contaminated or has visible debris, pot must be emptied and disinfected. No wax may be re-used; only new wax may be used in the pot.
- Area to be waxed must be cleaned with antiseptic wipe prior to service to reduce the risk of infection.
- Gloves must be worn when performing waxing services. *Refer to State Guidelines*
- Waxing of nasal hair is prohibited.
- Paraffin wax must be portioned out for each client in a bag or other container, or dispensed in a manner that prevents contamination of the unused supply. All portions used on a client must be disposed of immediately following use.

Comment: Double dipping must be EXPRESSLY prohibited – HPV and HSV can both be easily transmitted in the wax pot environment. Nasal hair waxing creates a significant health risk for consumers. CDC estimates 30% of Americans are colonized with MRSA in nares. The waxing of nares creates portal of entry with good blood supply for infections like MRSA to take hold. There is no adequate way to “clean” skin inside of nares for this type of service to be safe.

B. Cleaning and disinfecting of wax pot:

- Wax pot must be completely cleaned/disinfected when wax is contaminated or debris is visible. In this case:

- a) All wax must be emptied and disposed of immediately.
- b) Pot must be washed with soap/detergent and rinsed.
- c) Spray or wipe all surfaces with EPA registered disinfectant and follow manufacturer's guidelines for contact time.
- d) Allow to air dry, or wipe dry with a clean paper towel.
- e) Add new wax to pot.

10. BLOOD EXPOSURE PROCEDURE

A. For client injury, a licensee must:

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

B. For a licensee injury, that licensee must:

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

11. PROHIBITIONS

The following are prohibited from salons:

- Methyl Methacrylate acid (MMA)
- Blades for cutting of skin (credo, rasp)
- UV Sterilizers
- Roll on wax
- Waxing of nasal hair
- Any product banned by the FDA
- Providing a service outside of the scope of license
- Live fish, leeches, snails, and other living creatures for use in any cosmetic service

12. TOWEL WARMERS

Salons using hot steamed towels in services must meet these requirements:

- Towel warmers must be disinfected daily with a disinfectant wipe or spray.
- Towels used in a warmer must be washed with detergent and bleach and dried using a hot dryer setting;
- Practitioners preparing towels for the warmers must first wash their hands or wear gloves; and
- Wet towels used in services must be prepared fresh each day. At the end of the day, unused steamed towels must be removed and laundered.
- Towel warmer must be left open overnight to allow unit to dry completely

13. CONTINUING EDUCATION *Refer to State Guidelines*

- Prior to renewal, all licensees will complete 2 hours of continuing education on health and safety updates. This may include, but is not limited to infection control, chemical safety, chemical disposal, current pathogens of concern
- Continuing education providers must update material annually to provide current, topical material that is relevant to the licensee.

14. CHEMICAL SAFETY:

1. Chemicals shall be transported and stored in accordance with the manufacturer's label
2. Chemicals must be stored in the original containers
3. Chemicals must be stored in overhead cabinets or locked cabinets. They may not be stored in areas used by customers such as bathrooms.
4. Chemicals may only be mixed and applied to customers specifically as instructed on manufacturer's label, including patch tests.
5. Chemicals must be discarded in accordance with manufacturer's label, local, state and federal rules.
6. Chemicals shall not be mixed with any other substance unless expressly instructed on the label.

15. Electrical Safety:

1. Electrical implements / appliances shall be plugged directly into wall outlets, not extension cords, power strips or outlet extenders
2. If cords are frayed, worn thin or broken at either end, the implement/appliance shall be disposed of immediately
3. Electrical implements/appliance shall never be used in the presence of water or any other liquid.

VII Aurie J. Gosnell

NIC Proclamation

Aurie J. Gosnell has given outstanding and loyal service to NIC.

Aurie J. Gosnell led NIC to establish National Cosmetology Standards by the development and implementation of the NIC National Written and Practical Examinations.

Aurie J. Gosnell was the first and has been the only NIC Coordinator of Testing.

NIC declares that Aurie J. Gosnell shall now and forever carry the title of NIC Coordinator of Testing Emeritus and that no other individual shall ever hold the title.

As Coordinator of Testing Emeritus, Aurie J. Gosnell will now and forever be a member of the NIC National Examination Committee and vote as a quorum member.

