

**Department of Professional and Occupational Regulation
9960 Mayland Drive
Richmond, Virginia 23233**

**BOARD FOR BARBERS AND COSMETOLOGY
TENTATIVE AGENDA**

**May 18, 2026– 9:30 a.m.
2nd Floor - Board Room 2**

Mission: Our mission is to protect the health, safety, and welfare of the public by licensing qualified individuals and businesses, enforcing standards of professional conduct for professions and occupations as designated by statute.

I. CALL TO ORDER

- a. Determination of Quorum
- b. Emergency Evacuation Procedures

II. APPROVAL OF AGENDA

- a. Board for Barbers and Cosmetology Board Meeting Tentative Agenda
May 18, 2026

III. APPROVAL OF MINUTES

- a. Board for Barbers and Cosmetology Board Meeting, February 23,
2026
- b. Straight Razor Shaving Workshop, March 30, 2026

IV. COMMUNICATIONS

- a. Email from Blaire Drinkard, Request for Spray Tanning Regulation in
Virginia
- b. Email from Megan Herdering, Lash License Inquiry

V. PUBLIC COMMENT PERIOD *

VI. CASE FILES

- a. Licensing
 - 1. 2026-00459 Autumn Nicole de los Reyes
 - 2. 2026-01541 Courtney Shafer

3. 2026-01547 Lewis Williams Jr

4. 2026-01684 Chase Peklo

b. Disciplinary

1. 2025-03138 Dominican House of Beauty LLC
t/a International Academy of Beauty (Blackmon)

2. 2025-03141 Dominican House of Beauty LLC
t/a International Academy of Beauty (Blackmon)

c. Consent Orders

1. 2026-00695 Pro Nial 2 LLC t/a Pro Nail II (Espinoza)

2. 2026-00132 Rina Kumari Pandit

3. 2025-00955 Tam Le

4. 2026-00866 Da Vi Nails Salon & Spa LLC

5. 2026-00606 Mehro Ali

d. Prima Facia

1. 2026-00934 Yen Ngoc Le

2. 2025-03134 Empressess Beauty Academy LLC

VII. REPORTS

a. Examination Statistics

b. Regulatory Report

c. Executive Director Report

VIII. REGULATORY ACTION AND BOARD GUIDANCE

a. Straight Razor Shaving

b. Standards of Apprenticeship for Cosmetology, Barber, Master Barber

c. Approval of Final Cosmetology Compact Regulations

d. Withdrawal Stage 8643, Regulatory Action 5296

e. Approval to initiate NOIRA for Esthetics Compact

IX. NEW BUSINESS

- a. Body Piercing Client Disclosure Forms
- b. 2026 New Board Member Training

X. BOARD MEMBER PROFESSIONAL DEVELOPMENT

- a. Legislative process

XI. LEGISLATIVE UPDATE

XII. REMINDERS

- a. Next Board Meeting, August 3, 2026
- b. Complete Conflict of Interest Form and Travel Voucher

XIII. ADJOURNMENT

- ❖ Agenda materials made available to the public do not include disciplinary case files or applications files pursuant to §54.1-108 of the Code of Virginia.
- ❖ Five-minute public comment, per person, with the exception of any open disciplinary or application file.
- ❖ Persons desiring to participate in the meeting and requiring special accommodations or interpretative services should contact the Department at (804) 367-8590 at least ten days prior to the meeting so that suitable arrangements can be made for an appropriate accommodation. The Department fully complies with the Americans with Disabilities Act

2026 MEETING DATES:

August 3, 2026

November 9, 2026

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.
DRAFT AGENDA
DRAFT AGENDA

PERIMETER CENTER CONFERENCE CENTER
EMERGENCY EVACUATION OF BOARD AND TRAINING ROOMS
(Script to be read at the beginning of each meeting.)

PLEASE LISTEN TO THE FOLLOWING INSTRUCTIONS ABOUT EXITING THE PREMISES IN THE EVENT OF AN EMERGENCY.

In the event of a fire or other emergency requiring the evacuation of the building, alarms will sound. When the alarms sound, leave the room immediately. Follow any instructions given by Security staff

Board Room 1

Exit the room using one of the doors at the back of the room. Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Board Room 2

Exit the room using one of the doors at the back of the room. (Point) Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

You may also exit the room using the side door, turn **Right** out the door and make an immediate **Left**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Board Rooms 3 and 4

Exit the room using one of the doors at the back of the room. Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Training Room 1

Exit the room using one of the doors at the back of the room. Upon exiting the room, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Training Room 2

Exit the room using one of the doors at the back of the room. Upon exiting the doors, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

BOARD FOR BARBERS AND COSMETOLOGY

MINUTES OF MEETING

The Board for Barbers and Cosmetology met at 9:30 a.m. on Monday, February 23, 2026, at the Department of Professional and Occupational Regulation Offices, 9960 Mayland Drive, 2nd Floor Board Room 2, Richmond, Virginia.

The following board members were present:

Gregory Edwards
Marques Blackmon
Emmanuel Gayot
Jaime Turgeon
Claudia Espinoza
Kimberly Lewis
Oanh "Tina" Pham Kim Dang

The following board members were not present:

Rita Lampkin
Candice Benvenuti
Kailey Blakeney

The following DPOR staff present for all or part of the meeting:

Laura McClintock, Director
Stephen Kirschner, Director, Licensing & Regulatory Programs
Tamika Rodriguez, Regulatory Operations Administrator
Wendy Duncan, Licensing Operations Administrator
Joseph Haughwout, Regulatory Affairs Manager
Heather Garnett, Administrative Coordinator

A representative from the Office of the Attorney General was present at the meeting.

A Board for Professional and Occupational Regulation liaison was present at the meeting.

Mr. Edwards, Board Chair, determined a quorum was present and called the meeting to order at 9:32 a.m.

CALL TO ORDER

Mr. Edwards read the Department of Professional & Occupational Regulations' mission statement and announced several meeting reminders.

Mr. Kirschner explained the emergency egress procedure for boardroom 2.

**EMERGENCY
EGRESS**

Mr. Kirschner introduced Laura McClintock, agency director. Ms. McClintock addressed the board.

**INTRODUCTION
OF AGENCY
DIRECTOR**

Ms. Dang arrived at 9:36 a.m.

**ARRIVAL OF
BOARD MEMBER**

The Board took the agenda under consideration.

**APPROVAL OF
AGENDA**

New Business item, c. Straight Razor Shaving was moved from the last item of New Business to the first item of New Business.

Ms. Turgeon motioned to approve the agenda as amended, seconded by Mr. Blackmon.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

The Board took the Board meeting minutes on November 10, 2025, Exam Review Committee meeting minutes on November 10, 2025, and Public Hearing meeting minutes on January 14, 2026, under consideration.

**APPROVAL OF
MINUTES AS A
BLOCK**

Ms. Turgeon motioned to approve the minutes from November 10, 2025, Exam Review Committee, board meeting minutes on November 10, 2025, and Public Hearing meeting minutes on January 14, 2026, as a block, seconded by Mr. Blackmon.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

COMMUNICATION

Mr. Edwards called the Board's attention to the communications found in the electronic agenda, including

NIC email, Safety in Salons; NIC email, EPA Disinfectants; NIC email, Safe Practices from OAHA; Danielle Good email, Permanent Cosmetic Licensure Experience Requirements.

There were no questions or discussion from the Board.

Roxanne Loveless addressed the board with concerns of unlicensed individuals performing eyelash extensions and requested a new license for individuals who only perform eyelash extension services.

**PUBLIC
COMMENT**

Chelsea Smith addressed the board with concerns about the removal of straight razor shaving within the cosmetology scope of practice and the financial burden it has caused shop owners.

Ashleigh Schwimer addressed the board with concerns about the removal of straight razor shaving within the cosmetology scope of practice, requesting a grandfather clause and the exemption of a barber license.

Sloan Carter addressed the board with concerns about the removal of straight razor shaving within the cosmetology scope of practice, causing a workforce barrier, and requested an additional pathway.

CASES

Licensing

In the matter of File Number **2025-02505, Hakeem Devonta Witcher**, board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the informal fact-finding conference summary, transcript, and exhibits.

File Number 2025-02505, Hakeem Devonta Witcher

Hakeem Devonta Witcher did not appear at the meeting in person, by counsel, or by any other qualified representative.

Mr. Blackmon motioned to accept the recommendation and approve Hakeem Devonta Witcher's application for a master barber license, seconded by Mr. Gayot.

There was no Board discussion.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

In the matter of File Number **2025-02507, Kareem Antoine Landers**, board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the informal fact-finding conference summary, transcript, and exhibits.

File Number 2025-02507, Kareem Antoine Landers

Kareem Antoine Landers did not appear at the meeting in person, by counsel, or by any other qualified representative.

Mr. Blackmon motioned to accept the recommendation and approve Kareem Antoine Landers' application for a master barber license, seconded by Mr. Gayot.

There was no Board discussion.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Dang, Ms. Espinoza, and Ms. Lewis.

The members voting "no" were Ms. Turgeon.

By a majority, the motion carried.

In the matter of File Number **2025-00508, Tyrone Lewis Archie**, board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the informal fact-finding conference summary, transcript, and exhibits.

File Number 2025-00508, Tyrone Lewis Archie

Tyrone Lewis Archie did not appear at the meeting in person, by counsel, or by any other qualified representative.

Mr. Blackmon motioned to accept the recommendation and approve Kareem Antoine Landers' application for a master barber license, seconded by Mr. Gayot.

There was no Board discussion.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Dang, Ms. Espinoza, and Ms. Lewis.

The members voting "no" were Ms. Turgeon.

By a majority, the motion carried.

In the matter of File Number **2026-02638, Barba O'Neal Jr**, board members reviewed the record of the Informal Fact-Finding Conference, which consisted of the informal fact-finding conference summary, transcript, and exhibits.

File Number 2026-02638, Barba O'Neal Jr

Barba O'Neal Jr did not appear at the meeting in person, by counsel, or by any other qualified representative.

Mr. Blackmon motioned to accept the recommendation and approve Barba O’Neal Jr.’s application for a master barber license, seconded by Mr. Gayot.

There was no Board discussion.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Dang, Ms. Espinoza, and Ms. Lewis.

The members voting “no” were Ms. Turgeon.

By a majority, the motion carried.

Ms. Espinoza recused herself from the meeting.

Mr. Edwards addressed the audience, asking if any individual was present to speak upon agenda consent order agenda items b1 and b2, file numbers 2025-03139 and 2025-03140, Black Diamond School of Beauty LLC.

With no one present to speak, Ms. Turgeon moved to consider the Consent Order agenda items b1 and b2 as a block. Mr. Blackmon seconded the motion, which was unanimously approved by Board members Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, and Ms. Lewis. There were no negative votes. The motion carried.

In the matter of File Number **2025-03139, Black Diamond School of Beauty LLC**, Ms. Espinoza recused herself from the meeting, and the remaining board members reviewed the Consent Order as seen and agreed to by Black Diamond School of Beauty LLC.

A representative from Black Diamond School of Beauty LLC was not present at the meeting.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Mr. Blackmon.

The violations were:

Count 1:	18 VAC 41-20-250.A	\$0
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Sub-Total		\$0
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Board Costs		\$350
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Total		\$350

Consent Orders

**Consent Orders
Considered as a
Block**

**File Number 2025-
03139, Black
Diamond School of
Beauty LLC**

Materials contained in this agenda are prepared topics for discussion and are not to be construed as regulation or official Board position.

In addition to the violation of Count 1, Black Diamond School of Beauty LLC agrees to revocation of its license.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, and Ms. Lewis. There were no negative votes. The motion carried.

In the matter of File Number **2025-03140, Black Diamond School of Beauty LLC**, Ms. Espinoza recused herself from the meeting, and the remaining board members reviewed the Consent Order as seen and agreed to by Black Diamond School of Beauty LLC.

File Number 2025-03140, Black Diamond School of Beauty LLC

A representative from Black Diamond School of Beauty LLC was not present at the meeting.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Mr. Blackmon.

The violations were:

Count 1:	18 VAC 41-20-250.A	\$0
Sub-Total		\$0
Board Costs		\$350
Total		\$350

In addition to the violation of Count 1, Black Diamond School of Beauty LLC agrees to revocation of its license.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, and Ms. Lewis. There were no negative votes. The motion carried.

Mr. Edwards addressed the audience, asking if any individual was present to speak upon Consent Order agenda items b3 through b7.

Consent Orders Considered as a Block

With no one present to speak, Ms. Turgeon moved to consider the Consent Order agenda items b3 and b7 as a block. Ms. Espinoza seconded the motion, which was unanimously approved by Board members Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

In the matter of File Number **2025-02274, Moon Nails Spa LLC**, board members reviewed the Consent Order as seen and agreed to by Moon Nails Spa LLC.

File Number 2025-02274, Moon Nails Spa LLC

A representative from Moon Nails Spa LLC was not present at the meeting.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Ms. Espinoza.

The violations were:

Count 1:	18 VAC 41-20-280.14	\$950
Sub-Total		\$950
Board Costs		\$350
Total		\$1,300

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried

In the matter of File Number **2025-03135, Tri Dinh Dao**, board members reviewed the Consent Order as seen and agreed to by Tri Dinh Dao.

File Number 2025-03135, Tri Dinh Dao

Tri Dinh Dao did not appear at the meeting in person, by counsel, or by any other qualified representative.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Ms. Espinoza.

The violations were:

Count 1:	18 VAC 41-20-280.12	\$0
Count 2:	18 VAC 41-20-280.13	\$0
Sub-Total		\$0
Board Costs		\$350
Total		\$350

In addition, Dao agrees to revocation of his license.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

In the matter of File Number **2025-03135, Daydreamers Academy**, board members reviewed the Consent Order as seen and agreed to by Daydreamers Academy.

File Number 2025-03135, Daydreamers Academy

Daydreamers Academy did not appear at the meeting in person, by counsel, or by any other qualified representative.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Ms. Espinoza.

The violations were:

Count 1:	18 VAC 41-20-280.4	\$1,250
Count 2:	18 VAC 41-20-280.9	\$2,000
Sub-Total		\$3,250
Board Costs		\$350
Total		\$3,600

In addition, Daydreamers Academy agrees to revocation of his license.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

In the matter of File Number **2025-02971, Nesren Agban** board members reviewed the Consent Order as seen and agreed to by Nesren Agban.

File Number 2025-02971, Nesren Agban

Nesren Agban did not appear at the meeting in person, by counsel, or by any other qualified representative.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Ms. Espinoza.

The violations were:

Count 1:	18 VAC 41-20-280.4	\$1,250
Sub-Total		\$1,250
Board Costs		\$350
Total		\$1,600

It is acknowledged that Agban obtained a salon license (license No. 1202221399) on December 16, 2025. Therefore, the Board shall waive \$450.00 of the monetary penalty for Count 1.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

In the matter of File Number **2026-00352, Phung Inc t/a Divine Nail Spa** board members reviewed the Consent Order as seen and agreed to by Phung Inc t/a Divine Nail Spa.

File Number 2026-00352, Phung Inc t/a Divine Nail Spa

Phung Inc t/a Divine Nail Spa did not appear at the meeting in person, by counsel, or by any other qualified representative.

Ms. Turgeon motioned to adopt the Consent Order and to accept the violations, seconded by Ms. Espinoza.

The violations were:

Count 1:	18 VAC 41-20-280.4	\$1,250
Sub-Total		\$1,250
Board Costs		\$350
Total		\$1,600

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

Prima Facia

In the matter of File Number **2025-02581, Healthy Hair Care Beauty Academy Inc**, Board members reviewed the report of findings and exhibits.

File Number 2025-02581, Healthy Hair Care Beauty Academy Inc

A representative from Healthy Hair Care Beauty Academy Inc was not present at the meeting.

Mr. Blackmon motioned to find violations for Counts 1, 2, and 3 and accept the recommended sanctions, seconded by Ms. Turgeon.

The violations and sanctions were:

Count 1:	18 VAC 41-20-280.6	\$2,200
Count 2:	18 VAC 41-20-280.2	\$500
Count 3:	18 VAC 41-20-280.4	\$1,250
Total		\$3,950

The Board also imposed the following sanctions:

For violations of Counts 1, 2, and 3, the Board revoked Hair Care Beauty Academy Inc’s license.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

REPORTS

Ms. Duncan called the board's attention to the examination statistics provided in the electronic agenda.

**Examination
Statistics**

Ms. Rodriguez called the board's attention to the regulatory report found in the electronic agenda.

Regulatory Report

Mr. Kirschner called the board's attention to the director of licensing and regulatory programs' report provided in the electronic agenda.

**Director of Licensing
and Regulatory
Programs Report**

**REGULATORY
ACTION AND
BOARD
GUIDANCE**

Mr. Kirschner explained that the Board developed an addendum to the Standards of Apprenticeship, which operate under the Virginia Apprentice Council at Virginia Works. Board staff and the Virginia Works staff will review the addendum and hour requirements for the professions. Mr. Andrew Johnson, Apprenticeship Consultant for Virginia Works, also addressed the board and responded to board questions. Board staff will report back to the Board at the next meeting.

**Standards of
Apprenticeship for
Cosmetology and
Master Barber**

Ms. Rodriguez informed the Board that revised cosmetology regulations became effective on December 1, 2025, and tattooing regulations became effective on January 5, 2026, which include new curricula. Ms. Rodriguez presented the Board with proposed revisions to the guidance document, "Implementation of Cosmetology, Barber, Master Barber, Dual Barber/Master Barber, Nail, Wax, Tattoo, Permanent Cosmetic Tattoo, and Master Permanent Cosmetic Tattoo Curricula".

**Revision of
Implementation of
Cosmetology,
Barber, Master
Barber, Dual
Barber/Master
Barber, Nail and
Wax Curricula
Guidance Document**

Mr. Gayot motioned to approve the revised guidance document as presented to the board, seconded by Mr. Blackmon.

The members voting "yes" were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

Mr. Haughwout informed the Board fast-track HB 2669 Amendment was incorporated into the General Review effective December 1, 2025, and is no longer applicable and recommended for withdrawal.

**Withdrawal of HB
2669 Amendment**

Ms. Espinoza motioned to withdrawal fast-track HB 2669 amendment, seconded by Mr. Blackmon.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

Board recessed from 10:50-11:00 a.m.

RECESS

NEW BUSINESS

Mr. Kirschner informed the Board the regulatory changes effective December 1, 2025, removed straight razor shaving from the cosmetology scope of practice. Licensed cosmetologists, prior to the regulatory change, who obtained straight razor training, are required to obtain a barber license to perform straight razor training.

Straight Razor Shaving

The Board discussed straight razor training.

Mr. Blackmon motioned to form a workgroup to study straight razor shaving, seconded by Ms. Turgeon.

The members voting “yes” were Mr. Edwards, Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

Board members of the workgroup are Mr. Blackmon, Mr. Gayot, Ms. Turgeon, Ms. Lewis, and Ms. Espinoza. Citizen members of the workgroup are Ms. Smith and Ms. Schwimer.

Mr. Blackmon exited the meeting at 11:40 a.m.

Board Member Exit

Mr. Kirschner informed the Board of multiple requests for a standalone eyelash technician licensure, and if the board supports this request, it can be added to the 2027 Legislative Wishlist.

Lash Tech Licensure

Ms. Turgeon motioned to recommend that DPOR pursue eyelash technician licensure, seconded by Ms. Dang.

The members voting “yes” were Mr. Edwards, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

Ms. Rodriguez informed the Board of 2027 Legislative Wishlist revisions, amend § 54.1-704.1, add permanent cosmetic tattoo salon and ear-piercing earlobe only salon business licenses; amend §54.1-700, incorporating existing regulatory definitions and revising existing statutory definitions; Amend §54.1-704.2, add permanent cosmetic tattooing.

**General Assembly
Wishlist**

Ms. Turgeon motioned to recommend the 2027 Legislative Wishlist changes to the Agency as presented, seconded by Ms. Espinoza.

The members voting “yes” were Mr. Edwards, Mr. Gayot, Ms. Turgeon, Ms. Dang, Ms. Espinoza, and Ms. Lewis. There were no negative votes. The motion carried.

Mr. Kirschner presented training on the disciplinary process to the Board members.

**Disciplinary Process
Training**

REMINDERS

Mr. Edwards reminded the Board of the next board meeting scheduled for May 18, 2026.

Next Board Meeting

There being no further business brought before the Board, Mr. Edwards adjourned the meeting at 12:23 p.m.

Adjournment

Gregory Edwards, Board Chair

Eaura McClintock, Board Secretary

**BOARD FOR BARBERS AND COSMETOLOGY
STRAIGHT RAZOR SHAVING WORKSHOP
MINUTES OF MEETING**

The Board for Barbers and Cosmetology, Straight Razor Shaving Workshop, met on Monday, March 30, 2026, at the Offices of the Department of Professional and Occupational Regulation, 9960 Mayland Drive, 2nd floor board room 2, Richmond, Virginia.

The following Straight Razor Shaving Workshop members were present:

Marques Blackmon
Emmanuel Gayot
Claudia Espinoza
Jaime Turgeon
Ashleigh Schwimer
Chelsea Smith

The following Straight Razor Shaving Workshop members were not present:

Kimberly Lewis

The following DPOR staff were present:

Laura McClintock, Director
Stephen Kirschner, Director of Licensing and Regulatory Programs
Ashley Reed, Executive Director
Tamika Rodriguez, Regulatory Operations Administrator
Wendy Ducan, Licensing Operations Administrator
Joseph Haughwout, Regulation Affairs Manager
Heather Garnett, Administrative Coordinator

A representative from the Office of the Attorney General was not present.

Mr. Blackmon, Board Vice Chair, called the Board for Barbers and Cosmetology, Straight Razor Shaving Workshop meeting to order at 10:04 a.m.

CALL TO ORDER

Ms. Reed, Executive Director, explained the emergency egress procedure for board room 2.

**EMERGENCY
EGRESS**

The Committee took the agenda under consideration.

**APPROVAL OF
AGENDA**

Ms. Turgeon motioned to approve the agenda, seconded by Mr. Gayot.

The members voting “yes” were Mr. Blackmon, Mr. Gayot, Ms. Espinoza, Ms. Turgeon, Ms. Schwimer, and Ms. Smith.

There were no negative votes. The motion carried.

There were no public comments.

PUBLIC COMMENT

DISCUSSION:
STRAIGHT RAZOR
SHAVING

Ms. Reed explained at the February 23, 2026, Board meeting that the Straight Razor Shaving Workshop was created to discuss a pathway for cosmetologists to be eligible to perform straight razor shaving.

18VAC41-20-20B.6

The workshop members discussed the proposed draft language. Mr. Andrew Johnson, Apprenticeship Consultant for Virginia Works, also addressed the workshop members and responded to members' questions.

Mr. Gayot motioned to recommend the proposed language as presented;

18.VAC41-20-20B.6. A Virginia cosmetologist licensed prior to July 1, 2025, having provided documentation satisfactory to the board of training in straight razor shaving completed prior to July 1, 2025, is eligible for the master barber practical examination. Such applicants will not be required to take the master barber written examination.

Seconded by Ms. Turgeon.

There was no discussion. The members voting "yes" were Mr. Blackmon, Mr. Gayot, Ms. Espinoza, Ms. Turgeon, Ms. Schwomer, and Ms. Smith.

There were no negative votes. The motion carried.

Mr. Kirschner presented a proposed guidance document outlining the criteria for verifying straight razor shaving training. Members discussed the specific documentation required for licensed cosmetologists seeking to qualify for the Barber or Master Barber examinations.

18VAC41-20-20B.6
Discussion on
Guidance Document

Ms. Turgeon motioned to recommend reamended language;

18.VAC41-20-20B.6. A Virginia cosmetologist licensed prior to July 1, 2025, is eligible for the barber or master barber practical examination. Such applicants will not be required to take the barber or master barber written examination.

Seconded by Mr. Gayot.

There was no discussion. The members voting “yes” were Mr. Blackmon, Mr. Gayot, Ms. Espinoza, Ms. Turgeon, Ms. Schwomer, and Ms. Smith.

There were no negative votes. The motion carried.

The workshop members discussed the minimum years of work experience to be eligible for the master barber examination and the cosmetology examination.

Ms. Turgeon motioned to reduce licensed work experience to one year.

4. A Virginia licensed cosmetologist with a minimum of one year of work experience is eligible for either the barber or master barber examination.

5. A Virginia licensed master barber with a minimum of one year of work experience is eligible for the cosmetology examination.

Seconded by Ms. Espinoza.

There was no discussion. The members voting “yes” were Mr. Blackmon, Mr. Gayot, Ms. Espinoza, Ms. Turgeon, Ms. Schwomer, and Ms. Smith.

There were no negative votes. The motion carried.

The Straight Razor Shaving Workshop’s recommendation will be an agenda item at the next board meeting. If the Board adopts the recommendation, the regulatory change could take 30 months before the regulation becomes effective.

There being no further business, Mr. Blackmon adjourned the meeting at 12:07 p.m.

Gregory Edwards, Board Chair

Laura McClintock, Board Secretary

18VAC41-20-20B.4
and 18VAC41-20-
20B.5
Reduction of
Minimum Years of
Work Experience

ADJOURN

From: Blaire Drinkard <[REDACTED]>

Sent: Wednesday, April 8, 2026 6:48 AM

To: DPOR: Board for Barbers & Cosmetology (DPOR); DPOR: Department of Professional & Occupational Regulation (DPOR); regulatory@dpor.virginia.gov

Subject: Public Safety Concern: Request for Spray Tanning Regulation in Virginia

Dear Virginia Department of Professional and Occupational Regulation,

I am writing to formally advocate for the implementation of licensure requirements for individuals performing spray tanning services in the Commonwealth of Virginia.