Also,

In appreciation for Aurie J. Gosnell's distinguished and unequalled service to NIC and the Cosmetology Industry, by a unanimous decision of the Executive Board, awards Aurie J. Gosnell the first Aurie J. Gosnell award.

Let it be known that the Aurie J. Gosnell award will be awarded to future professionals who have given outstanding service to the Cosmetology Industry at the unanimous discretion of the executive Board.

So proclaimed, in the home state of Aurie J. Gosnell, the great state of South Carolina, on October 7, 2002.

VIII UNIFORM MODEL PRACTICE ACT

NATIONAL-INTERSTATE COUNCIL OF
STATE BOARDS OF COSMETOLOGY

Approved by the Delegates on October 8, 2018

UNIFORM MODEL PRACTICE ACT

Article I

Title, Purpose, and Definitions

An ACT concerning the regulation of the practice of cosmetology and related matters. Be it enacted...

Section 101. Title of Act.

This Act shall be known as the “(Name of State) Cosmetology Practice Act.”

Section 102. Legislative Declaration.

The practice of cosmetology in the state of (Name of State) is declared a professional practice affecting the public health, safety, and welfare and is subject to regulation and control in the public interest. It is further declared to be a matter of public interest and concern that the practice of cosmetology, as defined in the Act, merit and receive the confidence of the public and only those qualified persons are permitted to engage in the practice of cosmetology in the state of (Name of State). This Act shall carry out these objectives and purposes.

Section 103. Statement of Purpose.

It is the purpose of this Act to promote, preserve, and protect the public health, safety, and welfare by and through the effective control and regulation of persons, that practice cosmetology within this state.

Section 104. Practice of Cosmetology.

The Practice of Cosmetology means to offer services in the areas of:

1. Hair Styling;
2. Esthetics; and
3. Nail technology.

Section 105. Exempt persons or activities.

The practice of cosmetology shall not apply to the following:

1. Any officer serving in the United States armed forces or in the federal government performing cosmetology services within the scope of official duties, provided such cosmetology services are limited to the period of such service;
2. Any person rendering gratuitous services in cases of emergency;
3. Any cosmetology professional who is licensed in another state or country and who is consulting with a cosmetology professional licensed in this state provided such service is limited to such consultation;
4. Any student enrolled and in good standing in a school of cosmetology approved by the Board who engages in practice at a licensed cosmetology school or under the supervision of a licensed cosmetology professional under this article.

Section 106. Definitions.

(a) **Approved Provider of Continuing Education** means:

Any professional association, university or college, corporation or other entity that has met the requirements of the Board to provide educational courses that are designed to assure continued competence in the practice of cosmetology.

(b) **Approved Program of Continuing Education** means:

An educational program offered by an approved provider of continuing education.

(c) **Approved Cosmetology Program** means:

A school of cosmetology or a cosmetology education program that is approved by the Board.

(d) **Board of Cosmetology** means:

The Board of Cosmetology created under this Act. In this document referred to as "Board".

(e) **Client** means:

An entity, person, group or corporation that has entered into an agreement with a cosmetology professional for the purposes of obtaining cosmetology services.

(f) **Continuing Education** means:

Training which is designed for continued competence in the practice of cosmetology.

(g) **Continuing Education Contact Hour** means:

A fifty (50) minute clock hour of instruction, not including breaks or meals.

(h) **Conviction** means:

Conviction of a crime by a court of competent jurisdiction and shall include a finding or verdict of guilt, whether or not the adjudication of guilt is withheld or not entered on admission of guilt, a no consent plea, a plea of nolo contendere, or a guilty plea.

(i) **Examination** means:

An examination approved by the Board.

(j) **Felony** means:

A criminal act as defined by this state or any other state or by definition under federal law.

(k) **Informed Consent** means:

The cosmetology professional has informed the client or the client's authorized representative, in a manner understood by the client or representative, of the service, risk assessment, and has provided the client with an estimate of the charges for cosmetology services to be rendered and the client has consented to the recommended service.

(l) **Licensee** means:

A person duly licensed under this Act.

(m) **Person** means:

Any individual, firm, partnership, association, joint venture, cooperative, corporation, or any other group or combination acting in concert; and whether or not acting as a principal, trustee, fiduciary, receiver, or as any kind of legal or personal representative, or as the successor in interest, assignee, agent, factor, servant, employee, director, officer, or any other representative of such person.

(n) **Supervision** related terms are defined as follows:

1. Indirect supervision means a cosmetology professional who assumes responsibility for the professional care given to a client by a person working under his or her direction.
2. Direct supervision means the supervising cosmetology professional is in the immediate area and within audible and visual range of the cosmetology professional servicing the client.

(o) **Cosmetologist** means:

A person who is a graduate of an approved cosmetology program and is duly licensed under the provisions of this Act to practice cosmetology.

(p) **Hair stylist** means:

A person who is a graduate of an approved hair stylist program and is duly licensed under the provisions of this Act to practice hair styling.

(q) **Esthetician** means:

A person who is a graduate of an approved esthetician program and is duly licensed under the provisions of this Act to practice esthetics.

(r) **Nail Technologist** means:

A person who is a graduate of an approved nail technology program and is duly licensed under the provisions of this Act to practice nail technology.

(s) **Cosmetology Salon** means:

Any place or unit from which the Practice of Cosmetology is conducted.

(t) **Cosmetology** means the practice of:

1. Hair styling;
2. Esthetics; and
3. Nail Technology.

(u) **Hair Styling** means the practice of:

1. Arranging, beautifying, bleaching, cleansing, coloring, curling, cutting, dressing, manipulation, permanent waving, singeing, tinting, and trimming of natural or artificial hair;
2. Use of lotions, creams, and antiseptics; and
3. Massaging and stimulation of the scalp.

(v) **Esthetics** means the practice of:

1. Beautifying, cleansing, cosmetic preparations, exfoliating, facials, makeup, removal of superfluous hair, stimulation, tinting, tweezing and waxing;
2. Eyelash tinting, artificial eyelashes and eyelash extensions;
3. Use of lotions, creams, oils, antiseptics and depilatories; and
4. Massaging the skin.

(w) **Nail Technology** means the practice of:

1. Manicuring and pedicuring real and artificial nails for the purpose of beautifying which includes:
 - a. Cleaning;
 - b. Trimming;
 - c. Cutting;
 - d. Shaping;
 - e. Sculpting;
 - f. Polishing; and
2. Massaging the hands and feet.

(x) **Massaging** means:

Surface manipulation in relation to skin care; or cleaning or stimulating the face, neck, ears, arms, hands, bust, torso, legs, or feet of a person by means of hands, devices, apparatus, or appliances along with the use of cosmetic preparations, antiseptics, tonics, lotions, or creams.

(y) **Natural Hair Styling** means:

Tension on hair strands or roots by braiding, locking, weaving, interweaving, extending, twisting, wrapping, arranging, corn rowing, threading, manipulating, and straightening natural hair by hand or mechanical devices.

(z) **Reciprocity/Endorsement – Endorsement/Reciprocity** means:

Acceptance of a practitioner applicant for licensure from outside the state or jurisdiction based on documented prior record of training and/or experience in work hours from another state or jurisdiction without additional testing with the exception of state law exams this could include:

- a. License for license; or
- b. Mutual exchange of license privileges; or
- c. A recognition by other states of the validity of licenses or privileges granted by the other.

NATIONAL-INTERSTATE COUNCIL
OF STATE BOARDS OF
COSMETOLOGY

Approved by the Delegates on September 9, 2019

UNIFORM PRACTICE ACT

Article II

Consumer Protection Focused Curricula in Cosmetology

Fields This Article outlines the curricula broken down by profession/license

type: **Cosmetology Curriculum**

I. Safety, Infection Control, and Cleanliness	V. Hair Care and Safe Services
<ol style="list-style-type: none"> 1. Infection Control Process; 2. Cleanliness, Disinfection, and Sterilization in a Salon Environment; 3. Blood Exposure Procedures; 4. Safe Use, Handling, and Storage of Tools, Products, and Materials; 5. Safe Use, Handling, Storage, Ventilation, and Disposal of Chemicals; and 6. Consumer Protection and Universal Precautions. 	<ol style="list-style-type: none"> 1. Consultation; 2. Hair Coloring; 3. Hair Cutting and Shaping; 4. Hair Shampooing, Rinsing, and Treatments; 5. Chemical Hair Styling; 6. Non-Chemical Hair Styling; and 7. Electricity and Light Therapy for the Scalp.
II. Business and Professional Development	VI. Nail Care and Safe Services
<ol style="list-style-type: none"> 1. Communication Skills; 2. Ethics; 3. Professionalism; 4. Reception Desk/Dispensary; 5. Sales; and 6. Salon Operation and Management. 	<ol style="list-style-type: none"> 1. Consultation; 2. Manicure; and 3. Pedicure.
III. Laws and Regulations	VII. Skin Care and Safe Services
<ol style="list-style-type: none"> 1. State and Federal Laws. 	<ol style="list-style-type: none"> 1. Consultation; 2. Body Hair Removal; 3. Facial Hair Care; 4. Facials; 5. Makeup Application; and 6. Electricity and Light for the Skin.
IV. Applied Scientific Concepts	
<ol style="list-style-type: none"> 1. Physiology; 2. Chemistry; 3. Electricity; and 4. Trichology. 	