My name is Blaire Drinkard, and I am a licensed Master Esthetician, Nationally Certified Airbrush Spray Tan Artist and owner of Hill City Skincare, a professional skin revision clinic and airbrush tanning studio serving Central Virginia. With advanced education in skin physiology, infection control, and cosmetic chemistry, I have witnessed firsthand the significant gap in regulation within the sunless tanning industry.

At present, spray tanning is largely unregulated in Virginia, allowing individuals with no formal training, licensure, or sanitation education to perform services that directly impact the skin-the body's largest organ. This presents several critical concerns for public health and consumer safety.

1. Lack of Knowledge in Skin Health & Contraindications

Licensed estheticians are trained to properly identify skin conditions such as eczema, psoriasis, acne, fungal infections (including tinea versicolor), open lesions, and compromised skin barriers. We are also trained to recognize contraindications and determine when a service should be modified or avoided entirely.

Unlicensed individuals often lack this foundational knowledge, increasing the risk of adverse reactions, improper application, and potential harm to clients.

2. Inability to Screen for Allergies & Sensitivities

Spray tanning solutions commonly contain ingredients such as DHA (dihydroxyacetone), bronzers, fragrances, and preservatives that may trigger allergic or sensitizing reactions.

Without proper training, many providers do not perform patch testing, review client history, or understand how to identify and respond to allergic responses-placing clients at unnecessary risk.

3. Sanitation & Infection Control Concerns

Licensed professionals are required to follow strict sanitation and disinfection protocols, including proper cleaning of tools, equipment, and treatment areas.

In contrast, many unlicensed providers are unaware of proper sanitation standards-such as disinfecting spray tan guns, hoses, brushes, and reusable items-creating a potential environment for cross-contamination and the spread of bacteria or infection.

4. Misinformation & Improper Technique

Without standardized education, many spray tan providers rely on informal training or social media-based instruction. This often leads to improper solution selection, incorrect processing times, overexposure to DHA, and poor application techniques that compromise both safety and results.

5. Consumer Protection & Industry Integrity

Requiring licensure would not only protect consumers but also elevate the professionalism and credibility of the sunless tanning industry. Clients deserve to know that the individual performing their service has met minimum standards of education, safety, and competency.

Spray tanning is not simply a cosmetic service-it is a chemical application to the skin that requires an understanding of skin structure, ingredient interaction, and sanitation protocols. For these reasons, I strongly believe that performing spray tanning services should require, at minimum, an esthetics or cosmetology license, or the creation of a regulated certification under DPOR oversight.

I respectfully urge the Virginia DPOR to review current policies and consider implementing regulations that require proper licensure or certification for spray tanning professionals. Doing so would significantly improve public safety, ensure accountability, and align Virginia with higher standards of professional practice.

Thank you for your time and consideration. I would be happy to provide further insight or discuss this matter in more detail if needed.

Sincerely,

Blaire Drinkard

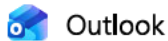
Master Esthetician

Nationally Certified Sunless Artist

Hill City Skincare

Lynchburg, Virginia

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.
DRAFT AGENDA
DRAFT AGENDA



Outlook

Lash License Inquiry

From Megan Herdering [REDACTED]

Date Thu 4/16/2026 9:48 AM

To DPOR: Board for Barbers & Cosmetology (DPOR) <BarberCosmo@dpor.virginia.gov>; DPOR: Department of Professional & Occupational Regulation (DPOR) <dpor@dpor.virginia.gov>

Hello, my name is Megan Herdering.

I am reaching out to inquire about beginning a 'Lash Technician License' for the state of Virginia.

This would be a separate license outside of cosmetology or esthetics.

I have been a cosmetologist for 12 years, and have been doing eyelash extensions for 8 years.

This is a rapidly growing niche in the beauty industry and is projected to become a 2.7 billion dollar industry by 2030.

I currently offer eyelash training to already licensed cosmetologists and estheticians. I have COUNTLESS women reaching out to me who are not licensed, wanting to become certified in lash extensions.

Currently, in the state of VA, you must hold a cosmetology or esthetician license to perform lash extensions. However, neither program has an in-depth curriculum on lash extensions, and definitely does not offer the hands-on practice required to actually excel at lash extensions.

These programs are \$15k+ to attend. And take 6-18 months to complete. THEN after graduation they would have to take a lash course, like mine, which can be anywhere from \$1-5k. For an individual wanting to do lash extensions full time, these programs are way too expensive, time consuming, and don't provide the knowledge or practice to perform lash extensions. Making this un-achievable for most aspiring lash technicians. I have first hand experience with how this industry can change your life and provide a great income and life, I want to be able to provide that for other young women (and men).

I would love to begin to offer a 30-40 hour course that will cover all styles of lash extensions, lash lift & tint, and sanitation and safety.

Texas, Indiana, Arizona, Kentucky, Minnesota, and Connecticut already offer separate Eyelash Technician Licenses.

Core Curriculum Components:

- Safety & Sanitation: Infection control, sterilization of tools, and eye health.
- Lash Theory & Anatomy: Eyelash growth cycles, eye anatomy, and contraindications.
- Application Techniques: Classic (1:1), hybrid, volume, and mega volume applications.
- Styling & Mapping: Customizing lash sets to different eye shapes using varying curls, lengths, and thicknesses.
- Product Knowledge: Adhesive chemistry, tweezers, and prep products.
- Client Care: Consultations, allergies, and aftercare procedures.
- Business Operations: Marketing, pricing, and building a clientele

Common Curriculum Structure:

1. Theory: Online or in-classroom learning regarding sanitation, safety, and anatomy.
2. Mannequin Practice: Initial, hands-on training to master isolation and placement.
3. Live Model Training: Supervised application on a human subject.

Introducing a license opportunity like this is going to give so many individuals a new career path option, introduce job opportunities for trainers, and help stop unlicensed practices by making it more accessible to achieve a legal standing.

70-80% of Cosmetologists quit working in the industry within 5 years of graduation. You have to have hundreds of clients to have a full book as a cosmetologist or esthetician. However, with the frequency of lash fills, it only takes 40-50 clients to have a full clientele with lash extensions. This has the potential to retain beauty industry workers and make a liveable wage more possible. I could obviously go on and on about the benefits of a Lash License, and would love to help make this a reality. Please feel free to contact me at 3048869922 or through this email. I would love to get into contact with whoever I need to start discussion about making this happen.

Thank you for your time,
Megan Herdering



Megan Herdering
Owner/ Operator of Oracle Studios
3042 Valley Avenue, Suite 108, Winchester, VA
540 877 6006

Exam Statistics (scores through March 31, 2026)

Barber

- The Barber theory exam pass rates for 2026 **decreased** from 2025, averaging 45% (2025 78%).
- The Barber practical exam pass rates for 2026 **increased** from 2025 averaging 60% (2025 53%).

Master Barber

- The Master Barber theory exam pass rates for 2026 **decreased** from 2025 averaging 25% (2025 30%)
- The Master Barber practical exam pass rates for 2026 **decreased** from 2025 averaging 50% (2025 99%)

Cosmetology

- The Cosmetology theory exam pass rates for 2026 **decreased** from 2025 averaging 47% (2025 54%)
- The Cosmetology practical pass rates for 2026 **decreased** from 2025 averaging 67% (2025 71%).

Nail Technician

- The Nail Technician theory exam pass rates for 2026 **decreased** from 2025 averaging 45% (2025 56%)
- The Nail Technician practical pass rates for 2026 **decreased** from 2025 averaging 60% (2025 75%).

Esthetician

- The Esthetician theory exam pass rates for 2026 **decreased** from 2025 averaging 40% (2025 64%).
- The Esthetician practical pass rates for 2026 remain **constant** from 2025 averaging 83% (2025 86%).

Master Esthetics

- The Master Esthetics theory exam pass rates for 2026 remain **constant** from 2025 averaging 81% (2025 87%).
- The Master Esthetics practical pass rates for 2026 **increased** from 2025 averaging 100% (2025 85%)

Tattoo

- The Tattoo theory exam pass rates for 2026 **increased** from 2025 averaging 100% (2025 90%)

Permanent Cosmetic Tattooer

- The Permanent Cosmetic Tattooer theory exam pass rates for 2026 are **consistent** from 2025 averaging 47% (2025 51%)

Master Permanent Cosmetic Tattooer

- The Master Permanent Cosmetic Tattooer theory exam pass rates for 2026 **increased** from 2025 averaging 25% (2025 18%)

Body Piercer

- There were no Body Piercer theory exams taken for 2026 (2025 38%)

Wax Technician

- The Wax Technician theory exam pass rates for 2026 are **decreased** from 2025 averaging 62% (2025 74%)
- The Wax Technician practical exam pass rates for 2026 are **consistent** with 2025 averaging 87% (2025 82%)

Materials contained in this agenda are proposed topics for discussion &
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High School Exam Statistics (scores through March 31, 2026)

Barber

- The Barber theory exam pass rates for 2026 **increased** from 2025, averaging 100% (2025 50%).
- There were no Barber practical exams taken for 2026 (2025 100%).

Master Barber

- The Master Barber theory exam pass rates for 2026 **increased** from 2025, averaging 50% (2025 4%)
- There were no Master Barber Practical exams taken for 2026 (2025 63%)

Cosmetology

- The Cosmetology theory exam pass rates for 2026 **decreased** from 2025 averaging 38% (2025 59%)
- The Cosmetology practical pass rates for 2026 were **consistent** with 2025 averaging 89% (2025 90%).

Nail Technician

- There were no Nail Technician theory exams taken for 2026 (2025 49%)
- The Nail Technician practical pass rates for 2026 **decreased** from 2025 averaging 50% (2025 84%).

Materials contained in this agenda are proposed topics to

VA - Virginia Barbers and Cosmetology Board First Time Test Takers

01/01/26 - 03/31/26



Name	First Time Pass	First Time Total	First Time Pass Rate	Repeater Pass	Repeater Total	Repeater Pass Rate	Total Pass Total	Total Pass Rate
Barber (English)	4	12	33%	0	0	0%	4	33%
Barber (Spanish)	0	2	0%	0	0	0%	0	0%
Barber Practical	7	12	58%	2	3	66%	9	60%
Cosmetology (English)	38	74	51%	5	27	18%	43	42%
Cosmetology (Korean)	1	1	100%	0	0	0%	1	100%
Cosmetology (Spanish)	3	15	20%	1	19	5%	4	11%
Cosmetology (Vietnamese)	1	7	14%	1	2	50%	2	22%
Cosmetology Practical	57	77	74%	4	14	28%	61	67%
Esthetician Practical	5	6	83%	0	0	0%	5	83%
Esthetics (English)	33	81	40%	8	30	26%	41	36%
Esthetics (Spanish)	1	1	100%	0	0	0%	1	100%
Esthetics (Vietnamese)	1	3	33%	0	0	0%	1	33%
Instructor (English)	1	3	33%	0	2	0%	1	20%
Master Barber (English)	0	2	0%	0	0	0%	0	0%
Master Barber Practical	0	1	0%	1	1	100%	1	50%
Master Esthetician (English)	44	52	84%	3	5	60%	47	82%
Master Esthetician (Spanish)	0	1	0%	1	2	50%	1	33%
Master Esthetician Practical	3	3	100%	0	0	0%	3	100%
Master Permanent Cosmetic Tattooer (English)	3	6	50%	0	3	0%	3	33%
Master Permanent Cosmetic Tattooer (Vietnamese)	0	1	0%	0	2	0%	0	0%
Nail Technician (English)	18	35	51%	6	19	31%	24	44%
Nail Technician (Russian)	1	1	100%	0	0	0%	1	100%
Nail Technician (Spanish)	1	7	14%	0	5	0%	1	8%
Nail Technician (Vietnamese)	11	30	36%	1	17	5%	12	25%

Name	First Time Pass	First Time Total	First Time Pass Rate	Repeater Pass	Repeater Total	Repeater Pass Rate	Total Pass Total	Total Pass Rate	
Permanent Cosmetic Tattooer (English)	9	18	50%	1	4	25%	10	22	45%
Permanent Cosmetic Tattooer (Spanish)	1	1	100%	0	0	0%	1	1	100%
Practical_Esthetics 2025 (1-6) (NIC)	28	53	52%	6	19	31%	34	72	47%
Practical_Esthetics AP 2025 (1-11) (NIC)	52	55	94%	1	2	50%	53	57	92%
Practical_Nail Technology 2025 (1-7) (NIC)	44	64	68%	4	15	26%	48	79	60%
Tattooer (English)	4	4	100%	0	0	0%	4	4	100%
Wax Technician (English)	2	6	33%	1	2	50%	3	8	37%
Wax Technician Practical	7	8	87%	0	0	0%	7	8	87%

VA - Virginia Barbers and Cosmetology Board First Time Test Takers

01/01/26 - 03/31/26



Name	First Time Pass	First Time Total	First Time Pass Rate	Repeater Pass	Repeater Total	Repeater Pass Rate	Total Pass	Total	Total Pass Rate
Barber (English)	2	2	100%	0	0	0%	2	2	100%
Cosmetology (English)	21	43	48%	1	14	7%	22	57	38%
Cosmetology Practical	35	39	89%	0	0	0%	35	39	89%
Master Barber (English)	1	2	50%	0	0	0%	1	2	50%
Practical_Nail Technology 2025 (1-7) (NIC)	1	1	100%	0	1	0%	1	2	50%

Board for Barbers and Cosmetology
Current Regulatory Actions
as of May 18, 2026

In the Governor’s Office:

None

In the Secretary’s Office:

None

At Department of Planning and Budget (DPB)/OAG:

None

Public Comment:

None

Completed Public Comment and awaiting Final Regulatory Stage:

VAC	Stage	Subject Matter	Review	Notes
18 VAC 41-20	Proposed	Cosmetology Compact Amendment	The public comment period ended on February 13, 2026	The Board for Barbers and Cosmetology adopted emergency regulations to enable Virginia's participation in the Cosmetology Compact. This allows cosmetologists to obtain a multistate license and enables them to work in or transfer to other compact states with no additional requirements.

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Approved Regulatory Actions:

VAC	Stage	Subject Matter	Review	Notes
18 VAC 41-60	Final	General review of Body-Piercing Regulations	Effective date was March 16, 2026	A general review of the body piercing regulations was necessary due to Executive Directive Number One (2022). The regulatory review committee ensured the regulations provide minimum burdens on regulants while still protecting the public.

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TO: Board for Barbers and Cosmetology
FROM: Ashley Reed, Executive Director
SUBJECT: Executive Director Update
DATE: May 4, 2026

Application Statistics

The table below outlines the number of various application types opened per calendar year (Jan. 1 – Dec. 31) since 2019 for Barbers and Cosmetology.

2026 ¹	2025	2024	2023	2022	2021	2020	2019
7,635	68,126	60,763	60,137	60,163	58,994	50,949	58,080

Call Center Telephone Statistics

The table below outlines the number of telephone calls received through BCHOP’s call center per fiscal year (July 1 – June 30).

2026 ²	2025	2024	2023	2022	2021	2020
31,629	31,750	19,778	33,894	43,063	36,074	41,837

¹ As of 04/07/2026

² As of 03/31/2026

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Call Center Summary March 1 - 31, 2026

	Average Wait Time	Average Speed of Answer	Average Abandonment Time	Average Staff	Number of Calls	Call Duration
BCHOP	00:00:00	00:00:00	00:00:00	1.21	844	
BCHOP-B	00:00:50	00:01:00	00:02:04	1.21	3479	
SUMMARY/TOTAL	00:00:50	00:01:00	00:02:04	2.42	4323	00:05:31

Call Center Summary February 1 - 28, 2026

	Average Wait Time	Average Speed of Answer	Average Abandonment Time	Average Staff	Number of Calls	Call Duration
BCHOP	00:00:00	00:00:00	00:00:00	1.06	912	
BCHOP-B	00:01:03	00:01:14	00:02:34	1.06	3278	
SUMMARY/TOTAL	00:01:03	00:01:14	00:02:34	2.11	4190	00:05:53

Email Statistics

The table below outlines the number of emails received through BCHOP's email addresses per calendar year (Jan 1 – Dec 31) since 2019 for Barbers and Cosmetology.

2026	2025	2024	2023	2022	2021	2020	2019
7,194 ³	26,485	21,319	22,638	28,441	18,164	14,580	11,071

³ As of 03/31/2026

Board Case Statistics

Since 2020, the Board has adjudicated 559 cases: 375 Disciplinary and 184 Licensing

Disciplinary

Cases - 375: Final Orders - 258; Consent Orders – 117

375 disciplinary cases resulted in the sanctions below:

Revocations - 34

Suspensions - 1

Probation - 6

Fines - \$1,399,000

Board cost - \$19,300

Licensing

Cases – 184

Denied – 24

Conditional approvals – 1

*DRAFT AGENDA
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DRAFT AGENDA*

Board for Barbers and Cosmetology		1/1/2026-4/7/2026	
LICENSE TYPE	APPLICATIONS	% of total applications	
Total	7635		
1304-Barber Shop License	88	1%	
1303-Barber School License	14	0%	
1301-Barber Individual	262	3%	
1300-Barber Temporary License	22	0%	
1295-Criminal Conviction Predetermination	2	0%	
1290-Responsible Manager	271	4%	
1268-Master Esthetician Temporary License	3	0%	
1267-Esthetics School License	16	0%	
1266-Esthetics Spa License	156	2%	
1265-Master Esthetician License and Master Esthetics Instructor	22	0%	
1264-Master Esthetician License	310	4%	
1263-Esthetician Temporary License	3	0%	
1262-Esthetician License and Esthetics Instructor Certificate	8	0%	
1261-Esthetician License	792	10%	
1257-Ear-Piercing Salon License	2	0%	
1252-Permanent Cosmetic Tattooing School License	12	0%	
1251-Tattooing School License	7	0%	
1250-Permanent Cosmetic Tattooer License and Instructor Certificate	34	0%	
1246-Ear-Piercing Earlobe Only Salon License	29	0%	
1245-Ear-Piercer Earlobe Only License	65	1%	
1244-Apprentice Body Piercer License	10	0%	
1242-Body Piercing Salon License	20	0%	
1241-Body Piercer License	44	1%	
1239-Tattooer License and Tattooing Instructor Certificate	3	0%	
1238-Permanent Cosmetic Tattoo Salon License	35	0%	

ritical Board position.

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1237-Master Permanent Cosmetic Tattooer License	13	0%
1236-Permanent Cosmetic Tattooer License	177	2%
1235-Event Tattoo Parlor License	18	0%
1234-Apprentice Tattooer License	40	1%
1233-Guest Tattooer License	113	1%
1232-Tattoo Parlor License	43	1%
1231-Tattooer License	178	2%
1228-Esthetics Instructor Certificate	66	1%
1227-Barbers and Cosmetology Student Instructor Temporary L	6	0%
1226-Barbers and Cosmetology Instructor Certificate	531	7%
1219-Waxing School License	9	0%
1218-Waxing Salon License	33	0%
1215-Wax Technician License and Instructor Certificate	3	0%
1214-Wax Technician License	77	1%
1211-Cosmetology Instructor Temporary Permit	2	0%
1210-Nail Technician Temporary License	9	0%
1209-Nail School License	11	0%
1208-Nail Salon License	92	1%
1207-Nail Technician License and Instructor Certificate	20	0%
1206-Nail Technician License	765	10%
1205-Cosmetology School License	30	0%
1204-Cosmetology License and Cosmetologist Instructor Certif	108	1%
1202-Cosmetology Salon License	437	6%
1201-Cosmetologist License	2602	34%
1200-Cosmetologist Temporary License	22	0%
Total	7635	

Official Board position.

Materials contained



TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: ASHLEY REED, EXECUTIVE DIRECTOR
SUBJECT: WORKGROUP PROPOSED REGULATORY CHANGES
TO ELIGIBILITY FOR LICENSED COSMETOLOGIST TO
TAKE THE BARBER OR MASTER BARBER PRACTICAL
EXAM
DATE: APRIL 24, 2026

At the March 30, 2026 workgroup meeting, the workgroup members discussed how HB 2669 changed the scope of practice for cosmetologists, removing “shaving” from the cosmetologist scope of practice as of July 1, 2025. Because of that change, as of July 1, 2025, only barbers can perform shaving. Under 54.1-111, anyone who performs shaving without a barber (or master barber) license is committing a crime and can be subject to prosecution, now including licensed cosmetologists.

The workgroup discussed ways to make a path forward for cosmetologists who want to perform straight razor shaving who were performing it prior to July 1, 2025 when it was within their scope of practice.

Attached you will find the proposed changes to 18VAC41-20-20, general requirements for a barber, master barber, cosmetologist, nail technician, or wax technician license. The proposal includes adding a qualification for a Virginia cosmetologist licensed prior to July 1, 2025 to be eligible for either the barber or master barber practical examination without taking the barber or master barber written examination and only taking the practical exam.

The workgroup also proposed reducing the minimally required work experience from two years to one year for a cosmetologist to take the barber or master barber examination, and for a licensed master barber to take the cosmetology exam.

If the Board concurs with the recommended regulatory changes, the Board can make a motion to “adopt the proposed language changes as presented [OR as amended if there are changes] and authorize staff to begin a fast-track regulatory action.”

Project 8653 - Fast-Track

Board For Barbers And Cosmetology

Barbers and Cosmetology Examination Eligibility Amendment

18VAC41-20-20. General requirements for a barber, master barber, cosmetologist, nail technician, or wax technician license.

A. Any individual wishing to engage in barbering, cosmetology, nail care, or waxing must obtain a license in compliance with § 54.1-703 of the Code of Virginia and must meet the following qualifications:

1. The applicant must be in good standing as a licensed barber, master barber, cosmetologist, nail technician, or wax technician in Virginia and all other jurisdictions where licensed, certified, or registered. The applicant must provide a copy of any disciplinary action taken in Virginia and all other jurisdictions to the board at the time of application for licensure. This includes monetary penalties, fines, probation, suspensions, revocations, surrender of a license in connection with a disciplinary action, or voluntary termination of a license.

Upon review of the applicant's prior disciplinary action, the board, in its discretion, may deny licensure to any applicant who the board deems unfit or unsuited to engage in barbering, cosmetology, nail care, or waxing.

2. The applicant must disclose the applicant's physical address. A post office box may be provided as a secondary address.

3. The applicant must sign, as part of the application, a statement certifying that the applicant has read and understands the Virginia barber and cosmetology license laws and this chapter.

4. In accordance with § 54.1-204 of the Code of Virginia, each applicant must disclose all felony convictions in Virginia and all other jurisdictions within 10 years of the date of application.

The board, in its discretion, may deny licensure to any applicant in accordance with § 54.1-204 of the Code of Virginia.

5. The applicant must provide evidence satisfactory to the board that the applicant has passed the board-approved examination, administered either by the board or by independent examiners.

B. Eligibility to sit for board-approved examination.

1. Training in the Commonwealth of Virginia. Any person completing one of the following programs is eligible for examination:

a. An approved barber, master barber, cosmetology, nail technician, or wax technician training program in a Virginia licensed barber, cosmetology, nail technician, or wax technician school.

b. A Virginia public school's barber, master barber, cosmetology, nail technician, or wax technician program approved by the Virginia Department of Education.

c. A registered apprenticeship.

d. Training as a barber, master barber, cosmetologist, nail technician, or wax technician in any Virginia state institution.

2. Training outside of the Commonwealth of Virginia.

- a. Any person completing a barber, master barber, cosmetology, nail care, or waxing training or apprenticeship program that is substantially equivalent to the Virginia program but is outside of the Commonwealth of Virginia must submit to the board documentation of the substantially equivalent training to be eligible for examination. Applicants who have earned a degree from an institution outside the United States must have their degree translated, authenticated, and evaluated by an education evaluation service if credit is sought for the education. The board in its discretion may decline to accept any evaluation submitted by an applicant.
- b. Applicants who completed a training or apprenticeship program that is not substantially equivalent to Virginia's training must submit documentation acceptable to the board verifying three years of work experience. Applicants should provide their work history demonstrating three years of experience as a licensed barber, master barber, cosmetologist, nail technician, or wax technician in any other state or jurisdiction of the United States on a form provided by the board.
3. Any barber, master barber, cosmetologist, nail technician, or wax technician applicant having a minimum of two years of experience in barbering, master barbering, cosmetology, nail care, or waxing in the United States Armed Forces and having provided documentation satisfactory to the board of that experience is eligible for the respective examination.
4. A Virginia licensed cosmetologist with a minimum of ~~two years~~ one year of work experience is eligible for either the barber or master barber examination; likewise, a Virginia licensed master barber with a minimum of two years of work experience is eligible for the cosmetology examination.
5. A Virginia licensed master barber with a minimum of one year of work experience is eligible for the cosmetology examination.
6. A Virginia cosmetologist licensed prior to July 1, 2025, is eligible for either the barber or master barber practical examination. Such applicants will not be required to take the barber or master barber written examination.



TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: ASHLEY REED, EXECUTIVE DIRECTOR
SUBJECT: WITHDRAW THE AGREEMENT WITH DOLI REGARDING REGISTERED APPRENTICESHIPS
DATE: APRIL 30, 2026

Virginia Works, or the Department of Workforce Development and Advancement, is the state agency responsible for managing the apprenticeship curriculum for barbering, cosmetology, nail technicians, estheticians, and master estheticians. Historically, the Board has approved and had the Board Chair sign an apprenticeship standards and curriculum document that is then managed by Virginia Works. The goal of the signed agreement was to establish the minimum standards for registered apprenticeships for cosmetology, barbering and nail technology, and ensure that the body of training (known in the document as work processes) remained consistent with the curricula established in our regulations. Other Boards within DPOR, such as the Board of Contractors, that have a significant volume of apprenticeships, do not maintain these signed agreements with Virginia Works.

There is no regulatory requirement for the Board to review and approve the curriculum of Virginia Works. Board staff works closely with Virginia Works apprenticeship staff to coordinate any necessary updates to the apprenticeship work processes when our curriculum requirements change. Virginia Works apprenticeships each require 2,000 hours of training, which is beyond any of our current regulatory requirements.

The Board may wish to withdraw or end the addendum that is in effect, which is out of compliance due to the curriculum updates and reduction of curriculum hours, and discontinue direct involvement in the apprenticeship agreements. Current regulations in 18VAC41-20-40A require licensed barbers, master barbers, cosmetologists, and nail technicians who train apprentices to comply with the standards for registered apprenticeship, which are established by Virginia Works.

If the Board concurs with the proposal to withdraw the agreement that is in effect, the Board can make a motion to “withdraw the agreement for state apprenticeship standards previously developed with the Division of Registered Apprenticeship, with amendments by the Virginia Board for Barbers and Cosmetology.”

STATE APPRENTICESHIP STANDARDS

FOR

COSMETOLOGY

BARBERING

AND

NAIL TECHNOLOGY

CONSISTING OF

MINIMUM STANDARDS FOR APPRENTICESHIP

Registered with the Virginia Apprenticeship Council, According to Act of Virginia Legislature, Chapter 6, Title 40.1, Code of Virginia, Effective May 30, 2018, and Recognized by the U. S. Department of Labor Office of Apprenticeship.

DEVELOPED BY THE

DIVISION OF REGISTERED APPRENTICESHIP

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

WITH AMENDMENTS BY THE

VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY

Revised June 12, 2018

These minimum standards, approved and registered with the Virginia Apprenticeship Council, have been developed to comply with Chapter 6 of Title 40.1, Code of Virginia, Voluntary Apprenticeship Act.

*DRAFT AGENDA
Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.*

PURPOSE

The purpose of these Standards of Apprenticeship is to establish minimum requirements for the training of apprentice Cosmetology, Barbering and Nail Technology in accordance with the Virginia Apprenticeship Act.

CONTENTS

1. Interpretations and Implementation of Standards
2. Definitions
3. Apprenticeship Programs
4. Apprenticeship Agreements
5. Equal Employment Opportunity
6. Term of Apprenticeship Suspension or Cancellation
7. Credit for Previous Experience
8. Supervision of Apprentices
9. Responsibilities of Apprentices
10. On-The-Job Training
11. Related Instruction
12. Initial Probationary Period
13. Periodic Evaluation
14. Hours of Work
15. Apprentice Wages
16. Transfer, Layoff/Reinstatement
17. Certificate of Completion
18. Student Apprentices
19. Number of Apprentices to be Trained In Program
20. Additional Sponsor Apprentice Qualifications
21. Modifications
22. Work Processes

1. INTERPRETATIONS AND IMPLEMENTATION OF STANDARDS

- a. The Minimum Standards For Apprenticeship ("Standards") are based on, and conform to:
 - i. "Regulations Governing the Administration of Apprenticeship Programs in the Commonwealth of Virginia", Chapter 20 of the Virginia Administrative Code." (Regulation 16 VAC 20-21-10 et. seq.)
 - ii. "Voluntary Apprenticeship Act", §§40.1-117 through 40.1-126 of the Code of Virginia
- b. Each Registered Apprenticeship program must comply, at a minimum, with all items in these Standards. (*Regulation 16 VAC 20-21-30*)
- c. Each apprenticeship agreement will be governed by the terms and conditions in these Standards. (*Regulation 16 VAC 20-21-70; VA Code §40.1-121*)
- d. If a sponsor and apprentice have a difference of opinion in the interpretation of the Standards which cannot be satisfactorily resolved, either of them may consult with the Commissioner through the Apprenticeship Director, for clarification of the matter in question. (*Regulation 16 VAC 20-21-120*)

2. DEFINITIONS

A. In accordance with the MINIMUM STANDARDS FOR APPRENTICESHIP,

- a. Apprentice - A person at least 16 years old, (whose employment is currently in compliance with all State and Federal laws) who is learning and working in an apprenticeable occupation and is covered by a written Apprenticeship Agreement with an employer, registered with the Virginia Department of Labor and Industry (DOLI). (*Regulation 16VAC20-21-20; VA Code §40.1-120*)
- b. Apprenticeable Occupation - A skilled occupation which: is customarily learned in a practical way through a structured systematic program of on-the-job supervised work experience; is clearly identifiable and recognized throughout an industry; involves manual, mechanical or technical skills which require a minimum of 2,000 hours of on-the-job work experience; requires related instruction to supplement the on-the-job work experience. (*Regulation 16 VAC 20-21-20, VA Code §40.1-120*)
- c. Apprenticeship Agreement - (Agreement) An approved written agreement between a sponsor and apprentice (and guardian if apprentice is under 18), as defined in Regulation 16VAC20-21-20. By signing the Agreement, all parties agree to accept all terms and requirements contained in the Standards, the sponsor's Program Registration, the Act and the Regulations. (*Regulation 16VAC20-21-70; VA Code §40.1-121*)
- d. Sponsor - An employer, association of employers, joint apprenticeship committee or organization of employees that has an approved apprenticeship program registered with the DOLI. A program shall be operated by the sponsor and registered in the sponsor's name. (*Regulation 16VAC20-21-20; VA Code §40.1-120*)
- e. Supervisor of Apprenticeship - The person designated by the sponsor to perform the duties outlined in the Standards and will be designated on the Program Registration. (*Regulation 16VAC20-21-20*)
- f. Program Registration - An approved written description of the terms and conditions of apprentices' employment, training and supervision under a sponsor's apprenticeship program for a specific apprenticeable occupation, in accordance with the Act, Regulations, Standards,

and any additional State Board Apprenticeship Standards which apply. The Program Registration shall incorporate a written Schedule of Work Processes. (Regulation 16VAC20-21-50)

- g. Virginia Apprenticeship Council (VAC) - Advisory organization which provides guidance on regulations and policies. Members are appointed by the Governor. The U.S. Department of Labor's Office of Apprenticeship has granted VAC authority to issue Certificates of Completion upon completion of the program. (Regulation 16VAC20-21-20, VA Code §§40.1-117 & 40.1-118, items 1, 3, 4, 5)
- h. Virginia Department of Labor and Industry (DOLI) The agency which administers the Voluntary Apprenticeship Act and its related regulations in Virginia. DOLI acts as the official agent of the VAC. (Regulation 16VAC20-21-20, VA Code §40.1-125)
- i. Commissioner – The Commissioner of the Virginia Department of Labor and Industry as defined by VA Code §40.1-2.

B. In addition to subsection A of this section.

- a. 'State Board' shall mean the Virginia Board for Barbers and Cosmetology.
- b. 'Journeyworker' shall mean an individual who holds a valid, current cosmetologist, barber, or nail technician license issued by the Virginia Board for Barbers and Cosmetology.
- c. 'Work Process' shall mean the apprenticeship training program outline and performance completion requirements

3. APPRENTICESHIP PROGRAMS

A. In accordance with the MINIMUM STANDARDS FOR APPRENTICESHIP,

- a. Program Approval - Sponsors must have written notice of registration before establishing any Apprenticeship Agreements to employ and train individual apprentices. (Regulation 16VAC20-21-30, items A, C, D)
- b. Program Termination - Programs may be canceled by sponsor request or de-registered by the DOLI. Canceled programs may be reinstated upon sponsor request, if they meet registration requirements. De-registered programs may be reinstated if the DOLI determines that there is adequate evidence that the program is being operated in accordance with the Act and Regulations. (Regulation 16VAC20-21-70 & 16VAC20-21-80)
- c. Program Evaluation - DOLI shall review and evaluate each sponsor's program as required. (Regulation 16VAC21-30, item H)

B. In addition to subsection A of this section.

- a. The salon or shop must have a current Virginia Cosmetology Salon, Barber Shop or Nail Salon license issued by the Board for Barbers and Cosmetology and local Business and Professional Occupation License if applicable.
- b. The supervisor of apprentices must be a Virginia licensed Cosmetologist, Barber or Nail Technician.
- c. The salon or shop shall comply with the Rules and Regulations promulgated by the Virginia Department of Health.

- d. The salon or shop shall have sufficient licensed cosmetologists, barbers or nail technicians as to be in compliance with the ratio established in these Standards of Apprenticeship.

4. APPRENTICESHIP AGREEMENTS

- a. Each Apprenticeship Agreement is a contract between, and must be signed by, the apprentice (and guardian if apprentice is under 18 years of age) and the sponsor's authorized representative, and registered with the DOLI. *(Regulation 16VAC20-21-70 item 1, VA Code §40.1-122)*
- b. A signed Apprenticeship Agreement indicates that both apprentice (and guardian) and sponsor understand and agree to all apprenticeship requirements.
- c. To be valid, each Apprenticeship Agreement must:
 - i. Comply with Regulation 16VAC20-21-70, VA Code §40.1-121.
 - ii. Contain all required signatures. *(Regulation 16VAC20-21-70 item 1, VA Code §40.1-121)*
 - iii. Be approved by the DOLI. *(Regulation 16VAC 20-21-30, VA Code §40.1-122)*
 - iv. Be registered and filed by the sponsor. *(Regulation 16VAC20-21-30, item C.1&2)*
- d. All required signers must receive a copy of the signed Apprenticeship Agreement and Standards.

5. EQUAL EMPLOYMENT OPPORTUNITY

- a. Sponsors and potential sponsors must not discriminate (based on race, color, religion, national origin, sex or physical handicap, which is unrelated to the person's qualifications and ability to perform the job) in recruiting, selecting, employing or training apprentices. *(Regulation 16VAC20-21-30 item 2; and 16VAC20-21-50, item 23)*
- b. Sponsors must take affirmative action to provide equal opportunity in operating apprenticeship programs. Programs must operate as required under the Virginia State Plan, and they must comply with Title 29 of the Code of Federal Regulations, part 30. *(Regulation 16VAC20-21-30, item B.2)*

6. TERM OF APPRENTICESHIP

- A. In accordance with the MINIMUM STANDARDS FOR APPRENTICESHIP,
 - a. The minimum term for any apprenticeship program shall be 2,000 hours of reasonably continuous employment, or if the Competency or Hybrid term is proposed, DOLI will review on a case by case basis and may approve if requirements are addressed. *(Regulation 16VAC20-21-50, item B.2.a.; VA Code §40.1-120)*
 - b. Employment must be supplemented by the amount of related instruction required in the occupation. A minimum of 144 hours of related instruction is required for each year of apprenticeship to be completed by the end of the term. *(Regulation 16VAC20-21-50, item B.4.)*
 - c. When the apprentice is required to work overtime, these overtime hours WILL/WILL NOT be credited to the term of apprenticeship. *(Regulation 16VAC20-21-50, item B.2.)*
- B. In addition to subsection A of this section.

- a. The minimum term of a cosmetology apprenticeship shall be at least 3,000 hours of work experience during a period of 18 months (1½ years) as stipulated in the Training Program Outline and shall consist of continuous employment, supplemented by the required related instruction for the trade of cosmetology. Credit for previous experience will be included in the required 3,000 hours.
- b. The minimum term of a barbering or nail technology apprenticeship shall be at least 2,000 hours of full-time employment over a 12-month period, supplemented by the related study.

7. CREDIT FOR PREVIOUS EXPERIENCE

A. In accordance with the MINIMUM STANDARDS FOR APPRENTICESHIP,

- a. An applicant for apprenticeship may be allowed credit on the term of apprenticeship documented for prior experience whether with the sponsor or elsewhere
- b. The sponsor's Supervisor of Apprenticeship must review and approve the applicant's record of previous experience before such experience will be credited. (*Regulation 16VAC20-21-50, item B.14*)

B. In addition to subsection A of this section.

- a. An apprentice may be allowed credit on the term of apprenticeship for that portion of experience, whether with the sponsor or elsewhere, which is equivalent to that which he/she would have received under these Standards of Apprenticeship.
- b. An apprentice transferring from a cosmetology school or a barber school to the apprenticeship program may be allowed credit for training received on the basis of two (2) hours of apprenticeship for each hour of school training. Certification of training must be presented to the apprenticeship representative before credit can be awarded.
- c. An apprentice transferring from a nail technician school to the apprenticeship program shall receive hour for hour credit toward the apprenticeship. Evidence of training must be presented to the apprenticeship representative before credit can be awarded.
- d. Any licensed cosmetologist with less than two years of licensure, cosmetology apprentice, or cosmetology student who transfers from cosmetology to barbering may receive no more than fifty percent (50%) credit for their previous experience of training or training towards the term of apprenticeship.
- e. Any licensed barber with less than two years of licensure, barber apprentice, or barber student who transfers from barbering to cosmetology may receive no more than fifty percent (50%) credit for their previous experience of training or training towards the term of apprenticeship.
- f. Applicant who was formerly enrolled in A VDOE Approved program while in high school may be allowed credit for that portion of time spent on the job.

8. SUPERVISION OF APPRENTICES

A. In accordance with the MINIMUM STANDARDS FOR APPRENTICESHIP,

- a. Each sponsor must designate a Supervisor of Apprenticeship. (*Regulation 16VAC20-21-20*)
- b. The Supervisor of Apprenticeship must assure that:

- i. All programs are registered with the Department of Labor and Industry.
- ii. All apprentices receive a company orientation that includes: Standards of Apprenticeship, any additional industry standards, company policies, safety rules and regulations.
- iii. All apprentices receive instruction in safe and healthful working methods in each operation as it is encountered throughout the term of apprenticeship.
- iv. All apprentices are adequately trained and supervised in all areas by qualified personnel. *(Regulation 16VAC20-21-50, item B.11)*
- v. Each apprentice's progress is reviewed and documented prior to moving to a new wage level. *(Regulation 16VAC20-21-50, items B.5, B.6)*
- vi. Credit for previous experience is granted when appropriate. *(Regulation 16VAC20-21-50, item B.14)*
- vii. Each apprentice is notified of related instruction requirements and the name and location of each approved related instruction provider. *(Regulation 16VAC-20-21-50, item B.4)*
- viii. Related Instruction Provider(s) is contacted to review each apprentice's educational progress before the expiration of each wage period. *(Regulation 16VAC20-21-50, item B.6)*
- ix. Records are prepared and filed at specified intervals of apprentice's aptitude, skill and progress. Submits prompt and complete written notification to DOLI of any change in apprentice status. *(Regulation 16VAC20-21-30.E; 16VAC20-21-50, item B.6.)*
- x. Any other duties needed to develop and maintain an effective apprenticeship program. *(Regulation 16VAC20-21-50)*

B. In addition to subsection A of this section.

The Supervisor of Apprenticeship must assure that apprentice is under supervision of a journeyworker licensed in the applicable profession of the apprenticeship.

9. RESPONSIBILITIES OF APPRENTICES

- a. Apprentices are employees and have basic employee responsibilities. Each apprentice must make every effort to become a well-qualified journeyworker.
- b. Each apprentice must be on time for work, learn all work processes, complete all work assignments, and take initiative to ask appropriate questions.
- c. Each apprentice must be registered for related instruction, attend regularly and be on time.
- d. Each apprentice should review these Standards and the sponsor's Program Registration to ensure that he/she is trained and paid according to these documents.
- e. Each apprentice has the responsibility to consult with the Supervisor of Apprenticeship to assure that all accurate and appropriate records are updated and DOLI is notified promptly of any changes in status.
- f. Each apprentice must use appropriate conduct during related instruction process and on the job site.

- g. Each apprentice must obtain licensing applications following completion of the apprenticeship program.

10. ON-THE-JOB TRAINING

- a. The apprentice shall be given instruction and work experience as established by industry practice and as listed in the work processes.
- b. The work experiences do not need to be in the precise order as listed in the work processes.
- c. The work processes must be recorded in the Program Registration.

11. RELATED INSTRUCTION

- a. Each apprentice shall receive related instruction and shall provide the Supervisor of Apprenticeship with evidence of satisfactory participation and progress following completion of each designate portion.
- b. A minimum of 144 hours of related instruction is required for each year of apprenticeship, to be completed during the full term. (Regulation 16VAC20-21-50, item B.4; 16VAC20-21-70, item 5.b.)
- c. The Apprenticeship Agreement can be suspended or canceled when an apprentice does not satisfactorily complete either the on-the-job training or related instruction. Exceptions may be allowed for sickness or injury. (Regulation 16VAC 20-21-70, item 8.b. (1)&(2))

12. INITIAL PROBATIONARY PERIOD

- a. Each apprentice must serve between 500 and 2,000 hours of the apprenticeship term as an initial probationary period. The specific number of hours is stated in each Program Registration. (Regulation 16VAC20-21-50, items B.2 & B.10; 16VAC20-21-70, item 8.a)
- b. During the probationary period cancellation of the Apprenticeship Agreement may be requested by the sponsor or the apprentice. Notice of such actions must be given to the DOLI. (Regulation 16VAC20-21-50, item B.20-22; 16VAC20-21-60, item B.2.b)
- c. Full credit will be given for the initial probationary period toward completion of the apprenticeship program. (Regulation 16VAC20-21-50, item B.10)
- d. All apprentices registered under these Standards shall be subject to an initial probationary period of ___ hours of employment.

13. PERIODIC EVALUATION

The progress of each apprentice's job performance and related instruction shall be subject to a periodic review prior to the expiration of each wage period. Should a review reveal a lack of interest or ability on the part of the apprentice, the apprentice will be informed of the deficiency and may be placed on probation for a sufficient period to determine improvement or failure. At the end of the probationary period, if the apprentice has not shown acceptable improvement, the apprenticeship agreement may be suspended or canceled. The sponsor must promptly notify the apprentice and the DOLI in writing of any suspension or cancellation. (Regulation 16VAC20-21-50, items B.6 & B.22; 16VAC20-21-70, item 8.b)

14. HOURS OF WORK

- a. Hours of work for apprentices shall be determined by the Sponsor and apprentice with full-time being the norm. Part-time schedules are permitted and must be recorded the same as for all other employees.
- b. Time spent at related instruction MAY OR MAY NOT be considered as hours of work. The sponsor's decision must be documented in the Program Registration. (*Regulation 16VAC20-21-70, item b.7*)
- c. Sponsors shall not require apprentices to work hours that would interfere with attending related instruction except in emergencies.

15. APPRENTICE WAGES

A. In accordance with the MINIMUM STANDARDS FOR APPRENTICESHIP,

- a. The term of each apprenticeship program shall be divided into periods, with wages that progressively increase as the apprentice progresses in skill and productivity. Wages will be established in accordance with federal and state wage laws. (*Regulation 16VAC20-21-50, items B.5 & B.14; 16VAC20-21-70, item 7; 16VAC20-21-80, item C.1.(iii)*)
- b. Wages are based on the basic rate paid to journeyworkers and must reflect any credit given for previous experience. Overtime shall be based on the same percentage as that paid all other hourly employees. (*Regulation 16VAC20-21-50, item B.5*)
- c. The minimum wages paid all apprentices employed under these Standards must be recorded in the Program Registration. (*16VAC20-21-50, item B.5*)
- d. Apprentices who are given credit for previous training or experience shall be paid the wage rate commensurate with the period to which such credit advances them. (*Regulation 16VAC20-21-50, items B.5 & B.14*)

B. In addition to subsection A of this section

Under no circumstances shall a sponsor charge an apprentice a fee for apprenticeship training or booth or space rental during the term of the apprenticeship.

16. TRANSFER, LAYOFF/REINSTATEMENT, SUSPENSION, OR CANCELLATION

- a. Transfer - If a sponsor is no longer able to fulfill his obligations for the training of an apprentice, the apprentice may be transferred or registered with credit for previous training to another sponsor. DOLI must be notified in writing and must approve all transfers. (*Regulation 16VAC20-21-30.E; 16VAC20-21-50, item B.15; 16VAC20-21-80, item B.*)
- b. Layoff/Reinstatement - Apprentices may be laid-off in the commensurate ratio of apprentices to journeyworkers. Apprentices laid-off under these Standards shall be entitled to seniority privileges and shall be reinstated in the seniority standing before any new apprentices are registered. DOLI must be notified in writing of all apprentices laid-off and/or reinstated.
- c. Suspension and Cancellation - Apprenticeship agreements may be suspended or canceled at any time for appropriate reason. The sponsor must notify DOLI in writing within 45 days stating the reason for the suspension or cancellation. (*Regulation 16 VAC 20-21-70, item 8.b. (1 & 2); 16VAC20-21-30, item E; 16VAC20-21-50, item B.20*)

17. CERTIFICATE OF COMPLETION

Upon the completion of the term of apprenticeship and having met the requirements of the program, the VAC shall be requested by the sponsor to prepare a Certificate of Completion, to be issued in the name of the apprentice who has successfully completed training and the term of apprenticeship. (Regulation 16VAC20-21-30, item E; 16VAC20-21-50, item B.17)

18. STUDENT APPRENTICES

- a. Student apprentices are defined as a high school student participating in Registered Apprenticeship
- b. Youth Registered Apprentices are defined as a high school student participating in Registered Apprenticeship where the related instruction is provided in large part by the Career and Technical Education division within the School division.
- c. All apprenticeships requirements and restrictions described in the Standards shall apply to student apprentices, except the following:
 - i. For high school students, a letter of permission from their principal is required;
 - ii. Student status must be maintained. If a student leaves school prior to graduation his/her student apprenticeship will be canceled;
 - iii. Work hours and related instruction requirements may be different for student apprentices than non-student apprentices.

19. NUMBER OF APPRENTICES TO BE TRAINED IN THE PROGRAM

A. In accordance with the MINIMUM STANDARDS FOR APPRENTICESHIP,

The number of apprentices shall be determined by the adequacy of facilities, the need of journeyworkers in the community and reasonable assurance of employment in the occupation establishment upon completion of training. To ensure adequate training the ratio of apprentices to journeyworkers shall not exceed: one (1) apprentice to _____ journeyworker(s). The default ratio is 1 apprentice to 1 journeyworker. A variance may be requested on a case by case basis. (Regulation 16VAC20-21-50, items B.8 & B.9) All variances must also be approved by the Commissioner of the DOLI.

B. In addition to subsection A of this section.

- a. If a facility has one (1) or two (2) licensed cosmetologists, there may be one (1) cosmetology apprentice. If a facility has three (3) or four (4) licensed cosmetologist, there may be up to two (2) cosmetology apprentices. If a facility has five (5) or six (6) licensed cosmetologists, there may be up to three (3) cosmetology apprentices. Etc.
- b. If a facility has one (1) or two (2) licensed barbers, there may be one (1) barbering apprentice. If a facility has three (3) or four (4) licensed barbers, there may be up to two (2) barbering apprentices. If a facility has five (5) or six (6) licensed barbers, there may be up to three (3) barbering apprentices. Etc.
- c. If a facility has one (1) or two (2) licensed nail technicians, there may be one (1) nail technology apprentice. If a facility has three (3) or four (4) licensed nail technicians, there may be up to two (2) nail technology apprentices. If a facility has five (5) or six (6) licensed nail technicians, there may be up to three (3) nail technology apprentices. Etc.

20. ADDITIONAL SPONSOR APPRENTICE QUALIFICATIONS (optional)

- a. Age: Minimum * _____
- b. Education _____

- c. Physical capability _____
- d. Other _____
- e. See attached _____

*minimum permitted by law is 16 years of (whose employment is currently in compliance with all State and Federal laws)

21. MODIFICATIONS

The sponsor must notify the DOLI promptly in writing of any proposed program modifications and request approval from the DOLI. Any program modifications shall not alter or affect apprenticeship agreements in effect at the time of modification without the consent of all parties affected. (Regulation 16VAC20-21-30, items E. and H.2; 16VAC20-21-50, item B.20)

The apprenticeship program may be cancelled by the DOLI for due cause. The sponsor may withdraw his program by submitting a written request to the DOLI. (Regulation 16VAC20-21-80, item B.1)

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulation or official Board position.

DRAFT AGENDA
DRAFT AGENDA

22. WORK PROCESSES

COSMETOLOGY REGISTERED APPRENTICESHIP TRAINING PROGRAM OUTLINE

A. Haircutting and grooming 1200 hours

1. Manicuring and pedicuring:
 - a. Anatomy and physiology;
 - b. Diseases and disorders;
 - c. Procedures to include both natural and artificial application; and
 - d. Sterilization.
2. Shampooing and rinsing:
 - a. Fundamentals;
 - b. Safety rules;
 - c. Procedures; and
 - d. Chemistry, anatomy, and physiology.
3. Scalp treatments:
 - a. Analysis;
 - b. Disorders and diseases;
 - c. Manipulations; and
 - d. Treatments.
4. Hair styling:
 - a. Anatomy and facial shapes;
 - b. Finger waving, molding and pin curling;
 - c. Roller curling, combing, and brushing; and
 - d. Heat curling, waving, braiding and pressing.
5. Hair cutting:
 - a. Anatomy and physiology;
 - b. Fundamentals, materials, and equipment;
 - c. Procedures; and
 - d. Safety practices.
6. Skin care and make-up:
 - a. Analysis;
 - b. Anatomy;
 - c. Health, safety, and sanitary rules;
 - d. Procedures;
 - e. Chemistry and light therapy;
 - f. Temporary removal of hair; and
 - g. Lash and brow tinting.
7. Wigs, hair pieces, and related theory:
 - a. Sanitation and sterilization;
 - b. Types; and
 - c. Procedures.