Hair Styling Curriculum

I. Safety, Infection Control, and Cleanliness	V. Hair Care and Safe Services
<ol style="list-style-type: none">1. Infection Control Process;2. Cleanliness, Disinfection, and Sterilization in a Salon Environment;3. Blood Exposure Procedures;4. Safe Use, Handling, and Storage of Tools, Products, and Materials;5. Safe Use, Handling, Storage, Ventilation, and Disposal of Chemicals; and6. Consumer Protection and Universal Precautions.	<ol style="list-style-type: none">1. Consultation;2. Hair Coloring;3. Hair Cutting and Shaping;4. Hair Shampooing, Rinsing, and Treatments;5. Chemical Hair Styling;6. Non-Chemical Hair Styling; and7. Electricity and Light Therapy for the Scalp.
II. Business and Professional Development	
<ol style="list-style-type: none">1. Communication Skills;2. Ethics;3. Professionalism;4. Reception Desk/Dispensary;5. Sales; and6. Salon Operation and Management.	
III. Laws and Regulations	
<ol style="list-style-type: none">1. State and Federal Laws.	
IV. Applied Scientific Concepts	
<ol style="list-style-type: none">1. Physiology;2. Chemistry;3. Electricity; and4. Trichology.	



Nail Technology Curriculum

I. Safety, Infection Control, and Cleanliness	V. Nail Care and Safe Services
<ol style="list-style-type: none">1. Infection Control Process;2. Cleanliness, Disinfection, and Sterilization in a Salon Environment;3. Blood Exposure Procedures;4. Safe Use, Handling, and Storage of Tools, Products, and Materials;5. Safe Use, Handling, Storage, Ventilation, and Disposal of Chemicals; and6. Consumer Protection and Universal Precautions.	<ol style="list-style-type: none">1. Consultation;2. Manicure; and3. Pedicure.
II. Business and Professional Development	
<ol style="list-style-type: none">1. Communication Skills;2. Ethics;3. Professionalism;4. Reception Desk/Dispensary;5. Sales; and6. Salon Operation and Management.	
III. Laws and Regulations	
<ol style="list-style-type: none">1. State and Federal Laws.	
IV. Applied Scientific Concepts	
<ol style="list-style-type: none">1. Physiology;2. Chemistry;3. Electricity; and4. Trichology.	



Esthetics Curriculum

<p>I. Safety, Infection Control, and Cleanliness</p> <ol style="list-style-type: none"> 1. Infection Control Process; 2. Cleanliness, Disinfection, and Sterilization in a Salon Environment; 3. Blood Exposure Procedures; 4. Safe Use, Handling, and Storage of Tools, Products, and Materials; 5. Safe Use, Handling, Storage, Ventilation, and Disposal of Chemicals; and 6. Consumer Protection and Universal Precautions. 	<p>V. Skin Care and Safe Services</p> <ol style="list-style-type: none"> 1. Consultation; 2. Body Hair Removal; 3. Facial Hair Care; 4. Facials; 5. Makeup Application; and 6. Electricity and Light for the Skin.
<p>II. Business and Professional Development</p> <ol style="list-style-type: none"> 1. Communication Skills; 2. Ethics; 3. Professionalism; 4. Reception Desk/Dispensary; 5. Sales; and 6. Salon Operation and Management. 	
<p>III. Laws and Regulations</p> <ol style="list-style-type: none"> 1. State and Federal Laws. 	
<p>IV. <u>Applied</u> Scientific Concepts</p> <ol style="list-style-type: none"> 1. Physiology; 2. Chemistry; 3. Electricity; and 4. Trichology. 	

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