B. Orientation and hygiene 600 hours

- 1. Orientation:
 - a. Apprenticeship guidelines;
 - b. Personal hygiene; and
 - c. Bacteriology, sterilization, and sanitation.

C. Chemical relaxers, perms, coloring, and bleaching 800 hours

- 1. Permanent waving-chemical relaxing:
 - a. Analysis;
 - b. Supplies and equipment;
 - c. Procedures and practical application;
 - d. Chemistry;
 - e. Recordkeeping; and
 - f. Safety.
- 2. Hair coloring and bleaching:
 - a. Analysis and basic color theory;
 - b. Supplies and equipment;
 - c. Procedures and practical application;
 - d. Chemistry and classifications;
 - e. Record keeping; and
 - f. Safety.

D. Business and Salon Management 400 hours

- 1. Salon Management
 - a. Business ethics; and
 - b. Care of equipment.

TOTAL 3000 hours

Safety is the first priority in all apprenticeship programs and, as the sponsors' primary responsibility, must be taught and practiced continuously in all on-the-job processes.

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DRAFT AGENDA
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COSMETOLOGY APPRENTICESHIP PERFORMANCE COMPLETION REQUIREMENTS

<u>Performances</u>	<u>Number Required</u>
A. Hair and scalp treatments	10
B. Hair styling	320
C. Tinting	15
D. Bleaching and frosting	10
E. Temporary rinses	10
F. Semi-permanent color	10
G. Cold permanent waving or chemical relaxing	25
H. Hair shaping	50
I. Wig care, styling, placing on model	5
J. Finger waving and thermal waving	30
K. Manicures/pedicures	15
L. Facials and waxings	5
M. Sculptured nails/nail tips/wraps	20
TOTAL	525

The required number of performance completions must be accomplished during the term of the apprenticeship, which shall not exceed eighteen (18) months in duration.

BARBERING REGISTERED APPRENTICESHIP TRAINING PROGRAM OUTLINE

A. Haircutting and grooming 1200 hours

1. Analyzing skin or scalp conditions;
2. Giving scalp treatments;
3. Giving facial massage or treatment;
4. Sanitizing and maintaining implements and equipment;
5. Honing and stropping a razor;
6. Cutting the hair with a razor, clippers, shears;
7. Tapering the hair;
8. Thinning the hair;
9. Shampooing the hair;

B. Orientation and hygiene 300 hours

1. Apprenticeship guidelines;
2. State law, regulations and professional ethics;
3. Client consultation;
4. Personal hygiene;

C. Color and shaving 300 hours

1. Shaving;
2. Trimming a moustache or beard;
3. Applying hair color;

D. Business and shop management 200 hours

1. Business and shop management

TOTAL 2000 hours

Safety is the first priority in all apprenticeship programs and, as the sponsors' primary responsibility, must be taught and practiced continuously in all on-the-job processes.

BARBERING APPRENTICESHIP PERFORMANCE COMPLETION REQUIREMENTS

<u>Performances</u>	<u>Number Required</u>
A. Hair and scalp treatments	10
B. Hair services	320
C. Tinting	15
D. Temporary rinses	10
E. Semi-permanent color	10
F. Facials	5
TOTAL	370

The required number of performance completions must be accomplished during the term of the apprenticeship, which shall not exceed eighteen (18) months in duration.

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NAIL TECHNOLOGY REGISTERED APPRENTICESHIP TRAINING PROGRAM OUTLINE

A. Orientation 40 hours

1. Apprenticeship guidelines;
2. State law, regulations and professional ethics;
3. Personal hygiene

B. Bacteriology 150 hours

1. Understanding and working with pathogenic bacteria;
2. Awareness of Immune Deficiency Syndrome and how transmitted;
3. Nail fungus identification, prevention, and how to refer to physician;
4. Nail mold identification, prevention, and how to refer to physician;
5. Removal of artificial nails before treatment by a physician;
6. Parasite recognition.

C. Sterilization and sanitation 600 hours

1. How infections breed in the salon;
2. Use of physical agents, ultraviolet rays, moist heat, dry heat;
3. Use of chemical agents, antiseptics, disinfectants, and fumigants;
4. Use of sanitation equipment;
5. Pre-service sanitation procedure;
6. End-of-day sanitation procedure.

D. Safety 170 hours

1. How to avoid overexposure to chemicals;
2. Use of Material Safety Data Sheets;
3. How to protect your clients and yourself.

E. Anatomy and Physiology – General knowledge of: 40 hours

1. Skeletal system
2. Nervous system
3. Circulatory system
4. Endocrine system

- 5. Excretory system
- 6. Respiratory system
- 7. Digestive system

F. Diseases and Disorders of the Nail – Recognition and Treatment..... 200 hours

- 1. Parts of the nail;
- 2. Structures beneath the nail;
- 3. Disorders and when not to service a client;
- 4. Nail disorders which can be serviced by a technician:
 - a. Bruised nails
 - b. Discolored nails
 - c. Furrows
 - d. Hangnails
 - e. Nevus
 - f. Hypertrophy
 - g. Onychophagy

G. Nail Procedures..... 800 hours

- 1. Manicuring;
- 2. Pedicuring;
- 3. Nail extensions and sculptured nails;
- 4. Proper use of equipment;
- 5. Implement selection and use;
- 6. Material selection and use;
- 7. Nail cosmetics selection and use;
- 8. Basic table setup.

TOTAL..... 2000 hours

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**NAIL TECHNOLOGY REGISTERED APPRENTICESHIP PERFORMANCE COMPLETION
REQUIREMENTS**

<u>Performances</u>	<u>Number Required</u>
A. Manicures	30
B. Pedicures	15
C. Individual sculptured nails/nail tips	200
D. Individual removals	10
E. Individual nail wraps	20
TOTAL	275

The required number of performance completions must be accomplished during the term of the apprenticeship, which shall not exceed twelve (12) months in duration.

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THE MINIMUM STANDARDS FOR APPRENTICESHIP ARE ACCEPTED AND AMEMDMENTS
ARE ADPOTED BY THE VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY:

CHAIRMAN Lonnie Quesenberry
Lonnie Quesenberry

Date: June 25, 2018

REGISTERED WITH THE VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

COMMISIONER _____

Date: _____

WORK PROCESSES

COSMETOLOGY REGISTERED APPRENTICESHIP PROGRAM REGISTRATION MATERIALS

A. Orientation and Business Topics – Minimum of 90 hours of instruction:

1. Apprenticeship guidelines
2. Management
3. Sales, inventory, and retailing
4. Taxes and payroll
5. Insurance
6. Client records and confidentiality
7. Professional ethics and practices

B. Laws and Regulations – Minimum of 20 hours of instruction

C. General Sciences – Minimum of 110 hours of instruction:

1. Principles and practices of infection control
2. Safety Data Sheets (SDS)
3. Chemical usage safety

D. Applied Sciences – Minimum of 80 hours of instruction:

1. Anatomy
2. Physiology
3. Histology

E. Shampooing, Rinsing, and Scalp Treatments for All Hair Types (Including Textured Hair) – Minimum of 50 hours of instruction:

1. Client consultation and analysis
2. Procedures, manipulations, and treatments

F. Hair Styling for All Hair Types (Including Textured Hair) – Minimum of 130 hours of instruction:

1. Finger waving, molding, and pin curling
2. Roller curling, combing, and brushing
3. Heat curling, waving, and pressing

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G. Hair Cutting for All Hair Types (Including Textured Hair) – Minimum of 270 hours of instruction:

1. Fundamentals, materials, and equipment
2. Procedures

H. Permanent Waving and Chemical Relaxing for All Hair Types (Including Textured Hair) – Minimum of 250 hours of instruction:

1. Chemistry
2. Supplies and equipment
3. Procedures and practical application

I. Hair Coloring and Bleaching for All Hair Types (Including Textured Hair) – Minimum of 380 hours of instruction:

1. Basic color theory
2. Supplies and equipment
3. Procedures and practical application

J. Wigs, Hair Pieces, and Related Theory – Minimum of 30 hours of instruction:

1. Types
2. Procedures

K. Manicuring and Pedicuring – Minimum of 150 hours of instruction:

1. Nail theory, nail structure, and composition
2. Nail procedures, including manicuring, pedicuring, and nail extensions
3. Electric filing

L. Skin Care – Minimum of 300 hours of instruction:

1. Client skin analysis and consultation
2. Effleurage and related movements and manipulations of the face and body
3. Cleansing procedures
4. Masks
5. Extraction techniques
6. Machines avoiding direct contact with the skin
7. Equipment avoiding direct contact with the skin
8. Electricity avoiding direct contact with the skin
9. Manual facials and treatments
10. General procedures and safety measures

M. Lashes / Brows – Minimum of 70 hours of instruction:

1. Setup, supplies, and implements
2. Consultation
3. Application of false lashes and lash extensions
4. Lash tinting and Brow Tinting
5. Lash perming
6. Lightening of the hair on the body (excluding scalp)
7. General procedures and safety measures

N. Hair Removal – Minimum of 70 hours of instruction:

1. Client consultation and analysis
2. Waxing
3. Mechanical hair removal
4. Tweezing and threading
5. Chemical hair removal

The total number of hours across all sections is **2,000 hours**.

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**COSMETOLOGY REGISTERED APPRENTICESHIP PERFORMANCE
COMPLETION REQUIREMENTS**

Performances:

A. Shampooing, rinsing, and scalp treatments, for all hair types, including textured hair ...	20
B. Hair styling, for all hair types, including textured hair	60
C. Hair cutting, for all hair types, including textured hair	60
D. Permanent waving-chemical relaxing, for all hair types, including textured hair	60
E. Hair coloring and bleaching, for all hair types, including textured hair	65
F. Wigs, hair pieces, and related theory	10
G. Manicuring and pedicuring	15
procedures	
H. Individual sculptured nails and nail tips	30
I. Lash/Brow.....	20
J. Skincare.....	15
K. Hair removal.....	10
TOTAL	365

The required number of performance completions must be accomplished during the term of the apprenticeship, which shall not exceed twelve (12) months in duration

BARBERING REGISTERED APPRENTICESHIP PROGRAM REGISTRATION MATERIALS

A. Orientation, business topics and hygiene 150 hours

1. Apprenticeship guidelines
2. State law, regulations and professional ethics
3. Business and shop management
4. Personal hygiene

B. Haircutting and grooming 850 hours

1. Client consultation
2. Shampooing
3. Cutting, thinning, tapering the hair with razor, clippers, and shears.
4. Styling hair with a hand hair dryer

C. Color and shaving to include client consultation..... 300 hours

1. Shaving
2. Trimming a moustache or beard
3. Applying hair color

D. Facial hair and skin care services 300 hours

1. Client skin analysis and consultation
2. Effleurage and related movements and manipulations of the face
3. Cleansing procedures
4. Masks
6. Extraction techniques
7. Machines, equipment, and electricity
8. Manual facials and treatments
9. General procedures and safety measures

E. Applied Science & General Science..... 360 hours

1. Applied sciences - minimum of 200 hours of instruction:

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- a. Anatomy and physiology
- b. Skin structure and function
- c. Skin types
- d. Skin conditions
- e. Diseases and disorders of the skin
- f. Analyzing skin or scalp conditions
- g. Giving scalp treatments

2. General sciences - minimum of 160 hours of instruction:

- a. Bacteriology
- b. Microorganisms
- c. Infection control, sanitation, disinfection, and sterilization
- d. Occupational Safety and Health Administration (OSHA) requirements
- e. Safety Data Sheet (SDS)
- f. General procedures and safety measures
- g. Cosmetic chemistry
- h. Products and ingredients

F. Understanding and maintaining implements and equipment (e.g., tools)

..... **40 hours**

TOTAL **2000 hours**

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BARBERING REGISTERED APPRENTICESHIP PERFORMANCE COMPLETION REQUIREMENTS

<u>Performances</u>	<u>Number Required</u>
A. Hair and scalp treatments	10
B. Hair services	285
C. Straight razor shaving on face and neck	12
D. Hair coloring (including tinting, temporary rinses, and semi-permanent color)	20
F. Facials	5
TOTAL	332

The required number of performance completions must be accomplished during the term of the apprenticeship, which shall not exceed eighteen (12) months in duration.

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DUAL BARBER/MASTER BARBER REGISTERED APPRENTICESHIP PROGRAM MATERIALS

1. Orientation and business topics - Minimum of 50 hours of instruction:

- a. Apprenticeship guidelines
- b. Business and shop management
- c. Professional ethics and personal hygiene

2. State law and regulations - Minimum of 20 hours of instruction.

3. Shampooing, cutting, thinning, tapering the hair with a razor, clippers, and shears - minimum of 540 hours of instruction:

- a. Client consultation
- b. Styling the hair with a hand hair dryer

4. Shaving and trimming a moustache or beard - minimum of 200 hours of instruction, to include client consultation.

5. Applying hair color- minimum of 100 hours of instruction, to include client consultation.

6. Applied sciences - minimum of 200 hours of instruction:

- a. Anatomy and physiology
- b. Skin structure and function
- c. Skin types
- d. Skin conditions
- e. Diseases and disorders of the skin

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- f. Analyzing skin or scalp conditions
- g. Giving scalp treatments

7. General sciences - minimum of 160 hours of instruction:

- a. Bacteriology
- b. Microorganisms
- c. Infection control, sanitation, disinfection, and sterilization
- d. Occupational Safety and Health Administration (OSHA) requirements
- e. Safety Data Sheet (SDS)
- f. General procedures and safety measures
- g. Cosmetic chemistry
- h. Products and ingredients

8. Facial hair and skin care services - minimum of 200 hours of instruction:

- a. Client skin analysis and consultation
- b. Effleurage and related movements and manipulations of the face
- c. Cleansing procedures
- d. Masks
- e. Extraction techniques
- f. Machines, equipment, and electricity
- g. Manual facials and treatments
- h. General procedures and safety measures

9. Understanding and maintaining implements and equipment (e.g., tools) - minimum of 30 hours of instruction.

10. Thermal waving - minimum of 40 hours of instruction.

11. Permanent waving and relaxing the hair with chemicals - minimum of 220 hours of instruction.

12. Lightening or toning the hair - minimum of 200 hours of instruction.

13. Hairpieces and wigs - minimum of 30 hours of instruction.

14. Waxing limited to the scalp - minimum of 10 hours of instruction.

The total number of hours across all sections is 2,000 hours.

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**DUAL BARBER/MASTER BARBER REGISTERED APPRENTICESHIP
PERFORMANCE COMPLETION REQUIREMENTS**

<u>Performances:</u>	<u>Number Required:</u>
Hair and scalp treatments	10
Hair services	285
Straight razor shaving on face and neck	12
Bleaching and frosting	20
Hair coloring (including tinting, temporary rinses, and semi-permanent color)	20
Cold permanent waving or chemical relaxing	30
Wig care, styling, placing on model	15
Finger waving and thermal waving	30
Basic facials	5
Waxing limited to the scalp	5
TOTAL	432

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TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: ASHLEY REED, EXECUTIVE DIRECTOR
SUBJECT: COSMETOLOGY COMPACT AMENDMENT REGULATIONS
DATE: MAY 18, 2026

On July 21, 2025, the Board approved the proposed regulations for the Cosmetology Compact. No public comments were received during the comment period. The proposed language is attached for the Board's review and approval.

Below is a summary of the changes:

- Definitions – The definition section is amended to include a definition of “Compact” and incorporates references to a “multistate license.”
- Licensure – The method of licensure was created for a Multistate License found at 18 VAC 41-20-35.
- General Requirements for an Instructor License – Allows for an individual to qualify for an instructor license in Virginia if they hold a multistate cosmetology license.
- Fees – adds a fee for an initial multistate license and its renewal.
- Renewal period – sets forth the expiration date running concurrently with the home state license (Virginia).
- Notice of Renewal – incorporates references to a “multistate license.”
- Failure to Renew - incorporates references to a “multistate license” and what occurs when a multistate license is reinstated.
- Display of License - incorporates references to a “multistate license.”
- Sanitation and Safety standards - incorporates references to a “multistate license.”
- Grounds for Discipline - incorporates references to a “multistate license.”

If the Board concurs with the final regulations, the Board can make a motion to “adopt the final regulations for the Cosmetology Compact Amendment.”

1 **Project 8183 - Final**

2 **Board For Barbers And Cosmetology**

3 **Cosmetology Compact Amendment**

4 **18VAC41-20-10. Definitions.**

5 A. The following words and terms when used in this chapter have the meanings ascribed to
6 them in § 54.1-700 of the Code of Virginia:

7 "Barber"

8 "Barbering"

9 "Barber instructor"

10 "Barbershop"

11 "Board"

12 "Cosmetologist"

13 "Cosmetology"

14 "Cosmetology instructor"

15 "Cosmetology salon"

16 "Master barber"

17 "Nail care"

18 "Nail salon"

19 "Nail school"

20 "Nail technician"

21 "Nail technician instructor"

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22 "Physical (wax) depilatory"

23 "School of cosmetology"

24 "Wax technician"

25 "Waxing"

26 "Waxing salon"

27 "Waxing school"

28 B. The following words and terms when used in this chapter have the meanings ascribed to
29 them in § 54.1-700.1 of the Code of Virginia:

30 "Authorization to practice"

31 "Commission"

32 "Encumbered license"

33 "Member state"

34 "Multistate license"

35 "Remote state"

36 C. The following words and terms when used in this chapter have the following meanings
37 unless the context clearly indicates otherwise:

38 "Apprenticeship program" means an approved cosmetology, barber, nail technician, or wax
39 technician training program conducted by an approved registered apprenticeship sponsor.

40 "Barber school" means a place or establishment licensed by the board to accept and train
41 students and that offers a barber, master barber, or dual barber/master barber curriculum
42 approved by the board.

43 "Business entity" means a sole proprietorship, partnership, corporation, limited liability
44 company, limited liability partnership, or any other form of organization permitted by law.

45 "Clock hour" means a minimum of 50 minutes of supervised or directed instruction and
46 appropriate breaks.

47 "Compact" means the Cosmetology Compact (§ 54.1-700.1 of the Code of Virginia.

48 "Credit hour" means a combination of the number of hours in class each week and the number
49 of hours per week in a laboratory by which a school may measure coursework. One unit of credit
50 equals one hour of classroom or online study, two hours of laboratory experience, or three hours
51 of internship or practicum or a combination of the three times the number of weeks in the term.

52 "Direct supervision" means that (i) a Virginia licensed barber, cosmetologist, nail technician,
53 or wax technician is present in the barbershop, cosmetology salon, nail salon, or waxing salon at
54 all times when services are being performed by a temporary license holder or registered
55 apprentice or (ii) a Virginia licensed and certified barber, cosmetologist, nail technician, or wax
56 technician instructor or a student instructor temporary license holder is present in the barber,
57 cosmetology, nail technician, or wax technician school at all times when services are being
58 performed by a student, student instructor, or temporary license holder.

59 "Each and every location" means, for the purposes of schools with multiple suites or
60 classrooms, a single location is one that is enclosed under one roof and all classrooms or suites
61 are within 500 feet of the main office.

62 "Firm" means any business entity recognized under the laws of the Commonwealth of Virginia.

63 "Licensee" means any individual or firm holding a license or multistate license issued by the
64 board.

65 "Post-secondary educational level" means an accredited college or university that is approved
66 or accredited by an accrediting agency that is recognized by the U.S. Secretary of Education.

67 "Reasonable hours" means the hours between 9 a.m. and 5 p.m.; however, if the licensee is
68 generally not substantially open to the public during the same hours, "reasonable hours" means
69 the business hours when the licensee is open to the public.

70 "Reinstatement" means having a license, multistate license, or certificate restored to
71 effectiveness after the expiration date has passed.

72 "Renewal" means continuing the effectiveness of a license, multistate license, or certificate
73 for another period of time.

74 "Responsible management" means the following individuals:

- 75 1. The sole proprietor of a sole proprietorship;
- 76 2. The partners of a general partnership;
- 77 3. The managing partners of a limited partnership;
- 78 4. The officers of a corporation;
- 79 5. The managers of a limited liability company;
- 80 6. The officers or directors of an association; and
- 81 7. Individuals in other business entities recognized under the laws of the Commonwealth
82 as having a fiduciary responsibility to the firm.

83 "Sole proprietor" means any individual, not a corporation, who is trading under that individual's
84 own name or under an assumed or fictitious name pursuant to the provisions of §§ 59.1-69
85 through 59.1-76 of the Code of Virginia.

86 "Substantially equivalent exam" means an examination administered by the licensing entity
87 that covers Virginia's scope of practice for that profession.

88 "Substantially equivalent training" means at least 80% of the required hours in Virginia and
89 curriculum content covering Virginia's scope of practice for that profession.

90 "Virginia state institution" means any institution approved by the Virginia Department of
91 Education or the Virginia Department of Corrections.

92 "Wet disinfection unit" is a container large enough to hold an Environmental Protection Agency
93 (EPA) registered disinfectant that is a bactericidal, virucidal, and fungicidal solution in which the
94 objects to be disinfected are completely immersed.

95 **18VAC41-20-35. Virginia multistate license.**

96 After the compact begins issuing multistate licenses, an applicant must hold an active and
97 unencumbered [cosmetology cosmetologist] license in Virginia and must meet the requirements
98 for a multistate license under the compact in effect at the time of the application. To renew a
99 multistate [cosmetology cosmetologist] license in Virginia, a licensee must comply with rules
100 adopted by the commission in effect at the time of renewal. The applicant must also meet the
101 requirements set forth in 18VAC41-20-20 A.

102 **18VAC41-20-100. General requirements for an instructor certificate.**

103 A. Any individual wishing to engage in instruction in barbering, master barbering,
104 cosmetology, nail care, or waxing must meet the following qualifications:

105 1. The applicant must be in good standing as a licensed barber, master barber,
106 cosmetologist, nail technician, or wax technician and instructor, respectively, in every
107 jurisdiction where licensed, certified, or registered. The applicant must provide a copy to
108 the board of any disciplinary action taken in Virginia and all other jurisdictions at the time
109 of application for certification since being previously licensed as a barber, master barber,
110 cosmetologist, nail technician, or wax technician. This includes monetary penalties, fines,
111 probation, suspensions, revocations, surrender of a license or certification in connection
112 with a disciplinary action, or voluntary termination of a license or certification.

113 Upon review of the applicant's prior disciplinary action, the board, in its discretion, may
114 deny certification to any applicant that the board deems unfit or unsuited to engage in the
115 instruction of barbering, cosmetology, nail care, or waxing;

116 2. The applicant must hold and maintain a current Virginia [cosmetology cosmetologist]
117 license, multistate [cosmetology cosmetologist] license, a current Virginia barber, master
118 barber, ~~cosmetology~~, nail technician, or wax technician license, respectively;

119 3. The applicant must complete one of the following qualifications:

- 120 a. Pass a course in teaching techniques at the post-secondary educational level; or
- 121 b. Pass an instructor examination administered by the board or by a testing service
- 122 acting on behalf of the board; and

123 4. In accordance with § 54.1-204 of the Code of Virginia, each applicant must disclose all
124 felony convictions in Virginia and all other jurisdictions since being previously licensed as
125 a barber, master barber, cosmetologist, wax technician, or nail technician within 10 years
126 of the date of application.

127 The board, in its discretion, may deny certification to any applicant in accordance with §
128 54.1-204 of the Code of Virginia.

129 B. Certified instructors may teach in any profession in which they hold the underlying license.

130 **18VAC41-20-140. Fees.**

131 The following fees apply. All fees are nonrefundable and will not be prorated.

FEE TYPE	AMOUNT DUE	WHEN DUE
Individuals:		
Application	\$120	With application

License by Endorsement	\$120	With application
<u>Multistate License</u>	\$50	<u>With application</u>
Renewal:		
Barber	\$120	With renewal card prior to expiration date
Master Barber	\$120	With renewal card prior to expiration date
Cosmetologist	\$120	With renewal card prior to expiration date
Nail Technician	\$120	With renewal card prior to expiration date
Wax Technician	\$120	With renewal card prior to expiration date
<u>Multistate License</u>	\$50	With renewal card prior to expiration date *Licensees with a [cosmetology cosmetologist license] and a multistate license must complete separate renewal processes for each license.
Reinstatement	\$240* *includes \$120 renewal fee and \$120 reinstatement fee	With reinstatement application
<u>Multistate License</u>	\$100* *includes \$50 renewal fee and \$50 reinstatement fee	With reinstatement application *Licensees with a [cosmetology cosmetologist license] and a multistate license must complete separate reinstatement processes for each license.
Instructor Certificate:		
Application	\$140	With application
License by Endorsement	\$140	With application
Renewal	\$45	With renewal card prior to expiration date
Reinstatement	\$90* *includes \$45 renewal fee and \$45 reinstatement fee	With reinstatement application
Facilities:		

Application	\$220	With application
Renewal	\$220	With renewal card prior to expiration date
Reinstatement	\$440* *includes \$220 renewal fee and \$220 reinstatement fee	With reinstatement application
Schools:		
Application	\$250	With application
Add Program	\$120	With application
Renewal	\$250	With renewal card prior to expiration date
Reinstatement	\$500* *includes \$250 renewal fee and \$250 reinstatement fee	With reinstatement application

132 **18VAC41-20-160. Renewal required.**

133 A license or certificate issued under this chapter expires two years from the last day of the
 134 month in which it was issued. A multistate license expiration date will run concurrently with the
 135 Virginia license.

136 **18VAC41-20-170. Notice of renewal.**

137 The Department of Professional and Occupational Regulation will send a renewal notice to
 138 the licensee, Virginia multistate licensee, or certificate holder outlining the procedures for renewal.
 139 Failure to receive this notice, however, does not relieve the licensee, Virginia multistate licensee,
 140 or certificate holder of the obligation to renew.

141 **18VAC41-20-180. Failure to renew.**

142 A. When an individual who holds a license, Virginia multistate license, or certificate or a
 143 business entity fails to renew a license or certificate within 30 days following the expiration date,
 144 the licensee, multistate licensee, or certificate holder who intends to remain licensed or certified
 145 must pay the reinstatement fee.

146 B. When an individual who holds a license, multistate license issued by Virginia, or certificate
147 or a business entity fails to renew a license or certification within two years following the expiration
148 date, reinstatement is no longer possible. To resume practice:

149 1. The former licensee, Virginia multistate licensee, or certificate holder must apply for
150 licensure, Virginia multistate licensure, or certification as a new applicant and must meet
151 all current entry requirements for each respective license or certificate. An individual who
152 holds an active multistate license in a member state is exempt from this requirement.

153 2. An individual previously licensed in Virginia for a minimum of three years must submit
154 a new application and pass the required examination.

155 C. When a licensed school fails to renew its license within 30 days following the expiration
156 date, the licensee must pay the reinstatement fee.

157 1. After 180 days, the school must submit a reinstatement application and provide (i) the
158 reasons for failing to renew prior to the expiration date and (ii) a notarized statement that
159 all students currently enrolled or seeking to enroll at the school have been notified in
160 writing that the school's license has expired. All of these materials shall be called the
161 application package. Reinstatement will be considered by the board if the school consents
162 to and satisfactorily passes an inspection of the school. Pursuant to 18VAC41-20-130,
163 upon receipt of the reinstatement fee, application package, and inspection results, the
164 board may reinstate the school's license or require requalification.

165 2. If the reinstatement application package and reinstatement fee are not received by the
166 board within six months following the expiration date of the school's license, the board will
167 notify the testing service that prospective graduates of the unlicensed school are not
168 acceptable candidates for the examination. Such notification will be sent to the school and
169 must be displayed in a conspicuous manner by the school in an area that is accessible to

170 the public. No student will be disqualified from taking the examination because the school
171 was not licensed for a portion of the time the student attended if the school license is
172 reinstated by the board.

173 D. The date a renewal fee is received by the Department of Professional and Occupational
174 Regulation or its agent will be used to determine whether the requirement for reinstatement of a
175 license, Virginia multistate license, or certificate is applicable.

176 E. When a license or certificate is reinstated, the licensee or certificate holder will be assigned
177 an expiration date two years from the date of the last day of the month of reinstatement.

178 F. When a Virginia multistate license is reinstated, the multistate license will be assigned an
179 expiration date concurrent with the expiration date of the Virginia [cosmetology cosmetologist]
180 license.

181 G. A licensee, Virginia multistate licensee, or certificate holder that reinstates a license,
182 Virginia multistate license, or certificate will be regarded as having been continuously licensed or
183 certified without interruption. Therefore a licensee, Virginia multistate licensee, or certificate
184 holder will be subject to the authority of the board for activities performed prior to reinstatement.

185 G. H. A licensee or certificate holder that fails to reinstate a license or certificate will be
186 regarded as unlicensed or uncertified from the expiration date of the license or certificate forward.
187 Nothing in this chapter divests the board of its authority to discipline a licensee, multistate
188 licensee, or certificate holder for a violation of the law or regulations during the period of time for
189 which the individual was licensed or certified.

190 **18VAC41-20-260. Display of license.**

191 A. The responsible management for each shop, salon, or school must ensure that all current
192 licenses, multistate licenses, and certificates issued by the board are displayed in plain view of
193 the public either in the reception area or at individual work stations of the shop, salon, or school.

194 Duplicate licenses, multistate licenses, and certificates must be posted in a similar manner in
195 every shop, salon, or school location where the regulant provides services.

196 B. The responsible management for each shop, salon, or school must ensure that no
197 employee, licensee, student, or apprentice performs any service beyond the scope of practice for
198 the applicable license.

199 C. All licensees, multistate licenses, certificate holders, and temporary license holders must
200 operate under the name in which the license, certificate, or permit is issued.

201 D. Unless also licensed as a cosmetologist, a barber or master barber is required to hold a
202 separate nail technician or wax technician license if performing nail care or waxing.

203 E. Proof of apprenticeship registration issued by the applicable agency of the Virginia
204 Department of Workforce Development and Advancement (VDWDA) must be displayed in plain
205 view of the public either in the reception area or at individual work stations of the shop or salon.
206 The apprentice sponsor must require each apprentice to wear a badge clearly indicating status
207 as a VDWDA registered apprentice.

208 **18VAC41-20-270. Sanitation and safety standards for shops, salons, and schools.**

209 A. Sanitation and safety standards.

210 1. Any shop, salon, or school where barber, master barber, cosmetology, or nail or wax
211 services are delivered to the public must be clean and sanitary at all times.

212 2. Mobile shops and salons must be stationary while providing services, and may not
213 operate where prohibited by local ordinance.

214 3. Compliance with these rules does not confer compliance with other requirements set
215 forth by federal, state, and local laws, codes, ordinances, and regulations as they apply to
216 business operation, physical construction and maintenance, safety, and public health.

217 4. Licensees and multistate licensees must take sufficient measures to prevent the
218 transmission of communicable and infectious diseases and comply with the sanitation
219 standards identified in this section and must ensure that all employees likewise comply.

220 B. Disinfection and storage of implements.

221 1. Each barber, master barber, cosmetologist, nail technician, and wax technician must
222 have a wet disinfection unit at the individual's station and must meet the standards in the
223 definition of wet disinfection requirements. A wet disinfection unit must have a cover to
224 prevent contamination and any disinfection solutions must be used according to
225 manufacturer's directions.

226 2. Disinfection of multiuse implements constructed of hard, nonporous materials such as
227 metal, glass, or plastic that the manufacturer designed for use on more than one client,
228 including clippers, scissors, combs, and nippers is to be carried out in the following manner
229 prior to servicing a client:

230 a. Remove all foreign matter from the object, utilizing a brush if needed. Drill bits are
231 to be soaked in acetone and scrubbed with a wire brush to remove all foreign matter;

232 b. Wash thoroughly with hot water and soap;

233 c. Rinse thoroughly with clean water and dry thoroughly with a clean paper towel;

234 d. Fully immerse implements into wet disinfectant solution for a minimum of 10
235 minutes; and

236 e. After immersion, rinse articles, dry thoroughly with a clean paper towel, and store in
237 a clean, pre-disinfected, and dry cabinet, drawer, or sealed covered container, or leave
238 instruments in a wet disinfection unit used according to manufacturer's directions.

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3. Single-use items designed by the manufacturer for use on no more than one client should be discarded immediately after use on each individual client, including powder puffs, lip color, cheek color, sponges, styptic pencils, nail care implements, or disposable razors. The disinfection and reuse of these items is not permitted and the use of single-use items on more than one client is prohibited.

4. For the purpose of recharging, rechargeable clippers may be stored in an area other than in a closed cabinet or container. This area must be clean and the cutting edges of any clippers are to be disinfected.

5. Electrical clipper blades must be disinfected before and after each use. If the clipper blade cannot be removed, the use of a spray or foam used according to the manufacturer's instructions will be acceptable, provided that the disinfectant is an EPA-registered disinfectant that is bactericidal, virucidal, and fungicidal, and that the entire handle is also disinfected by wiping with the disinfectant solution.

6. All wax pots must be cleaned and disinfected with an EPA-registered disinfectant that is bactericidal, virucidal, and fungicidal and with no sticks left standing in the wax at any time. The area immediately surrounding the wax pot must be clean and free of clutter, waste materials, spills, and any other items that may pose a hazard.

7. Foot tubs, whirlpool units, air-jetted basins, pipe-less units, and non-whirlpool basins used in the performance of nail care must be maintained in accordance with manufacturer's recommendations. They must be cleaned and disinfected immediately after each client in the following manner:

- a. Drain all water and remove all debris;
- b. Clean the surfaces and walls with soap or detergent to remove all visible debris, oils, and product residue and then rinse with water;

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DRAFT AGENDA

- 263 c. Disinfect with an EPA-registered disinfectant that is bactericidal, virucidal, and
264 fungicidal in accordance with manufacturer directions for pedicure units; and
265 d. Wipe dry with a clean towel.

266 C. General sanitation and safety requirements.

- 267 1. Service chairs, wash basins, sinks, bowls, workstations and workstands, and back bars
268 as necessitated by the services performed, must be clean;
- 269 2. The floor surface in all work areas must be of a washable surface other than carpet;
- 270 3. All furniture, fixtures, walls, floors, windows, and ceilings must be clean and in good
271 repair and free of water seepage and dirt. Any mats must be secured or must lie flat;
- 272 4. A fully functional bathroom in the same building with a working toilet and sink must be
273 available for clients. There must be hot and cold running water. Fixtures must be in good
274 condition. The bathroom must be lighted and sufficiently ventilated. There must be soap
275 and clean single-use towels or hand air-drying device for the client's use. Laundering of
276 towels is allowed, space permitting. The bathroom must not be used as a work area or for
277 the open storage of chemicals. For facilities newly occupied after January 1, 2017, the
278 bathroom must be available for client use and must adhere to all sanitation requirements
279 of this chapter;
- 280 5. Electrical cords must be placed to prevent entanglement by the client or licensee, and
281 electrical outlets must be covered by plates;
- 282 6. All sharp tools, implements, and heat-producing appliances must be in safe working
283 order at all times, safely stored, and placed so as to prevent any accidental injury to the
284 client or licensee;

285 7. The salon area must be sufficiently ventilated to exhaust hazardous or objectionable
286 airborne chemicals, and to allow the free flow of air; and

287 8. Adequate lighting must be provided.

288 D. Articles, tools, and products.

289 1. Clean towels, robes, or other linens must be used for each patron. Clean towels, robes,
290 or other linens must be stored in a clean, pre-disinfected, and dry cabinet, drawer, or
291 non-airtight covered container. Soiled towels, robes, or other linens must be stored in a
292 container enclosed on all sides including the top, except if stored in a separate laundry
293 room;

294 2. Whenever a haircloth is used, a clean towel or neck strip must be placed around the
295 neck of the patron to prevent the haircloth from touching the skin;

296 3. Soiled implements must be removed from the tops of work stations immediately after
297 use;

298 4. Any multi-use article, tool, or product that cannot be disinfected by full immersion as
299 specified in subdivision B 2 of this section or cleaned according to manufacturer's
300 recommendation, including natural hairbrushes or neck dusters, is prohibited from use;

301 5. Lotions, ointments, creams, and powders must be accurately labeled and kept in closed
302 containers. A clean spatula, other clean tools, or clean disposable gloves must be used to
303 remove bulk substances such as creams or ointments from jars. Sterile cotton or sponges
304 must be used to apply creams, lotions, and powders. Cosmetic containers must be
305 covered after each use;

306 6. For nail care, if a sanitary container is provided for a client, the sanitary container must
307 be labeled and implements must be used solely for that specific client. Disinfection must
308 be carried out in accordance with subdivisions B 1 and B 2 of this section;

309 7. No substance other than a sterile styptic powder or sterile liquid astringent approved for
310 homeostasis and applied with a sterile single-use applicator must be used to check
311 bleeding; and

312 8. Any disposable material making contact with blood or other body fluid must be double-
313 bagged, labeled as a biohazard, and disposed of in a closed receptacle.

314 E. Chemical storage and emergency information.

315 1. Shops, salons, schools, and facilities must have in the immediate working area a binder
316 with all Safety Data Sheets (SDS) provided by manufacturers for any chemical products
317 used;

318 2. Shop, salons, schools, and facilities must have a blood spill clean-up kit in the work
319 area that contains at minimum latex gloves, two 12-inch by 12-inch towels, one disposable
320 trash bag, bleach, one empty spray bottle, and one mask with face shield or any
321 Occupational Safety and Health Administration (OSHA) approved blood spill clean-up kit;

322 3. Flammable chemicals must be labeled and stored in a nonflammable storage cabinet
323 or a properly ventilated room; and

324 4. Chemicals that could interact in a hazardous manner (e.g., oxidizers, catalysts, and
325 solvents) must be labeled and separated in storage.

326 F. Client health guidelines.

327 1. All employees providing client services must cleanse their hands with a soap product
328 prior to providing services to each client. Licensees shall require that clients for nail care
329 services must cleanse their hands immediately prior to the requested nail care service;

330 2. An artificial nail must only be applied to a healthy natural nail;

331 3. A nail drill or motorized instrument must be used on the artificial nail surface only;

- 332 4. No shop, salon, school, or facility providing cosmetology or nail care services will have
333 on the premises cosmetic products containing hazardous substances that have been
334 banned by the U.S. Food and Drug Administration (FDA) for use in cosmetic products;
335 5. No product will be used in a manner that is disapproved by the FDA; and
336 6. All regulated services must be performed in a facility that is in compliance with current
337 local building and zoning codes.

338 G. In addition to any requirements set forth in this section, all licensees and temporary license
339 holders must adhere to regulations and guidelines established by the Virginia Department of
340 Health and the Occupational Safety and Health Compliance Division of the Virginia Department
341 of Labor and Industry.

342 H. All shops, salons, schools, and facilities must immediately report the results of any
343 inspection of the shop, salon, or school by the Virginia Department of Health as required by §
344 54.1-705 of the Code of Virginia.

345 I. All shops, salons, schools, and facilities must maintain a self-inspection form on file to be
346 updated on an annual basis, and kept for five years, so that it may be requested and reviewed by
347 the board at its discretion.

348 **18VAC41-20-280. Grounds for license or certificate revocation, suspension, or probation;**
349 **denial of application, renewal, or reinstatement; or imposition of a monetary penalty.**

350 The board may, in considering the totality of the circumstances, refuse to issue, renew, or
351 reinstate any license, multistate license issued in Virginia, or certificate, or authorization to
352 practice cosmetology through a multistate license; impose a monetary penalty; place a license or
353 certificate on probation with such terms and conditions and for such time as the board may
354 designate; suspend a license or certificate for a stated period of time; or revoke a license or
355 certificate issued under the provisions of Chapter 7 (§ 54.1-700 et seq.) of Title 54.1 of the Code

356 of Virginia and this chapter if it finds that the licensee, multistate licensee, certificate holder,
357 temporary license holder, or applicant:

358 1. Is incompetent or negligent in practice or unable, as a result of any mental or physical
359 condition, as those terms are generally understood in the profession, to skillfully and safely
360 (i) practice as a barber, master barber, cosmetologist, nail technician, or wax technician
361 or (ii) operate a shop, salon, or school;

362 2. Is convicted of fraud or deceit in the practice or teaching of barbering, master barbering,
363 cosmetology, nail care, or waxing, fails to teach the board-approved curriculum as
364 provided for in this chapter, or fails to comply with 18VAC41-20-210 H when making an
365 assessment of credit hours awarded;

366 3. Attempts to obtain or has obtained, renewed, or reinstated a license, certificate, or
367 temporary license, or multistate license issued in Virginia by false or fraudulent
368 representation;

369 4. Violates, induces others to violate, or cooperates with others in violating any of the
370 provisions of this chapter or Chapter 7 (§ 54.1-700 et seq.) of Title 54.1 of the Code of
371 Virginia or any local ordinance or regulation governing standards of health and sanitation
372 of the establishment in which any barber, master barber, cosmetologist, nail technician,
373 or wax technician may practice or offer to practice;

374 5. Offers, gives, or promises anything of value or benefit to any federal, state, or local
375 employee for the purpose of influencing that employee to circumvent, in the performance
376 of his duties, any federal, state, or local law, regulation, or ordinance governing barbering,
377 master barbering, cosmetology, nail care, or waxing as defined in § 54.1-700 of the Code
378 of Virginia;

- 379 6. Fails to respond to the board or any of its the board's agents or provides false,
380 misleading, or incomplete information to an inquiry by the board or any of its the board's
381 agents;
- 382 7. Fails or refuses to allow the board or any of its the board's agents to inspect during
383 reasonable hours any licensed shop, salon, or school for compliance with provisions of
384 Chapter 7 (§ 54.1-700 et seq.) or this chapter;
- 385 8. Fails to produce upon request or demand of the board or any of its the board's agents
386 any document, book, record, or copy thereof in a licensee's, certificate holder's, temporary
387 license holder's, applicant's, or responsible management's possession or maintained in
388 accordance with this chapter;
- 389 9. Fails to notify the board of a change of name or address in writing within 30 days of the
390 change for each and every license, certificate, or temporary license;
- 391 10. Makes any misrepresentation or publishes or causes to be published any
392 advertisement that is false, deceptive, or misleading;
- 393 11. Fails to notify the board in writing within 30 days of a final action or disciplinary action
394 taken against any license, registration, certificate, or temporary license, or authorization
395 to practice cosmetology in a remote state in any jurisdiction by a local, state or national
396 regulatory body;
- 397 12. Has been convicted or found guilty, regardless of the manner of adjudication in Virginia
398 or any other jurisdiction of the United States, of any felony, there being no appeal pending
399 therefrom or the time for appeal having elapsed. Review of convictions ~~shall~~ will be subject
400 to the requirements of § 54.1-204 of the Code of Virginia;

401 13. Fails to inform the board in writing within 30 days of pleading guilty or nolo contendere
402 or being convicted or found guilty regardless of adjudication of any convictions as stated
403 in subdivision 12 of this section;

404 14. Allows, as responsible management of a shop or salon, a person who has not obtained
405 a license, multistate license, or a temporary license to practice as a barber, master barber,
406 cosmetologist, nail technician, or wax technician unless the person is duly enrolled as a
407 registered apprentice;

408 15. Allows, as responsible management of a school, a person who has not obtained an
409 instructor certificate or a student instructor temporary license to practice as a barber,
410 master barber, cosmetologist, nail technician, or wax technician instructor;

411 16. Fails to take sufficient measures to prevent transmission of communicable or infectious
412 diseases or fails to comply with sanitary requirements provided for in this chapter or any
413 local, state, or federal law or regulation governing the standards of health and sanitation
414 for the practices of barbering, master barbering, cosmetology, nail care, or waxing, or the
415 operation of barbershops, cosmetology salons, nail salons, or waxing salons; or

416 17. Fails to comply with all procedures established by the board and the testing service
417 with regard to conduct at any board examination.

418 FORMS (18VAC41-20)

419 [Barber or Master Barber Instructor Examination and License Application, A450-1301 EXLIC-](#)
420 [v22 \(rev. 12/2025\)](#)

421 [Nail Technician Instructor Examination and License Application, A450-1206 07EXLIC-v23](#)
422 [\(rev. 12/2025\)](#)

423 [Wax Technician Instructor Examination and License Application, A450-1214 15EXLIC-v22](#)
424 [\(rev. 12/2025\)](#)

- 425 [Cosmetology Instructor Examination and License Application, A450-1201 04EXLIC-v25 \(rev.](#)
426 [12/2025\)](#)
- 427 [Temporary Permit Application, A450-1213TEMP-v3 \(rev. 12/2021\)](#)
- 428 [License by Endorsement Application, A450-1213END-v21 \(rev. 12/2025\)](#)
- 429 [Individuals – Reinstatement Application, A450-1213REI-v16 \(rev. 8/2025\)](#)
- 430 [Salon, Shop, Spa, and Parlor License and Reinstatement Application, A450-1213BUS-v20](#)
431 [\(rev. 12/2025\)](#)
- 432 [Salon, Shop, and Spa Self-Inspection Form, A450-1213 SSS INSP-v2 \(eff. 5/2016\)](#)
- 433 [Instructor Certification Application, A450-1213INST-v22 \(rev. 12/2025\)](#)
- 434 [Student Instructor Temporary Permit Application, A450-1213ST TEMP-v5 \(rev. 12/2025\)](#)
- 435 [School License Application, A450-1213SCHL-v24 \(rev. 12/2025\)](#)
- 436 [School Reinstatement Application, A450-1213SCHL-REIN-v13 \(rev. 12/2025\)](#)
- 437 [School Self-Inspection Form, A450-1213 SCH INSP-v5 \(eff. 1/2022\)](#)
- 438 [Licensure Fee Notice, A450-1213FEE-v13 \(rev. 8/2025\)](#)
- 439 [Change of Responsible Management Application, A450-1213CRM-v6 \(rev. 12/2021\)](#)
- 440 [Training Substitution Form, A450-1213TR SUB-v1 \(rev. 10/2021\)](#)
- 441 [Training Verification Form, A450-1213TR-vs1 \(eff. 5/2022\)](#)
- 442 [Experience Verification Form, A450-1213EXP-v2 \(eff. 7/2022\)](#)
- 443 [Barber-Cosmetology Universal License Application, A450-1213ULR-v3 \(rev. 8/2025\)](#)
- 444 [Change of Instructor Application, A450-1213SCI-v1 \(eff. 12/2025\)](#)
- 445 [Multistate Cosmetology Compact License Application](#)



TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: ASHLEY REED, EXECUTIVE DIRECTOR
SUBJECT: WITHDRAW PREVIOUS ACTION THAT WAS RESOLVED
DURING GENERAL REVIEW ACTION
DATE: APRIL 24, 2026

With recent updates to the TownHall system, a regulatory action from March 2020 named “Reduction in License Display Requirements” has resurfaced, indicating that it is a current action (number 5296) in progress. The goal of the action was to update the requirement to display “proof of apprenticeship registration” (not apprenticeship cards per se) in the shop/salon/spa public area and eliminate the requirement for apprentices to wear an ID badge.

Upon a current review of the regulations, 18VAC41-20-260 and 18VAC41-70-260, changes regarding license display requirement for apprentices were made during the general regulation review process and became effective December 2025, which eliminates the need for the previous regulatory action.

If the Board concurs with the recommendation, the Board can make a motion to “withdraw the regulatory action number 5296, as presented [OR as amended if there are changes].”

Materials contained in this agenda are proposed topics for discussion and are not to be construed as regulatory or official Board position.
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TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: ASHLEY REED, EXECUTIVE DIRECTOR
SUBJECT: ESTHETICS COMPACT INITIATION
DATE: APRIL 24, 2026

In the 2026 regular session of the General Assembly, House Bill 1247 was enacted, authorizing Virginia to become a signatory to the Esthetics Licensure Compact. The Compact permits eligible licensed estheticians to practice in Compact member states, provided that they meet certain requirements. The Compact takes effect when enacted by a seventh member state. The Code of Virginia will be amended on July 1, 2026 to include §54.1-700.2. Esthetics Licensure Compact.

In order to begin the process of rulemaking, the Board can initiate a Notice of Intended Regulatory Action (NOIRA) with a motion “to initiate a NOIRA regarding the Esthetics Licensure Compact.”

Materials contained in this agenda are proposed topics for discussion and are not to be construed as official Board position.
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VIRGINIA ACTS OF ASSEMBLY - 2026 SESSION

CHAPTER 279

An Act to amend the Code of Virginia by adding a section numbered 54.1-700.2, relating to professions and occupations; barbers and cosmetologists; Esthetics Licensure Compact.

[H 1247]

Approved April 6, 2026

Be it enacted by the General Assembly of Virginia:

- 1. That the Code of Virginia is amended by adding a section numbered 54.1-700.2 as follows:**
§ 54.1-700.2. Esthetics Licensure Compact.

The General Assembly hereby enacts, and the Commonwealth of Virginia hereby enters into, the Esthetics Licensure Compact with any and all states legally joining therein according to its terms, in the form substantially as follows:

Esthetics Licensure Compact.

Article 1. Purpose.

The purpose of this Compact is to facilitate the interstate practice and regulation of esthetics with the goal of improving public access to, and the safety of, esthetics services and reducing barriers related to esthetician licensure. Through this Compact, the member states seek to establish a regulatory framework which provides for a new multistate licensing program. Through this new licensing program, the member states seek to provide increased value and mobility to licensed estheticians in the member states, while ensuring the provision of safe, effective, and reliable services to the public.

This Compact is designed to achieve the following objectives, and the member states hereby ratify the same intentions by subscribing hereto:

- 1. Provide opportunities for interstate practice by estheticians who meet uniform requirements for multistate licensure;*
- 2. Enhance the abilities of member states to protect public health and safety, and prevent fraud and unlicensed activity within the profession;*
- 3. Ensure and encourage cooperation between member states in the licensure and regulation of the practice of esthetics;*
- 4. Support relocating military members and their spouses;*
- 5. Facilitate the exchange of information between member states related to the licensure, investigation, and discipline of the practice of esthetics; and*
- 6. Provide for the licensure and mobility of the workforce in the profession.*

Article 2. Definitions.

As used in this Compact, unless the context requires a different meaning:

"Active duty military" means any individual in full-time duty status in the active uniformed service of the United States including members of the National Guard and Reserve.

"Adverse action" means any administrative, civil, equitable, or criminal action permitted by a member state's laws which is imposed by a licensing authority or other regulatory body against an esthetician, including actions against an individual's license or authorization to practice such as revocation, suspension, probation, monitoring of the licensee, limitation of the licensee's practice, or any other encumbrance on a license affecting an individual's ability to participate in the esthetics industry, including the issuance of a cease and desist order.

"Authorization to practice" means a legal authorization associated with a multistate license permitting the practice of esthetics in that remote state, which shall be subject to the enforcement jurisdiction of the licensing authority in that remote state.

"Alternative program" means a non-disciplinary monitoring or prosecutorial diversion program approved by a member state's licensing authority.

"Background check" means the submission of information for an applicant for the purpose of obtaining that applicant's criminal history record information, as further defined in 28 C.F.R. § 20.3(d), from the Federal Bureau of Investigation and the agency responsible for retaining state criminal or disciplinary history in the applicant's home state.

"Charter member state" means member states who have enacted legislation to adopt this Compact where such legislation predates the effective date of this Compact as defined in Article 13.

"Commission" means the joint government agency whose membership consists of all states that have enacted this Compact, which is known as the Esthetics Licensure Compact Commission, as defined in Article 9, and which shall operate as an instrumentality of the member states.

"Current significant investigative information" means investigative information that a licensing authority, after an inquiry or investigation that complies with a member state's due process requirements, has reason to

believe is not groundless and, if proved true, would indicate a violation of that state's laws regarding fraud or the practice of esthetics, or investigative information that indicates that a licensee has engaged in fraud or represents an immediate threat to public health and safety, regardless of whether the licensee has been notified and had an opportunity to respond.

"Data system" means a repository of information about licensees, including license status, investigative information, and adverse actions.

"Disqualifying event" means any event which disqualifies an individual from holding a multistate license under this Compact, which the Commission may by rule or order specify.

"Encumbered license" means a license in which an adverse action restricts the practice of esthetics by a licensee, or where said adverse action has been reported to the Commission.

"Encumbrance" means a revocation or suspension of, or any limitation on, the full and unrestricted practice of esthetics by a licensing authority.

"Esthetician" means an individual licensed in their home state to engage in the practice of esthetics.

"Esthetics" means the skin care and services for cosmetic purposes provided by an esthetician in a member state as set forth in the relevant statutes and regulations of a member state. The practice of esthetics occurs in the member state where the client is located at the time of service.

"Executive committee" means a group of delegates elected or appointed to act on behalf of, and within the powers granted to them by, the Commission.

"Home state" means the member state which is a licensee's primary state of residence, and where that licensee holds an active and unencumbered license to practice esthetics.

"Investigative information" means information, records, or documents received or generated by a licensing authority pursuant to an investigation or other inquiry.

"Jurisprudence requirement" means the assessment of an individual's knowledge of the laws and rules governing the practice of esthetics in a state.

"Licensee" means an individual who currently holds a license from a member state to practice as an esthetician.

"Licensing authority" means a state's administrative or regulatory body responsible for regulating the practice of esthetics, or which is responsible for issuing licenses to estheticians or otherwise overseeing the practice of esthetics in that state.

"Member state" means any state that has adopted this Compact.

"Multistate license" means a license issued and subject to the enforcement jurisdiction of the licensing authority in a licensee's home state, which authorizes the practice of esthetics in member states and includes authorizations to practice esthetics in all remote states pursuant to this Compact.

"Remote state" means any member state, other than the licensee's home state.

"Rule" means a regulation promulgated by the Commission under this Compact, or an authorized entity, that has the force of law.

"Single-state license" means a license issued by a member state that authorizes the practice of esthetics only within the issuing state and does not include any authorization outside of the issuing state.

"State" means a state, commonwealth, territory, or possession of the United States and the District of Columbia.

Article 3. Member State Requirements.

A. To be eligible to join this Compact, and to maintain eligibility as a member state, a state shall:

1. License estheticians and regulate esthetics;
 2. Have a mechanism or entity in place to receive and investigate complaints about licensees practicing in that state;
 3. Require that licensees within the state pass a competency examination prior to being licensed to provide esthetics services to the public in that state;
 4. Require that licensees satisfy educational or training requirements prior to being licensed to provide esthetics services to the public in that state;
 5. Implement procedures for considering one or more of the following categories of information from applicants for licensure: (i) criminal history; (ii) disciplinary history; or (iii) background check. Such procedures may include the submission of information by applicants for the purpose of obtaining an applicant's background check;
 6. Participate in the data system, including through the use of unique identifying numbers;
 7. Share information related to adverse actions with the Commission and other member states, both through the data system and otherwise;
 8. Notify the Commission and other member states, in compliance with the terms of the Compact and rules of the Commission, of the existence of investigative information or current significant investigative information in the state's possession regarding a licensee practicing in that state;
 9. Comply with such rules as may be enacted by the Commission to administer the Compact; and
 10. Accept licensees from other member states as established herein.
- Member states may charge a fee for granting a multistate license to practice esthetics.

Individuals not residing in a member state shall continue to be able to apply for a member state's single-state license as provided under the laws of each member state. However, the single-state license granted to these individuals shall not be recognized as granting a multistate license to provide services in any other member state.

B. Nothing in this Compact shall affect the requirements established by a member state for the issuance of a single-state license.

C. A multistate license issued to a licensee by a home state to a resident of that state shall be recognized by each member state as authorizing a licensee to practice esthetics in each member state.

D. At no point shall the Commission have the power to define the educational or professional requirements for a license to practice esthetics. The member states shall retain sole jurisdiction over the provision of these requirements.

Article 4. Multistate License.

A. To be eligible to apply to their home state's licensing authority for an initial multistate license under this Compact, a licensee shall hold an active and unencumbered single-state license to practice esthetics in their home state.

B. Upon the receipt of an application for a multistate license, according to the rules of the Commission, a member state's licensing authority shall ascertain whether the applicant meets the requirements for a multistate license under this Compact.

C. If an applicant meets the requirements for a multistate license under this Compact and any applicable rules of the Commission, the licensing authority in receipt of the application shall, within a reasonable time, grant a multistate license to that applicant, and inform all member states of the grant of said multistate license.

D. A multistate license to practice esthetics issued by a member state's licensing authority shall be recognized by each member state as authorizing the practice thereof as though that licensee held a single-state license to do so in each member state, subject to the restrictions herein.

E. A multistate license granted pursuant to this Compact may be effective for a definite period of time, concurrent with the licensure renewal period in the home state.

F. To maintain a multistate license under this Compact, a licensee shall:

1. Agree to abide by the rules of the licensing authority, and the state scope of practice laws governing the practice of esthetics, of any member state in which the licensee provides services;

2. Pay all required fees related to the application and process, and any other fees which the Commission may by rule require; and

3. Comply with any and all other requirements regarding multistate licenses which the Commission may by rule provide.

G. A licensee practicing in a member state is subject to all scope of practice laws governing esthetics services in that state. The practice of esthetics under a multistate license granted pursuant to this Compact will subject the licensee to the jurisdiction of the licensing authority, the courts, and the laws of the member state in which the esthetics services are provided.

Article 5. Reissuance of a Multistate License by a New Home State.

A. A licensee may hold a multistate license, issued by their home state, in only one member state at any given time. If a licensee changes their home state by moving between two member states:

1. The licensee shall immediately apply for the reissuance of their multistate license in their new home state. The licensee shall pay all applicable fees and notify the prior home state in accordance with the rules of the Commission.

2. Upon receipt of an application to reissue a multistate license, the new home state shall verify that the multistate license is active, unencumbered, and eligible for reissuance under the terms of the Compact and the rules of the Commission. The multistate license issued by the prior home state shall be deactivated and all member states notified in accordance with the applicable rules adopted by the Commission.

If required for initial licensure, the new home state may require a background check as specified in the laws of such new home state or compliance with any jurisprudence requirements of the new home state.

B. Notwithstanding any other provision of this Compact, if a licensee does not meet the requirements set forth in this Compact for the reissuance of a multistate license by the new home state, then the licensee shall be subject to the new home state requirements for the issuance of a single-state license in that state. If a licensee changes their primary state of residence by moving from a member state to a non-member state, or from a non-member state to a member state, then the licensee shall be subject to the state requirements for the issuance of a single-state license in the new home state.

C. Nothing in this Compact shall interfere with a licensee's ability to hold a single-state license in multiple states; however, for purposes of this Compact, a licensee shall have only one home state, and only one multistate license.

D. Nothing in this Compact shall interfere with the requirements established by a member state for the issuance of a single-state license.

Article 6. Authority of the Compact Commission and Member State Licensing Authorities.

Nothing in this Compact, nor any rule or regulation of the Commission, shall be construed to limit, restrict, or in any way reduce the ability of a member state to enact and enforce laws, regulations, or other rules related to the practice of esthetics in that state, where those laws, regulations, or other rules are not inconsistent with the provisions of this Compact.

As much as practical, a member state's licensing authority shall cooperate with the Commission and with each entity exercising independent regulatory authority over the practice of esthetics according to the provisions of this Compact.

Discipline shall be the sole responsibility of the state in which esthetics services are provided. Each member state's licensing authority shall be responsible for receiving complaints about individuals practicing esthetics in that state, and for communicating all relevant investigative information about any such adverse action to the other member states through the data system in addition to any other methods the Commission may by rule require.

Article 7. Adverse Actions.

A. A licensee's home state shall have exclusive power to impose an adverse action against a licensee's multistate license issued by the home state. A home state may take adverse action on a multistate license based on the investigative information, current significant investigative information, or adverse action of a remote state. In addition to the powers conferred by state law, each remote state's licensing authority shall have the power to:

1. Take adverse action against a licensee's authorization to practice esthetics through the multistate license in that member state, provided that (i) only the licensee's home state shall have the power to take adverse action against the multistate license issued by the home state and (ii) for the purpose of taking an adverse action, the home state's licensing authority shall give the same priority and effect to reported conduct received from a remote state as it would if such conduct had occurred within the home state. In so doing, the home state shall apply its own state laws to determine the appropriate action.

2. Issue cease and desist orders or impose an encumbrance on a licensee's authorization to practice within that member state.

3. Complete any pending investigations of a licensee who changes their primary state of residence during the course of such an investigation. The licensing authority shall also be empowered to report the results of such an investigation to the Commission through the data system as described herein.

4. Issue subpoenas for both hearings and investigations that require the attendance and testimony of witnesses, as well as the production of evidence. Subpoenas issued by a licensing authority in a member state for the attendance and testimony of witnesses or the production of evidence from another member state shall be enforced in the latter state by any court of competent jurisdiction, according to the practice and procedure of that court applicable to subpoenas issued in proceedings before it. The issuing licensing authority shall pay any witness fees, travel expenses, mileage, and other fees required by the service statutes of the state in which the witnesses or evidence are located.

5. If otherwise permitted by state law, recover from the affected licensee the costs of investigations and disposition of cases resulting from any adverse action taken against that licensee.

6. Take adverse action against the licensee's authorization to practice in that state based on the factual findings of another remote state.

B. A licensee's home state shall complete any pending investigation or investigations of an esthetician who changes their primary state of residence while the investigation or investigations are pending. The home state shall also have the authority to take appropriate action(s) and shall promptly report the conclusions of the investigations to the data system. If an adverse action is taken by the home state against the licensee's multistate license, the licensee's authorization to practice in all other member states shall be deactivated until all encumbrances have been removed from the home state license. All home state disciplinary orders that impose an adverse action against a licensee's multistate license shall include a statement that the esthetician's authorization to practice is deactivated in all member states during the pendency of the order.

C. Nothing in this Compact shall override a member state's authority to accept a licensee's participation in an alternative program in lieu of adverse action. A licensee's multistate license shall be suspended for the duration of the licensee's participation in any alternative program.

D. Joint Investigations.

1. In addition to the authority granted to a member state by its respective scope of practice laws or other applicable state law, a member state may participate with other member states in joint investigations of licensees.

2. Member states shall share any investigative, litigation, or compliance materials in furtherance of any joint or individual investigation initiated under the Compact.

Article 8. Active Duty Military and Their Spouses.

An active duty military service member or their spouse shall designate a home state where the individual has a current license in good standing. The individual or spouse may retain their home state designation during any period of service when that individual is on active duty.

Article 9. Establishment and Operation of the Esthetics Licensure Compact Commission.

A. The Compact member states hereby create and establish a joint government agency whose membership consists of all member states that have enacted the Compact known as the Esthetics Licensure Compact Commission. The Commission is an instrumentality of the Compact states acting jointly and not an instrumentality of any one state. The Commission shall come into existence on or after the effective date of the Compact as set forth in Article 13.

B. Membership, Voting, and Meetings.

1. Each member state shall have and be limited to one delegate selected by that member state's licensing authority. The delegate shall be an administrator of the licensing authority of the member state or their designee. The Commission shall by rule or bylaw establish a term of office for delegates and may by rule or bylaw establish term limits. The Commission may recommend removal or suspension of any delegate from office. A member state's licensing authority shall fill any vacancy of its delegate occurring on the Commission within 60 days of the vacancy. Each delegate shall be entitled to one vote on all matters that are voted on by the Commission. The Commission shall meet at least once during each calendar year. Additional meetings may be held as set forth in the bylaws. The Commission may meet by telecommunication, video conference, or other similar electronic means.

C. The Commission shall have the following powers:

1. Establish the fiscal year of the Commission;
2. Establish code of conduct and conflict of interest policies;
3. Adopt rules and bylaws;
4. Maintain its financial records in accordance with the bylaws;
5. Meet and take such actions as are consistent with the provisions of this Compact, the Commission's rules, and the bylaws;
6. Initiate and conclude legal proceedings or actions in the name of the Commission, provided that the standing of any licensing authority to sue or be sued under applicable law shall not be affected;
7. Maintain and certify records and information provided to a member state as the authenticated business records of the Commission, and designate an agent to do so on the Commission's behalf;
8. Purchase and maintain insurance and bonds;
9. Borrow, accept, or contract for services of personnel, including employees of a member state;
10. Conduct an annual financial review;
11. Hire employees, elect or appoint officers, fix compensation, define duties, grant such individuals appropriate authority to carry out the purposes of the Compact, and establish the Commission's personnel policies and programs relating to conflicts of interest, qualifications of personnel, and other related personnel matters;
12. As set forth in the Commission's rules, charge a fee to a licensee for the grant of a multistate license and thereafter, as may be established by Commission rule, charge the licensee a multistate license renewal fee for each renewal period. Nothing herein shall be construed to prevent a home state from charging a licensee a fee for a multistate license or renewals of a multistate license, or a fee for the jurisprudence requirement if the member state imposes such a requirement for the grant of multistate license;
13. Assess and collect fees;
14. Accept any and all appropriate gifts, donations, grants of money, other sources of revenue, equipment, supplies, materials, and services, and receive, utilize, and dispose of the same; provided that at all times the Commission shall avoid any appearance of impropriety or conflict of interest;
15. Lease, purchase, retain, own, hold, improve, or use any property, real, personal, or mixed, or any undivided interest therein;
16. Sell, convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property real, personal, or mixed;
17. Establish a budget and make expenditures;
18. Borrow money;
19. Appoint committees, including standing committees, composed of members, state regulators, state legislators or their representatives, and consumer representatives, and such other interested persons as may be designated in this Compact and the bylaws;
20. Provide and receive information from, and cooperate with, law-enforcement agencies;
21. Elect a chair, vice chair, secretary, treasurer, and such other officers of the Commission as provided in the Commission's bylaws;
22. Establish and elect an Executive Committee, including a chair and a vice chair;
23. Adopt and provide to the participating states an annual report.
24. Determine whether a state's adopted language is materially different from the model Compact language such that the state would not qualify for participation in the Compact; and
25. Perform such other functions as may be necessary or appropriate to achieve the purposes of this Compact.

D. The Executive Committee shall have the power to act on behalf of the Commission according to the terms of this Compact. The powers, duties, and responsibilities of the Executive Committee shall include:

1. *Overseeing the day-to-day activities of the administration of the Compact including compliance with the provisions of the Compact, the Commission's rules and bylaws, and other such duties as deemed necessary;*

2. *Recommending to the Commission changes to the rules or bylaws, changes to this Compact legislation, fees charged to Compact member states, fees charged to licensees, and other fees;*

3. *Ensuring Compact administration services are appropriately provided, including by contract;*

4. *Preparing and recommending the budget;*

5. *Maintaining financial records on behalf of the Commission;*

6. *Monitoring Compact compliance of member states and providing compliance reports to the Commission;*

7. *Establishing additional committees as necessary;*

8. *Exercising the powers and duties of the Commission during the interim between Commission meetings, except for adopting or amending rules, adopting or amending bylaws, and exercising any other powers and duties expressly reserved to the Commission by rule or bylaw; and*

9. *Other duties as provided in the rules or bylaws of the Commission.*

The Executive Committee shall be composed of up to seven voting members. The chair and vice chair of the Commission and any other members of the Commission who serve on the Executive Committee shall be voting members of the Executive Committee, and other than the chair, vice-chair, secretary and treasurer, the Commission shall elect three voting members from the current membership of the Commission.

The Commission may elect ex officio, nonvoting members from a recognized national organization as approved by the Commission. The Commission's bylaws shall identify qualifying organizations and the manner of appointment if the number of organizations seeking to appoint an ex-officio member exceeds the number of members specified in this article. The Commission may remove any member of the Executive Committee as provided in the Commission's bylaws.

The Executive Committee shall meet at least annually. Annual Executive Committee meetings, as well as any Executive Committee meeting which it does not take or intend to take formal action on a matter for which a Commission vote would otherwise be required, shall be open to the public, except that the Executive Committee may meet in a closed, non-public session of a public meeting when dealing with any of the matters covered under subdivision F.

The Executive Committee shall give five business days advance notice of its public meetings, posted on its website and as determined to provide notice to persons with an interest in the public matters the Executive Committee intends to address at those meetings.

The Executive Committee may hold an emergency meeting when acting for the Commission to (i) meet an imminent threat to public health, safety, or welfare; (ii) prevent a loss of Commission or participating state funds; or (iii) protect public health and safety.

E. The Commission shall adopt and provide to the member states an annual report.

F. Meetings of the Commission.

All meetings of the Commission that are not closed pursuant to this subsection shall be open to the public. Notice of public meetings shall be posted on the Commission's website at least 30 days prior to the public meeting.

Notwithstanding this subsection, the Commission may convene an emergency public meeting by providing at least 24 hours' prior notice on the Commission's website, and any other means as provided in the Commission's rules, for any of the reasons it may dispense with notice of proposed rulemaking under Article 11. The Commission's legal counsel shall certify one of the reasons justifying an emergency public meeting has been met.

Notice of all Commission meetings shall provide the time, date, and location of the meeting, and if the meeting is to be held or accessible via telecommunication, video conference, or other electronic means, the notice shall include the mechanism for access to the meeting.

The Commission may convene in a closed, non-public meeting for the Commission to discuss:

1. *Non-compliance of a member state with its obligations under the Compact;*

2. *The employment, compensation, discipline or other matters, practices or procedures related to specific employees or other matters related to the Commission's internal personnel practices and procedures;*

3. *Current or threatened discipline of a licensee by the Commission or by a member state's licensing authority;*

4. *Current, threatened, or reasonably anticipated litigation;*

5. *Negotiation of contracts for the purchase, lease, or sale of goods, services, or real estate;*

6. *Accusing any person of a crime or formally censuring any person;*

7. *Trade secrets or commercial or financial information that is privileged or confidential;*

8. *Information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy;*

9. *Investigative records compiled for law enforcement purposes;*

10. *Information related to any investigative reports prepared by or on behalf of or for use of the*

Commission or other committee charged with responsibility of investigation or determination of compliance issues pursuant to the Compact;

11. Legal advice;

12. Matters specifically exempted from disclosure to the public by federal or member state law; or

13. Other matters as promulgated by the Commission by rule.

If a meeting, or portion of a meeting, is closed, the presiding officer shall state that the meeting will be closed and reference each relevant exempting provision, and such reference shall be recorded in the minutes. The Commission shall keep minutes that fully and clearly describe all matters discussed in a meeting and shall provide a full and accurate summary of actions taken, and the reasons therefore, including a description of the views expressed. All documents considered in connection with an action shall be identified in such minutes. All minutes and documents of a closed meeting shall remain under seal, subject to release only by a majority vote of the Commission or order of a court of competent jurisdiction.

G. Financing of the Commission.

The Commission shall pay, or provide for the payment of, the reasonable expenses of its establishment, organization, and ongoing activities. The Commission may accept any and all appropriate sources of revenue, donations, and grants of money, equipment, supplies, materials, and services. The Commission may levy on and collect an annual assessment from each member state and impose fees on licensees of member states to whom it grants a multistate license to cover the cost of the operations and activities of the Commission and its staff, which shall be in a total amount sufficient to cover its annual budget as approved each year for which revenue is not provided by other sources. The aggregate annual assessment amount for member states shall be allocated based upon a formula that the Commission shall promulgate by rule.

The Commission shall not incur obligations of any kind prior to securing the funds adequate to meet the same, nor shall the Commission pledge the credit of any member states, except by and with the authority of the member state.

The Commission shall keep accurate accounts of all receipts and disbursements. The receipts and disbursements of the Commission shall be subject to the financial review and accounting procedures established under its bylaws. All receipts and disbursements of funds handled by the Commission shall be subject to an annual financial review by a certified or licensed public accountant, and the report of the financial review shall be included in and become part of the annual report of the Commission.

H. Qualified Immunity, Defense, and Indemnification.

The members, officers, executive director, employees, and representatives of the Commission shall be immune from suit and liability, both personally and in their official capacity, for any claim for damage to or loss of property, or personal injury, or other civil liability caused by or arising out of any actual or alleged act, error, or omission that occurred, or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided that nothing in this paragraph shall be construed to protect any such person from suit or liability for any damage, loss, injury, or liability caused by the intentional or willful or wanton misconduct of that person. The procurement of insurance of any type by the Commission shall not in any way compromise or limit the immunity granted hereunder.

The Commission shall defend any member, officer, executive director, employee, and representative of the Commission in any civil action seeking to impose liability arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or as determined by the Commission that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that nothing herein shall be construed to prohibit that person from retaining their own counsel at their own expense, and provided further, that the actual or alleged act, error, or omission did not result from that person's intentional or willful or wanton misconduct.

The Commission shall indemnify and hold harmless any member, officer, executive director, employee, and representative of the Commission for the amount of any settlement or judgment obtained against that person arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from the intentional or willful or wanton misconduct of that person.

Nothing herein shall be construed as a limitation on the liability of any licensee for professional malpractice or misconduct, which shall be governed solely by any other applicable state laws.

Nothing in this Compact shall be interpreted to waive or otherwise abrogate a member state's state action immunity or state action affirmative defense with respect to antitrust claims under the Sherman Act, Clayton Act, or any other state or federal antitrust or anticompetitive law or regulation.

Nothing in this Compact shall be construed to be a waiver of sovereign immunity by the member states or by the Commission.

The Commission shall provide for the development, maintenance, operation, and utilization of a coordinated database and reporting system. The Commission shall assign each applicant for a multistate license a unique identifier, as determined by the rules of the Commission. Notwithstanding any other provision of state law to the contrary, a member state shall submit a uniform data set to the data system on all individuals to whom this Compact is applicable as required by the rules of the Commission, including:

1. Identifying information;
2. Licensure data;
3. Adverse actions against a license and information related thereto;
4. Non-confidential information related to alternative program participation, the beginning and ending dates of such participation, and other information related to such participation;
5. Any denial of application for licensure, and the reason or reasons for such denial excluding the reporting of any criminal history record information where prohibited by law;
6. The existence of investigative information;
7. The existence of current significant investigative information; and
8. Other information that may facilitate the administration of this Compact or the protection of the public, as determined by the rules of the Commission.

The records and information provided to a member state pursuant to this Compact or through the data system, when certified by the Commission or an agent thereof, shall constitute the authenticated business records of the Commission, and shall be entitled to any associated hearsay exception in any relevant judicial, quasi-judicial, or administrative proceedings in a member state.

The existence of current significant investigative information and the existence of investigative information pertaining to a licensee in any member state will only be available to other member states.

It is the responsibility of the member states to monitor the database to determine whether adverse action has been taken against such a licensee or license applicant. Adverse action information pertaining to a licensee or license applicant in any member state will be available to any other member state.

Member states contributing information to the data system may designate information that may not be shared with the public without the express permission of the contributing state. Any information submitted to the data system that is subsequently expunged pursuant to federal law or the laws of the member state contributing the information shall be removed from the data system.

Article 11. Rulemaking.

A. The Commission shall promulgate reasonable rules to effectively and efficiently implement and administer the purposes and provisions of the Compact. A rule shall be invalid and have no force or effect only if a court of competent jurisdiction holds that the rule is invalid because the Commission exercised its rulemaking authority in a manner that is beyond the scope and purposes of the Compact, or the powers granted hereunder, or based upon another applicable standard of review.

B. The rules of the Commission shall have the force of law in each member state, provided, however, that where the rules of the Commission conflict with the laws of the member state that establish the member state's scope of practice laws governing the practice of esthetics as held by a court of competent jurisdiction, the rules of the Commission shall be ineffective in that state to the extent of the conflict.

C. The Commission shall exercise its rulemaking powers pursuant to the criteria set forth in this article and the rules adopted thereunder. Rules shall become binding as of the date specified by the Commission for each rule. If a majority of the legislatures of the member states rejects a rule or portion of a rule, by enactment of a statute or resolution in the same manner used to adopt the Compact within four years of the date of adoption of the rule, then such rule shall have no further force and effect in any member state or to any state applying to participate in the Compact.

D. Rules shall be adopted at a regular or special meeting of the Commission. Prior to adoption of a proposed rule, the Commission shall hold a public hearing and allow persons to provide oral and written comments, data, facts, opinions, and arguments. Prior to adoption of a proposed rule by the Commission, and at least 30 days in advance of the meeting at which the Commission will hold a public hearing on the proposed rule, the Commission shall provide a notice of proposed rulemaking (i) on the website of the Commission or other publicly accessible platform; (ii) to persons who have requested notice of the Commission's notices of proposed rulemaking, and (iii) in such other ways as the Commission may by rule specify. The notice of proposed rulemaking shall include:

1. The time, date, and location of the public hearing at which the Commission will hear public comments on the proposed rule and, if different, the time, date, and location of the meeting where the Commission will consider and vote on the proposed rule;
2. Whether the hearing is held via telecommunication, video conference, or other electronic means, the Commission shall include the mechanism for access to the hearing in the notice of proposed rulemaking;
3. The text of the proposed rule and the reason therefor;
4. A request for comments on the proposed rule from any interested person; and
5. The manner in which interested persons may submit written comments.

All hearings will be recorded. A copy of the recording and all written comments and documents received

by the Commission in response to the proposed rule shall be available to the public. Nothing in this article shall be construed as requiring a separate hearing on each rule. Rules may be grouped for the convenience of the Commission at hearings required by this article.

E. The Commission shall, by majority vote of all members, take final action on the proposed rule based on the rulemaking record and the full text of the rule. The Commission may adopt changes to the proposed rule provided the changes do not enlarge the original purpose of the proposed rule. The Commission shall provide an explanation of the reasons for substantive changes made to the proposed rule as well as reasons for substantive changes not made that were recommended by commenters.

F. The Commission shall determine a reasonable effective date for the rule. Except for an emergency as provided in this subsection, the effective date of the rule shall be no sooner than 45 days after the Commission adopted or amended the rule. Upon determination that an emergency exists, the Commission may consider and adopt an emergency rule with five days' notice, with opportunity to comment, provided that the usual rulemaking procedures provided in the Compact and in this article shall be retroactively applied to the rule as soon as reasonably possible, in no event later than 90 days after the effective date of the rule. For purposes of this provision, an emergency rule is one that shall be adopted immediately to:

1. Meet an imminent threat to public health, safety, or welfare;
2. Prevent the loss of Commission or member state funds;
3. Meet a deadline for the promulgation of a rule that is established by federal law or rule; or
4. Protect public health and safety.

G. The Commission or an authorized committee of the Commission may direct revisions to a previously adopted rule for purposes of correcting typographical errors, errors in format, errors in consistency, or grammatical errors. Public notice of any revisions shall be posted on the website of the Commission. The revision shall be subject to challenge by any person for a period of 30 days after posting. The revision may be challenged only on grounds that the revision results in a material change to a rule. A challenge shall be made in writing and delivered to the Commission prior to the end of the notice period. If no challenge is made, the revision will take effect without further action. If the revision is challenged, the revision may not take effect without the approval of the Commission.

No member state's rulemaking requirements shall apply under this Compact.

Article 12. Oversight, Dispute Resolution, and Enforcement.

A. Oversight.

1. The executive and judicial branches of state government in each member state shall enforce this Compact and take all actions necessary and appropriate to implement the Compact.

2. Venue is proper and judicial proceedings by or against the Commission shall be brought solely and exclusively in a court of competent jurisdiction where the principal office of the Commission is located. The Commission may waive venue and jurisdictional defenses to the extent it adopts or consents to participate in alternative dispute resolution proceedings. Nothing herein shall affect or limit the selection or propriety of venue in any action against a licensee for professional malpractice, misconduct, or any such similar matter.

3. The Commission shall be entitled to receive service of process in any proceeding regarding the enforcement or interpretation of the Compact and shall have standing to intervene in such a proceeding for all purposes. Failure to provide the Commission service of process shall render a judgment or order void as to the Commission, this Compact, or promulgated rules.

B. Default, Technical Assistance, and Termination.

1. If the Commission determines that a member state has defaulted in the performance of its obligations or responsibilities under this Compact or the promulgated rules, the Commission shall provide written notice to the defaulting state. The notice of default shall describe the default, the proposed means of curing the default, and any other action that the Commission may take, and shall offer training and specific technical assistance regarding the default.

2. The Commission shall provide a copy of the notice of default to the other member states.

C. If a state in default fails to cure the default, the defaulting state may be terminated from the Compact upon an affirmative vote of a majority of the delegates of the member states, and all rights, privileges, and benefits conferred on that state by this Compact may be terminated on the effective date of termination. A cure of the default does not relieve the offending state of obligations or liabilities incurred during the period of default.

D. Termination of membership in the Compact shall be imposed only after all other means of securing compliance have been exhausted. Notice of intent to suspend or terminate shall be given by the Commission to the Governor, the majority and minority leaders of the defaulting state's legislature, the defaulting state's licensing authority, and each of the member states' licensing authority.

E. A state that has been terminated is responsible for all assessments, obligations, and liabilities incurred through the effective date of termination, including obligations that extend beyond the effective date of termination.

F. Upon the termination of a state's membership from this Compact, that state shall immediately provide notice to all licensees who hold a multistate license within that state of such termination. The terminated state

shall continue to recognize all licenses granted pursuant to this Compact for a minimum of 180 days after the date of said notice of termination. The Commission shall not bear any costs related to a state that is found to be in default or that has been terminated from the Compact, unless agreed upon in writing between the Commission and the defaulting state.

G. The defaulting state may appeal the action of the Commission by petitioning the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices. The prevailing party shall be awarded all costs of such litigation, including reasonable attorney fees.

H. Dispute Resolution.

1. Upon request by a member state, the Commission shall attempt to resolve disputes related to the Compact that arise among member states and between member and non-member states.

2. The Commission shall promulgate a rule providing for both mediation and binding dispute resolution for disputes as appropriate.

I. Enforcement.

1. The Commission, in the reasonable exercise of its discretion, shall enforce the provisions of this Compact and the Commission's rules.

2. By majority vote as provided by Commission rule, the Commission may initiate legal action against a member state in default in the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices to enforce compliance with the provisions of the Compact and its promulgated rules. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary, the prevailing party shall be awarded all costs of such litigation, including reasonable attorney's fees. The remedies herein shall not be the exclusive remedies of the Commission. The Commission may pursue any other remedies available under federal or the defaulting member state's laws.

3. A member state may initiate legal action against the Commission in the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices to enforce compliance with the provisions of the Compact and its promulgated rules. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary, the prevailing party shall be awarded all costs of such litigation, including reasonable attorney fees.

4. No individual or entity other than a member state may enforce this Compact against the Commission.

Article 13. Effective Date, Withdrawal, and Amendment.

A. The Compact shall come into effect on the date on which the Compact statute is enacted into law in the seventh member state. On or after the effective date of the Compact, the Commission shall convene and review the enactment of each of the charter member states to determine if the statute enacted by each such charter member state is materially different than the model Compact statute.

A charter member state whose enactment is found to be materially different from the model Compact statute shall be entitled to the default process set forth in Article 12. If any member state is later found to be in default, or is terminated or withdraws from the Compact, the Commission shall remain in existence, and the Compact shall remain in effect even if the number of member states should be less than seven. Member states enacting the Compact after the charter member states shall be subject to the process set forth in subdivision C 21 of Article 9 to determine if their enactments are materially different from the model Compact statute and whether they qualify for participation in the Compact.

All actions taken for the benefit of the Commission or in furtherance of the purpose of the administration of the Compact prior to the effective date of the Compact or the Commission coming into existence shall be considered actions of the Commission unless specifically repudiated by the Commission. Any state that joins the Compact shall be subject to the Commission's rules and bylaws as they exist on the date on which the Compact becomes law in that state. Any rule that has been previously adopted by the Commission shall have the full force and effect of law on the day the Compact becomes law in that state.

B. Any member state may withdraw from this Compact by enacting a statute repealing that state's enactment of the Compact. A member state's withdrawal shall not take effect until 180 days after the enactment of the repealing statute. Withdrawal shall not affect the continuing requirement of the withdrawing state's licensing authority to comply with the investigative and adverse action reporting requirements of this Compact prior to the effective date of withdrawal. Upon the enactment of a statute withdrawing from this Compact, a state shall immediately provide notice of such withdrawal to all licensees within that state. Notwithstanding any subsequent statutory enactment to the contrary, such withdrawing state shall continue to recognize all licenses granted pursuant to this Compact for a minimum of 180 days after the date of such notice of withdrawal.

C. Nothing contained in this Compact shall be construed to invalidate or prevent any licensure agreement or other cooperative arrangement between a member state and a non-member state that does not conflict with the provisions of this Compact. This Compact may be amended by the member states. No amendment to this Compact shall become effective and binding upon any member state until it is enacted into the laws of all member states.

Article 14. Construction and Severability.

A. This Compact and the Commission's rulemaking authority shall be liberally construed to effectuate the

purposes, and the implementation and administration of the Compact. Provisions of the Compact expressly authorizing or requiring the promulgation of rules shall not be construed to limit the Commission's rulemaking authority solely for those purposes.

B. The provisions of this Compact shall be severable and if any phrase, clause, sentence, or provision of this Compact is held by a court of competent jurisdiction to be contrary to the constitution of any member state, a state seeking participation in the Compact, or of the United States, or the applicability thereof to any government, agency, person, or circumstance is held to be unconstitutional by a court of competent jurisdiction, the validity of the remainder of this Compact and the applicability thereof to any other government, agency, person, or circumstance shall not be affected thereby.

C. Notwithstanding subsection B of this article, the Commission may deny a state's participation in the Compact or, in accordance with the requirements of Article 12, terminate a member state's participation in the Compact, if it determines that a constitutional requirement of a member state is a material departure from the Compact. Otherwise, if this Compact shall be held to be contrary to the constitution of any member state, the Compact shall remain in full force and effect as to the remaining member states and in full force and effect as to the member state affected as to all severable matters.

Article 15. Consistent Effect and Conflict with Other State Laws.

Nothing herein shall prevent or inhibit the enforcement of any other law of a member state that is not inconsistent with the Compact. Any laws, statutes, regulations, or other legal requirements in a member state in conflict with the Compact are superseded to the extent of the conflict. All permissible agreements between the Commission and the member states are binding in accordance with their terms.

The purpose of this Compact is to facilitate multistate licensure for estheticians. Nothing herein shall subject a member state to any laws, regulations, rules, or policies from any other member state beyond the intended purpose of this Compact. Nothing herein shall require any member state to adopt additional laws, regulations, rules, or policies beyond the intended purpose of this Compact.

2. That any applicant for a multistate license shall pay the costs of performing any background check required by the Esthetics Licensure Compact, as entered into by this act.

3. Pursuant to Article 13 of § 54.1-700.2 of the Code of Virginia, as created by this act, the Esthetics Licensure Compact (the Compact) shall become effective on the date the Compact is enacted by a seventh participating state.

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TO: VIRGINIA BOARD FOR BARBERS AND COSMETOLOGY
FROM: ASHLEY REED, EXECUTIVE DIRECTOR
SUBJECT: CLIENT DISCLOSURE FORMS REGARDING
INCREASED RISKS TO ADOLESCENTS RECEIVING
PIERCINGS
DATE: APRIL 30, 2026

Lovisa is a jewelry brand that also offers piercing at its store locations. Board staff have been corresponding with the Lovisa Retail Operations and Piercing Compliance Coordinator regarding the Board Ear-Piercing Client Disclosure form which lists a possible risk and danger of #7 as “the increased risk for adolescents during certain stages of development”.

18VAC41-60-210E. requires that prior to body-piercing or ear-piercing, the client disclosure form prescribed by the board be signed, regarding the possible risk and dangers associated with the application of each body-piercing or ear-piercing.

Lovisa would like to know:

1. What are the increased risks [for adolescents]?
2. During what stages of development (i.e. age range) are these risks increased?

Attached you will find some articles which discuss adolescents and risk associated with tattooing, piercing, and scarification. The focus of the articles does not indicate that due to the physical anatomy of an adolescent, that they are at an increased risk for negative outcomes. Rather, the focus appears to be broader on overall well-being, activity levels, and aftercare.

This inquiry also led Board staff to compare our client disclosure forms across ear-piercing, body piercing, and tattoo, and discovered the difference in mentioning adolescent risk only on the piercing forms. The full forms are attached, but the comparative sections are snipped below.

The regulatory guidance regarding client disclosure forms is very similar to ear-piercing and body-piercing and is found in 18VAC41-50-410E.

Ear-Piercing:

Listed below are some of the possible risks and dangers associated with receiving an ear-piercing:

1. The possibility of discomfort or pain;
2. The possibility of scarring;
3. The possibility of bleeding;
4. The possibility of swelling;
5. The risk of infection;
6. The possibility of nerve damage; and
7. The increased risk for adolescents during certain stages of development

Body-Piercing:

Listed below are some of the possible risks and dangers associated with receiving a body-piercing:

1. The possibility of discomfort or pain;
2. The possibility of scarring;
3. The possibility of bleeding;
4. The possibility of swelling;
5. The risk of infection;
6. The possibility of nerve damage; and
7. The increased risk for adolescents during certain stages of development

Tattoo:

Listed below are some of the possible risks and dangers associated with the application of a tattoo:

1. The possibility of discomfort or pain;
2. The risk of infection;
3. The possibility of allergic reactions to the pigments or other metals used;
4. The permanence of the markings; and
5. The risks associated with tattoo removal

Please consider whether:

1. Is there increased risk for adolescents during certain stages of development for ear-piercing, body-piercing and/or tattoos?
2. If yes, can we provide a source or reference indicating the specific increased risks and/or age ranges?
3. How should we modify our client disclosure forms?

If the Board feels that a decision can be made at this time, the Board can proceed with a vote to revise the language with a motion to “revise the client disclosure forms as follows...”

The Board can also consider creation of a workgroup to review the client disclosure forms against current best practice with “a motion to convene a workgroup to review the client disclosure forms.”

EMAIL CORRESPONDENCE EXCHANGED INQUIRING ABOUT SPECIFIC INCREASED RISKS FOR ADOLESCENTS RECEIVING PIERCING

From: Anjalisha Delgado <anjalishad@lovisa.com>

Sent: Thursday, March 19, 2026 6:11 PM

To: DPOR: Board for Barbers & Cosmetology (DPOR); Ignatius Suwanto; Caitlin Galang

Subject: Re: Lovisa Short Pump Town Center

Hello DPOR,

We have checked the links provided but we failed to find anything specific relating to an increased risk for adolescents during certain stages of development.

We understand that the websites outline the risk of body piercing for teenager generally, but there is no indication that piercing for adolescence is riskier than piercing for adults.

Could you please assist to provide the relevant sections outlining the following:

1. What are the increased risks?
2. During what the stages of development (i.e. age range) are these risks increased?

For the source of the guidelines, while we understand that it was drafted in 2004, it is currently being enforced.

Accordingly, we appreciate if you could provide us with the source for that requirement so that we can understand the specific concerns and make the necessary adjustments.

Alternatively, please confirm that we are not required to add those additional wordings.

Thank you very much for your kind assistance

Warmly,

Anjalisha Delgado

RETAIL OPERATIONS, PIERCING COMPLIANCE COORDINATOR LOVISA

E: Anjalishad@lovisa.com

P: (424)-365-0395

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From: DPOR: Board for Barbers & Cosmetology (DPOR) <barbercosmo@dpor.virginia.gov>

Sent: Friday, February 6, 2026 5:43 AM

To: Anjalisha Delgado <anjalishad@lovisa.com>

Subject: Re: Lovisa Short Pump Town Center

Hello,

The underlying supportive information regarding the statement “increased risk for adolescents during certain stages of development in body-piercing” — can be found at the following reputable websites:

<https://www.aap.org/en/>

Body Piercings, Teens & Potential Health Risks: AAP Report Explained -
HealthyChildren.org<<https://www.healthychildren.org/English/ages-stages/teen/Pages/body-piercings.aspx>>

Thank you,

Board for Barbers and Cosmetology

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From: Anjalisha Delgado <anjalishad@lovisa.com>

Sent: Thursday, February 5, 2026 6:27 PM

To: DPOR: Board for Barbers & Cosmetology (DPOR)

Subject: Re: Lovisa Short Pump Town Center

Hi DPOR,

Thank you for your email and the information for the references.

Since our legal department approves the verbiage in our consent form before the changes can be implemented, they did want to clarify what the risks to adolescents are. The existing Lovisa consent form does list the possible risks and dangers that are associated with receiving a piercing, see below.

If you could please help us explain what other risks are associated aside from what's listed.

Thank you,

Warmly,

Anjalisha Delgado

RETAIL OPERATIONS, PIERCING COMPLIANCE COORDINATOR LOVISA

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From: DPOR: Board for Barbers & Cosmetology (DPOR) <barbercosmo@dpor.virginia.gov>

Sent: Monday, November 24, 2025 10:07 AM

To: Anjalisha Delgado <anjalishad@lovisa.com>

Subject: Re: Lovisa Short Pump Town Center

Dear Anjalisha Delgado,

Thank you for your question. The original information on the client disclosure form was added in 2004, and there is no one currently with the agency who can speak to the specific sources used at that time. However, the underlying supportive information regarding the statement “increased risk for adolescents during certain stages of development in body-piercing” — can be found at the following reputable websites:

<https://www.aap.org/en/>

Body Piercings, Teens & Potential Health Risks: AAP Report Explained -
HealthyChildren.org<<http://HealthyChildren.org>><<https://www.healthychildren.org/English/ages-stages/teen/Pages/body-piercings.aspx>>

Please let me know if you need any additional assistance.

Board for Barbers and Cosmetology

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Adolescent and Young Adult Tattooing, Piercing, and Scarification

Cora C. Breuner, MD, MPH,^a David A. Levine, MD,^b THE COMMITTEE ON ADOLESCENCE

Tattoos, piercing, and scarification are now commonplace among adolescents and young adults. This first clinical report from the American Academy of Pediatrics on voluntary body modification will review the methods used to perform the modifications. Complications resulting from body modification methods, although not common, are discussed to provide the pediatrician with management information. Body modification will be contrasted with nonsuicidal self-injury. When available, information also is presented on societal perceptions of body modification.

Tattoos, piercings, and scarification, also known as “body modifications,” are commonly obtained by adolescents and young adults. Previous reports on those who obtain tattoos, piercings, and scarification have focused mainly on high-risk populations, including at-risk adolescents.¹ Tattooing and piercing of various body parts no longer is a high-risk–population phenomenon, as evidenced by growing numbers of adults and adolescents not considered at risk who have tattoos and multiple ear and body piercings. The Pew Research Center reports that in 2010, 38% of 18 to 29 year olds had at least 1 tattoo, and 23% had piercings in locations other than an earlobe.² Of those with tattoos, 72% were covered and not visible.² Scarification is the practice of intentionally irritating the skin to cause a permanent pattern of scar tissue; data are not currently available on the prevalence of scarification in the United States.

Although body modifications have become a mainstream trend, they still may be associated with medical complications and, among adolescents, may also co-occur with high-risk behaviors. This first clinical report from the American Academy of Pediatrics on tattooing, piercing, and scarification discusses the history of these methods of body modification, educates the reader on methods used, reports on trends in associated adolescent and young adult risk behaviors, differentiates between nonsuicidal self-injury (NSSI) and body modifications, and educates the reader about how to anticipate and prevent potential medical complications. The report analyzes the literature about societal acceptance of people with body modifications and perceptions that

abstract

FREE

^aAdolescent Medicine Division, Department of Pediatrics, Orthopedics and Sports Medicine, Seattle Children's Hospital, University of Washington, Seattle, Washington; and ^bPediatrics, Morehouse School of Medicine, Atlanta, Georgia

State laws are subject to change, and other state laws and regulations may impact the interpretation of this listing.

Drs Breuner and Levine shared responsibility for all aspects of writing and editing the document and reviewing and responding to questions and comments from reviewers and the Board of Directors, and approve the final manuscript as submitted.

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Clinical reports from the American Academy of Pediatrics benefit from expertise and resources of liaisons and internal (AAP) and external reviewers. However, clinical reports from the American Academy of Pediatrics may not reflect the views of the liaisons or the organizations or government agencies that they represent.

The guidance in this report does not indicate an exclusive course of treatment or serve as a standard of medical care. Variations, taking into account individual circumstances, may be appropriate.

All clinical reports from the American Academy of Pediatrics automatically expire 5 years after publication unless reaffirmed, revised, or retired at or before that time.

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might potentially interfere with adolescents' and young adults' educational and career plans. Finally, guidance is provided to pediatricians and, through the pediatrician, to parents and adolescents and young adults about safety and regulations regarding body modification should they wish to obtain tattoos, piercings, or scarification.

HISTORY OF BODY MODIFICATION: TATTOOING, PIERCING, AND SCARIFICATION

Although interest in body modification has increased recently, history teaches us that body modifications are not new. Archeologists have found evidence of tattoos, piercings, and scarification as far back as 2000 BC, when they were largely used as a form of art or to identify group membership, such as a religious group or tribe. Although mostly used to describe loyalty, interests, and lifestyle choices, body modification had also been used to label criminals, slaves, and convicts.³

Although in the late 20th century, most tattoos were on men, ranging from the stereotypical tattooed sailors and motorcycle bikers (eg, The Hells Angels in the 1960s) to 1980s gang members, now, tattoos are collections of colorful ornamentations for both women and men. Surveys of the US population have shown an increase in the prevalence of tattoos over time.^{4,5}

EPIDEMIOLOGY

Harris Poll data from 2016 found that 3 in 10 US adults had at least 1 tattoo, up from 20% in 2012.⁶ Differences were found by geographic region, with tattoos being more prevalent in the West (27%) versus the East (28%), Midwest (27%), and South (32%).⁶ Tattoos were also more prevalent among adults in their 30s compared with those younger and older,⁶ although another national

probability sample of adults found higher tattoo rates among younger versus older cohorts.⁴ Evidence on sex differences in tattooing also varies, with tattoo prevalence among women ranging from 22% to 23% and prevalence among men ranging from 19% to 26%.^{4,6} Among those with a tattoo, most (86%) have never regretted getting one, and 30% said it makes them feel sexier. Other feelings attributed to having a tattoo included feeling rebellious (25%), attractive or strong (21%), spiritual (16%), healthier (9%), more intelligent (8%), and athletic (5%).⁶

Estimates of tattooing and piercing among adolescents range by data source and age group. One early study among high school students from 8 states found that 10% had tattoos, and 55% expressed interest in tattooing.⁷ In this sample, tattoos were commonly obtained around the ninth grade, but there were reports of tattooing as early as age 8 years.⁷ Among adolescent clinic samples of youth 12 to 22 years of age, tattooing ranged from 10% to 23%, and body piercing (other than the earlobe) ranged from 27% to 42%,^{8,9} with higher rates of tattooing and body piercing among girls versus boys and older versus younger adolescents.^{8,9} Harris Poll data revealed that 22% of youth 18 to 24 years of age reported having a tattoo,⁶ but estimates were as high as 38% among young people 18 to 29 years of age on the basis of Pew Research Center findings.²

Findings are comparable among subsequent samples of private university and college students, of whom 23% had a tattoo and 51% had a body piercing.^{10,11} Male athletes were more likely to be tattooed than male nonathletes, and although women were more likely to have a piercing than men, there was no difference by sex for tattooing.^{10,11} Of students with current piercings, high-ear cartilage (53%) was the most common visible piercing, followed

by navel (38%), tongue (13%), and nipple and genital (9%) piercings.

A survey conducted among college freshmen from Italy found that many students undergoing tattooing and/or piercing were unaware of the associated health risks.¹² Although most (60%) students knew about HIV-related risks, less than half knew about possible infection with hepatitis C (38%), hepatitis B (34%), tetanus (34%), or about noninfectious complications (28%).¹² These findings have similarly been reported in a sample of medical students who had undergone piercing.¹³

Scarification is the practice of intentionally irritating the skin to cause a permanent pattern of scar tissue. Studies have been conducted among international communities describing high rates of scarification, yet no studies on scarification have been reported from the United States.^{14,15} In the 1990s and 2000s, there was some renewed interest in scarification as a movement to revive indigenous rituals from around the world, embracing a more authentic or spiritual body experience.¹⁶

DECLINING STRENGTH OF ASSOCIATIONS WITH RISK BEHAVIORS

Although in the past, body modification was often associated with adolescent high-risk behaviors, current data have not consistently reported this association. In a retrospective analysis from 2007 to 2008, tattoos were associated with alcohol and drug use, violence and weapons carrying, sexual activity, eating disorders, and suicide.¹⁷ However, the scientific link between tattooing and risk behaviors is less consistent today.¹ As with any adolescent or young adult, for those with piercings and tattoos, it is advised that the pediatrician conduct a careful adolescent psychosocial history with targeted behavioral

interventions to assist in decreasing risk behaviors.¹⁸

BODY MODIFICATION IS NOT NSSI

It is important to be able to distinguish normal body modification from body modification that is more dramatic or intense as part of NSSI syndrome, which is described in the *Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition* as follows: “over the past year, the person has for at least 5 days engaged in self-injury with the anticipation that the injury will result in some bodily harm without suicidal intent.”¹⁹

NSSI differs from body modification because NSSI often is impulsive or compulsive and may be associated with mental health disorders, including psychotic disorders, personality disorders, and anxiety disorders.²⁰ Estimated prevalence rates for NSSI in 2008 for adolescents were between 14% and 24%. It can include cutting, scratching, burning, and hitting oneself. Individuals who hurt themselves report injuries to many different body parts.²¹ The individual who engages in self-injury expects to get relief from a negative emotion, deal with a personal issue, or create a positive feeling.¹⁹

Importantly, NSSI is clinically concerning because of an association with mental health disorders, whereas body modification such as tattooing, piercing, and/or scarification does not have these associations and is more socially acceptable.¹⁹ Intention is the most important differentiator and can be discerned with careful clinical interviewing.¹⁸

PERCEPTIONS OF COMMUNITY AND POTENTIAL EMPLOYERS ABOUT TATTOOING AND PIERCING

Public opinion of the relationship between having a tattoo and deviant behavior is changing. In 2008,

among those with and without tattoos, 29% believed that people with tattoos were more likely to do something most people consider deviant, whereas 24% believed this in 2012.⁶ From another survey regarding technological and social changes, 40% of respondents said that more people getting tattoos has been a change for the worse, 45% of respondents said that it has made no difference, and only 7% said this has been a change for the better. As might be expected, older Americans are far more likely to negatively view this trend; 64% of those 65 years and older and 51% of those 50 to 64 years of age said more people getting tattoos has been a change for the worse. A majority of those younger than 50 years (56%) said the tattoo trend has not made much of a difference.²²

The age differences are larger among women than men. Of women aged 50 years and older, ~6 in 10 (61%) said more people getting tattoos have been a change for the worse, compared with 27% of younger women. The gap is smaller among men: 51% of men aged 50 years and older said more people getting tattoos has been a change for the worse, compared with 30% of younger men.²

Although societal acceptance of tattoos and piercings has increased, there still may be repercussions when seeking employment or educational opportunities. In a 2014 survey of nearly 2700 people, 76% thought that tattoos and/or piercings had hurt their chances of getting a job, and 39% thought employees with tattoos and/or piercings reflect poorly on their employers.²³ One executive career coach wrote that 37% of human resource managers cite tattoos as the third physical attribute likely to limit career potential (nearly piercings and bad breath were the top 2).^{24,25} Consequently, adolescents and young adults contemplating body

modification may be well advised to make sure that the tattoo or piercing is not visible in typical work attire.

TATTOOING

Methods

A multitude of videos on YouTube and other Internet video repositories exist for the reader to view and learn about safe and acceptable methods of tattoo placement. After selecting or designing the art to be transferred via tattoo, it is stenciled or drawn on the skin. The skin is cleansed with antiseptic, and a thin layer of ointment (such as petroleum jelly) is placed on the site. Professional tattoo artists use a motorized, electric-powered machine that holds needles and can puncture the skin up to several thousand times per minute. The needles are dipped into the ink and then puncture the skin at a depth of a few millimeters, where the pigment reaches the dermis layer. Any blood or serosanguineous fluid is wiped away during the procedure. After completion, another antiseptic is applied, and the tattoo is covered. After 24 hours, the dressing is removed and the tattoo remains open to air, and the skin is kept moist by applying antibiotic ointments, thick skin cream, or vitamin E oil several times daily. If cleansing is necessary, the skin is blotted and not rubbed. Tattoos generally take 2 weeks to heal; sun exposure should be avoided or sunscreen should be used, and swimming, direct shower jets, or soaking in water should be avoided. Clothing that might adhere to the tattoo site should not be worn.³

The inks of tattoos are a mixture of inorganic and synthetic organic pigments and diluents. They are considered cosmetics by the US Food and Drug Administration. Metal salts are commonly used as pigments; aluminum, cadmium, chromium, cobalt, iron, mercury, nickel, silicon, and titanium are a few of the metallic elements in

tattoo pigments.²⁶ Although the concentration of metals in tattoo ink is low, metals are emerging as a class of human carcinogens. Cutaneous exposure over a lifetime may result in adverse events. Risk is modified by bioavailability, cellular uptake, metal interactions, protein binding, bone sequestration, and excretion. Age, sex, genetic variance, and other factors also appear to influence potential toxicity.²⁷

Unfortunately, many tattoos are placed by amateurs, which makes the process much riskier. In these cases, antiseptic processes may not be followed, leading to potential skin infections and transmission of bloodborne illnesses, such as hepatitis C or HIV. Prison tattooing is usually painful because of the use of typically blunt instruments that are available. The generally poor quality and obvious visual location tends to stigmatize prisoners on release and may limit their chances of obtaining employment (see the previous section about public and employer perceptions as well).²⁸ The pigments are not standardized and may also contain more toxic materials as well as contamination.²⁷

Permanent Makeup

Permanent makeup has become an increasingly popular form of tattooing. Permanent makeup advertisers talk about the advantages of being waterproof, not smearing, time saving, and hassle free. Some people choose permanent makeup because of physical limitations, such as visual impairments or arthritis of the hands or shoulders. Cosmetic tattooing can also be an adjunctive to reconstructive surgery, such as nipple reconstruction after a mastectomy or breast reduction surgery. It is also used to cover scars, birthmarks, alopecia, and vitiligo. Cosmetic tattooing also may be attractive to patients who have allergies to conventional cosmetics.²⁹

The method of tattooing is similar to what is discussed previously.

Henna and Temporary Tattoos

The henna plant contains the pigment lawsone; in the skin, it interacts with keratin to give a reddish-brown color (sometimes known as “red henna” to distinguish from “black henna,” which is red henna mixed with paraphenylenediamine [PPD]). Red henna is commonly used in Islamic and Hindu societies, especially for celebrations such as weddings and religious ceremonies. The henna powder is mixed with a variety of materials depending on the artist and the region. They may include essential oils, such as lemon or eucalyptus, the dried powder of indigo plant leaves, lemon or beet root juice, tannin from tea leaves, dried coffee, charcoal powder, turpentine, PPD (discussed later), or even animal urine. Henna also has been used in different ways for medicinal purposes beyond the scope of this report.³⁰

The paste is applied to the skin and remains for 30 minutes to 6 hours; the longer the exposure, the darker the color. At that point, there will be an orange stain, which will darken over the next 2 to 4 days. A temporary tattoo will usually last for 2 to 6 weeks, until the outer layer of skin exfoliates.³⁰

Complications

The rate of complications from having tattoos placed is not known. However, with the large number of tattoos placed every day and few reports of complications from clients who receive tattoos, the rate is likely low. Most of the relevant medical literature are case reports or reports of local clusters of infection. Reported complications of tattoos are inflammation, infections (bacterial and viral), neoplasms, and rare reports of vasculitis. Inflammation is caused by sensitivity to tattoo pigments leading to focal edema,

pruritus, papules, or nodules at the site. Pathologically, the reactions include lichenoid, eczematoid, sarcoidal, and pseudolymphomatous reactions as well as foreign-body granulomas. Preexisting conditions can lead to other reactions; psoriasis, systemic lupus, and sarcoidosis may demonstrate the Koebner phenomenon, leading to new lesions at the site of the tattoo. Even temporary henna tattoos have been associated with inflammatory reactions.³¹

Infections are a potentially more serious complication of tattooing. Tattooing can lead to infection caused by contaminated tattoo ink or needles; inadequate disinfection of the skin to be tattooed, resulting in resident bacterial contamination during the tattooing process; and, secondarily, during the healing process, when injured tissue causes pruritus.³² Unfortunately, the real frequency of local infections after tattooing is unknown. Infections may be superficial pyogenic infections, deep or severe pyogenic infections, atypical mycobacterial infections, systemic or cutaneous viral infections, or (rarely) cutaneous fungal infections. Systemic viral infections from bloodborne pathogens include hepatitis C, hepatitis B, and HIV. Superficial pyogenic infections are usually related to *Staphylococcus aureus* or *Streptococcus pyogenes*, with common patterns of pustules or papulopustules along the tattoo lines. Infections are typically present 4 to 22 days after tattooing. Infections range from cellulitis and small pustules to larger abscesses that require surgical incision and drainage. Management is similar to other skin pyogenic infections. More severe pyogenic infections remain rare, but there are case reports of endocarditis, spinal abscess, erysipelas, gangrene, and amputations.³³

There are many case reports of patients who have acquired nontuberculous mycobacteria (NTM) infections after receiving tattoos.^{34,35} The infection usually is caused by contamination of the ink or equipment with nonsterile water.³⁶ Infections with *Mycobacterium chelonae* and *Mycobacterium abscessus*, which are rapidly growing bacteria, have occurred from the contamination of either inks or diluents. NTM infections range from mild inflammation with lesional rash, papules, or nodules to severe abscesses requiring extensive and multiple surgical débridements. NTM infections may require a minimum of 4 weeks of treatment with 2 or more antibiotic agents.³⁶ Examples of antibiotic agents that have been used, with variable success and sensitivities, are amikacin, ciprofloxacin and moxifloxacin, clarithromycin, minocycline, tigecycline, cefoxitin, imipenem, trimethoprim-sulfamethoxazole, and linezolid.³⁵ Antibiotic sensitivity is important in designing a treatment plan.³⁷ Consultation with an infectious disease expert for suspected NTM infection in a tattoo is warranted.

Another case report described *Herpes compuncturum* that developed 3 days after tattooing; it was concluded that this was a secondary infection in a patient in whom *S aureus* also was detected. Antibiotic therapy, antiviral therapy, and pain management resolved the rash.³⁸

Bloodborne pathogens may occur after tattooing. Tattooing is associated with hepatitis B transmission, especially in teenagers with other high-risk behaviors.³⁸ Tattooing also is associated with higher rates of hepatitis C transmission.³⁹ HIV transmission associated with sharing tattoo needles or reusing tattoo inks has been reported.⁴⁰ If tattoos are placed in licensed parlors, infections are less likely to occur after tattooing

than if they are placed by unlicensed individuals.⁴¹

There have been case reports of neoplasms associated with or after tattoo placement. Keratoacanthoma, squamous cell carcinoma, basal cell carcinoma, and leiomyosarcoma have been described occurring in areas of the skin with tattoo pigmentation. It is not known whether this is a coincidence or a causal effect. Tattoos placed over melanocytic nevi can make it difficult to monitor to ensure there is no malignant transformation, and both nevi and melanoma have been reported in previously tattooed skin.³¹

Rarely, there have been cases reported of acute cutaneous vasculitis in tattoo recipients occurring 10 to 14 days after placement. The following symptoms were typical: chills, arthralgia, myalgia, and purpuric rash. Treatment is similar to the treatment of other vasculitides.³⁸

Researchers in one review article discuss toxicologic risks of tattoo ink, including phototoxicity, substance migration, and the possible metabolic conversion of tattoo ink ingredients. Also reviewed are the potential risks associated with cleavage products formed during laser-assisted tattoo removal.⁴²

Henna and Black Henna Temporary Tattoos

Red henna is relatively safe. From a population perspective, at least half of the population of India has been exposed to henna in their lifetimes with negligible reported immediate hypersensitivity reactions.⁴³ When they have occurred, it is not certain whether sensitivity is caused by the lawsone pigment, another component of the henna leaf, or the mixture of components. There is more concern for hairdressers who use henna in dyes because it may be an occupational hazard.³⁰ Treatment is similar to that of other hypersensitivity reactions.

The structure and redox potential of lawsone is similar to naphthalene, a potent oxidant of glucose-6-dehydrogenase (G6PD)-deficient cells. Topical application of red henna may cause hemolysis in children with G6PD deficiency. The hemolysis can be life threatening, with symptoms of pallor, lethargy, jaundice, anemia, vomiting, tachycardia, poor peripheral perfusion, and shock.³⁰

Black henna contains the chemical PPD. No natural black henna exists. PPD is added to accelerate the dyeing and drying process (to 30 minutes), to strengthen and darken the color, to enhance the design, and to make the pattern last longer. These methods stain the skin black and have an appearance more like a real tattoo. Black henna is available worldwide, lasts several weeks in the skin, and offers an alternative to permanent tattoos. It is painless, and because the skin is not punctured, there is no risk of introducing local or bloodborne pathogens. However, there is a slight (2.5%) risk of allergic reactions from skin sensitization. Once sensitized, patients may experience allergic contact dermatitis from hair dyes that contain PPD. There are also reported cross-reactions to other hair dyes, dyes used in textiles, rubber chemicals, and local anesthetics. Some reported reactions were severe, requiring hospitalizations, especially in children. Most reactions were at the site, but generalization can occur. It takes several weeks for reactions to subside despite topical and sometimes oral corticosteroid therapy.³⁰

Tattoo Removal

The current increasing popularity of tattoos in the United States has concomitantly spurred an increased interest in tattoo removal, although tattoo removal is not new. Egyptian mummies dating to 4000 BC have evidence of attempted tattoo removal. Ancient Greek authors described the use of salt abrasion

or a paste that also contained garlic and cantharidin to remove tattoos. Relationships, social status, and aesthetic tastes may change. Not all tattoos are placed intentionally; penetration of exogenous pigments can occur from road dirt from an accident, graphite in pencils, or gunpowder, and many people may want these unintentional tattoos removed.⁴⁴ Adolescents may overestimate the effectiveness of tattoo removal when having one placed and should be instructed that tattoo placement is permanent, and it is expensive and sometimes difficult to remove them.³ Tattoo removal techniques can be categorized as mechanical, chemical, ablative, and selective.⁴⁴

“Q-switched” lasers are the current state-of-the-art tattoo removal method. The laser wavelength is adjusted to match the absorption pattern of the different color pigments. The Q-switched laser pulse is delivered over nanoseconds with extremely rapid heating as high as 900°C (1652°F), leading to fragmentation of tattoo pigment particles. Immediately after the pulse, the epidermis appears white because the formation of gas as water in the skin is vaporized. An acute inflammatory infiltrate surrounds the pigment and debris from fragmented cells. Tattoo particles can be found in regional lymph nodes. Phagocytosis and clearance of fragmented pigment particles ensues. Free pigment is intracellular again within 4 weeks. Subsequent treatment should be performed after at least 4 weeks. One single-session laser treatment is available. Longer intervals may reduce the risk of permanent pigmentary changes to the skin.^{44,45} It is important to have the requisite training in the use of the Q-switched laser for tattoo removal; the literature notes case reports of significant burns within tattoos after treatment, leading to scarring and poor outcomes.⁴⁶ In one case

described in a report, the patient elected to have another tattoo placed to hide the burned area.⁴⁷

Other methods that are less commonly used for tattoo removal include mechanical and chemical removal techniques. Mechanical methods include dermabrasion (which is variably effective) and excision with or without grafting (mostly for small tattoos; the predicted scar remaining would have to be acceptable to the patient). A number of chemical methods have been used with dermabrasion or as monotherapy. Imiquimod has been applied, with or without tretinoin, with mixed results. These techniques often result in hypo- or hyperpigmentation, or scarring, with varying effectiveness.⁴⁴

Although laser removal may be the best way to remove a tattoo, the time, needed treatments, and cost should not be underestimated. One case report noted a 29 year old patient with 2 large, multicolored tattoos on his arms and chest who presented for removal. After 47 treatments, there was significant improvement.⁴⁸ There is no cost regulation of laser tattoo removal, and price per sq in per treatment can be anywhere between \$49 and \$300 depending on the location of the removal service. There are also standards published that involve the skin type and complexion of the individual, the colors involved, and complexity of the pattern adding up to a clinical score known as the Kirby-Desai score. A tattoo that is 15 sq in and is estimated to have 8 sessions based on this Kirby-Desai score could cost \$5880, assuming a cost of \$49 per sq in.⁴⁹

PIERCING AND STRETCHING

Methods

A multitude of videos on YouTube and other Internet video repositories exist for the reader to view and learn about safe and acceptable methods

of body piercing, some of which take the observer through the steps, including infection control practices. Most body piercing jewelry consists of rings, hoops, studs, or barbell-shaped ornaments. The size and shape of jewelry is determined by the body site pierced and personal preferences. Jewelry is not always interchangeable between piercing sites. In particular, jewelry designed for ear piercing may not be suitable for another part of the body because of the length of the post or the pressure exerted by the clasp.⁵⁰

Most body piercing jewelry is made of metal, usually stainless steel, gold, niobium, titanium, or alloys. Gold often is combined with nickel or other metals to make alloys that have improved hardness and durability. Nickel in gold-filled or gold-plated jewelry is associated with a high prevalence of reactivity in people who are nickel sensitive. Those who are getting a piercing should pay careful attention to the studs or clasps on earrings; jewelry with a high karat rating commonly is paired with less expensive gold-plated studs or earring backs. Niobium and titanium are light-weight elemental metals that rarely produce an allergic response. Other features to consider in body piercing jewelry include the ease of removal (in case of trauma or radiographs), surface smoothness, and its capacity to withstand autoclaving and cleaning.⁵¹ Surgical stainless steel rarely causes allergic skin reactions; however, not all stainless-steel products are nickel free.⁵²

Although earrings may be sterilized before use, most piercing guns are not sterilized between procedures. Ear piercing systems using disposable, sterile cassettes are available but are not always used.⁵¹ Because body piercing salons are unregulated in many states, some physicians may choose to perform body piercing procedures in their own office settings.

The lips, cheeks, and midline of the tongue are popular sites for oral piercings. Perforation of lingual blood vessels can cause bleeding and hematoma formation. Edema frequently develops after a tongue piercing, so a longer barbell is recommended initially.⁵³ Switching to a shorter barbell reduces the damage to the dentition and gingiva. Of note, beaded jewelry may become trapped between the teeth.

The ear is the most universal site for body piercing. Multiple ear piercings have gained approval, especially high piercing through the cartilage of the pinna. The nose can be pierced in the fleshy nares or through the cartilaginous septum. Septal piercings usually are performed in the inferior, fleshy part of the septum and not through cartilaginous tissue. The navel or periumbilical area is a popular self-piercing site. Navel rings and subsequent scarring are more problematic in overweight patients and in the latter stages of pregnancy as abdominal girth expands.

Wearing a curved barbell instead of a ring until the navel piercing has healed may reduce irritation and scarring. Friction from clothing with tight-fitting waistbands and subsequent skin maceration may account for the delayed healing and increased infection rates of navel piercings. Careful placement of jewelry and avoidance of rigidly fixed jewelry may minimize these problems. Before nipple and areolae piercings, men and women should be counseled about the lengthy time required for complete healing and the risk of delayed infection (see Table 1). Genital piercings anecdotally have been reported to enhance sexual sensitivity. Genital piercing sites in men include the penile glans, urethra, foreskin, and scrotum; sites in women include the clitoral prepuce or body, labia minora, labia majora, and perineum.⁵⁴

Dermal piercing, also known as microdermal piercing or single-point

TABLE 1 Approximate Healing Times for Body Piercing Sites⁵¹

Site (Piercing Name)	Time to Heal
Clitoris	2–6 wk
Coronal ridge (dydoe)	6–8 wk
Earlobe and auricle	6–8 wk
Eyebrow	6–8 wk
Glans penis (ampallang)	3–9 mo
Labia majora	2–4 mo
Labia minora	2–6 wk
Lip	6–8 wk
Navel	Up to 9 mo
Nipple	2–4 mo
Scrotum (hafada)	2–3 mo
Tongue	3–6 wk
Urethral meatus (Prince Albert)	2–4 wk

piercing, is defined as piercings placed into a flat surface of the body. The jewelry has an entry point and an exit point, but dermal piercing has just one end that can be seen on the surface of the skin. The second end is studded into the dermal layer of the skin. This variant of piercing has gained a lot of popularity because it can be placed on most flat surfaces of the body, and designs can be created by putting together multiple dermal piercings or combining with tattoos. They may be difficult to remove and may occasionally require surgical removal.^{55,56}

Complications

No reliable estimates are available regarding people who have experienced complications related to body piercing. Importantly, adolescents and young adults with increased vulnerability to infection (eg, patients with diabetes mellitus or who are taking corticosteroids) and those taking anticoagulant medications may be at greater risk of complications from body piercing. However, multiple adverse outcomes associated with body piercing have been reported, including infection, pain, bleeding, hematoma formation, cyst formation, allergic reaction, hypertrophic scarring, and keloid formation.^{51,57–60}

Infection severity ranges from local infections (impetigo and cellulitis)

to more severe infections, including osteomyelitis, toxic shock syndrome, and bacteremia. Life-threatening infections as a result of complications associated with body piercing include septic arthritis, endocarditis, and hepatitis B. With any piercing, there is the danger of infection, including hepatitis B or C virus and tetanus.^{41,61} Body piercing as a possible vector for HIV transmission has been suggested, although no cases have been reported.^{62,63}

A serious consequence of oral piercing is airway compromise from trauma, tongue swelling, or obstruction by jewelry.⁶⁴ Securing an adequate airway or endotracheal intubation can be challenging when a patient has a tongue barbell.^{57,65} If lingual jewelry cannot be removed easily or expeditiously, precautions should be taken during intubation to ensure that jewelry is not loosened and aspirated or swallowed. Removal of oral and nasal jewelry also is recommended before nonemergency surgical procedures. Chipping or fracturing of teeth is the most common dental problem related to tongue barbells.⁶⁶

Although there is a risk of infection because of the vast amounts of bacteria in the mouth, the infection rate is low. Oral rinses (eg, Listerine; Johnson and Johnson Consumer Companies Inc, New Brunswick, NJ) or the application of nonprescription cleansers (eg, Gly-Oxide Liquid Antiseptic Oral Cleanser; GlaxoSmithKline Consumer Healthcare, Philadelphia, PA) may be recommended prophylactically after an oral piercing.⁶⁷

Ludwig angina is a rapidly spreading oral cellulitis and has been reported as a complication of tongue piercing.⁶⁸ Treatment involves maintaining an adequate airway, the administration of systemic antibiotic agents, and surgical drainage of abscesses.

Of people with ear piercings, up to 35% had one or more complication (eg, minor infection [77%], allergic reaction [43%], keloid formation [2.5%], and traumatic tearing [2.5%]).⁶⁹ Auricular perichondritis and perichondrial abscess typically occur in the first month after piercing, especially during warm-weather months.⁷⁰

Auricular perichondritis presents as painful swelling, warmth, and redness in a portion of the auricle that often spares the earlobe. Acute tenderness on deflecting the auricular cartilage helps distinguish this deeper perichondrial infection from a superficial skin infection. Minor infections can progress to perichondritis, abscess formation, and necrosis with or without systemic symptoms. The most common pathogens (ie, *Pseudomonas aeruginosa*, *S aureus*, and *S pyogenes*) often respond well to fluoroquinolone antibiotic treatment (eg, ciprofloxacin or levofloxacin).^{71,72} Alternative options for hospitalization will depend on the pathogen and might include clindamycin, ceftazidime, and cefepime.

If an abscess is present, surgical incision and drainage often are necessary. Once an abscess develops, good cosmetic preservation of the auricular cartilage is difficult to maintain.

Prolonged wearing of heavy jewelry also may result in an elongated tract or bifid deformity of the earlobe.

People with atopic dermatitis or allergic metal contact dermatitis are at increased risk of developing minor staphylococcal or streptococcal skin infections.⁷³

Superficial earlobe infections tend to have a benign course and respond well to local treatment, including warm, moist packs and application of over-the-counter, topical antibiotic ointment (eg, bacitracin [Polysporin and Neosporin; Johnson and

Johnson Consumer Companies Inc, New Brunswick, NJ]). Treatment with mupirocin ointment or oral antistaphylococcal antibiotic agents may be warranted.⁶¹ Oral antibiotic agents, such as the first-generation cephalosporins (eg, cephalexin or cefadroxil and penicillinase-resistant penicillins), are appropriate treatment options for more extensive but uncomplicated skin and soft tissue infections. Alternative antibiotic agents (ie, clindamycin or trimethoprim-sulfamethoxazole) may be more appropriate in communities that have higher rates of methicillin-resistant *S aureus* cases. Guidelines for the treatment of methicillin-resistant *S aureus*, according to the Infectious Diseases Society of America, also suggest doxycycline or linezolid might also be appropriate.⁶⁴ An earring can be replaced, or the ear can be repierced 6 to 8 weeks after resolution of local swelling and tenderness.⁵¹

The earlobe is a common site for hypertrophic scarring and keloid formation. In addition to aesthetic concerns, patients with keloids may have itching and tenderness. Treatment options for keloids include surgical excision, intralesional corticosteroid injections, cryosurgery, pressure dressing, radiation, and laser therapy.^{75,76}

Contact dermatitis resulting from nickel exposure is common. Contact sensitivity to gold and localized argyria, a skin discoloration resulting from silver salts, also have been described.^{77,78} Avoidance of the metals that trigger a reaction and the application of topical corticosteroids hasten the resolution of allergic dermatitis.

Occasionally, inflammation or infection result in such significant swelling that an earring should be removed. The pierced hole can be maintained, if desired, by inserting a ring made from a 20-gauge Teflon catheter with silicone tubing into the hole while the surrounding skin

heals.⁷⁹ Similarly, a loop fashioned from nylon suture material may keep a piercing intact during the healing process.

Earrings can also become embedded in the earlobe, a complication common in persons with thick, fleshy earlobes that are pierced with spring-loaded guns.⁸⁰ Piercing guns exert high pressure on the soft tissue of the earlobe and cannot be adjusted for varying tissue thickness. Embedding may be prevented by using longer earring posts with adjustable backings. If gentle probing fails to locate an embedded earring, a small incision under local anesthesia (without epinephrine) may be necessary to locate and remove the earring or backing. Any suspected infection should be treated.⁸⁰

Trauma to the pierced external ear is common. Lacerations to the ear may occur after falls, motor vehicle crashes, contact sports, person-to-person violence, or accidental pulling of an earring. The simplest laceration occurs when an earring is pulled through the earlobe, especially if the original earring hole was close to the periphery. All wounds should be cleaned and repaired within 12 to 24 hours. A simple earlobe tear can be sutured under local anesthesia. If the hole has closed, the earlobe can be repierced in an unscarred area after ~3 months.⁸¹

Various closure techniques have been described in the literature. More complex lacerations of ear cartilage should be referred to subspecialists for repair.⁸²

Pointed earring posts may cause pressure sores or postauricular skin irritation when worn during sleep. The removal of jewelry at bedtime is indicated if switching to a different earring style does not resolve the problem. Parents of infants or young children with pierced ears should be informed of the risk of aspiration and ingestion of earring parts. In such

situations, earrings with a locking back or screw back are advisable.⁸³

A localized infection of the earlobe may not be easily differentiated from allergic contact dermatitis unless there is purulent drainage or a high index of suspicion.⁷⁸

Piercing the nasal cartilage can cause significant bleeding and lead to septal hematoma formation that often is accompanied by infection. Other potential complications that may result in cosmetic deformities include perichondritis and necrosis of the cartilaginous nasal wall. Infection requires aggressive treatment with antibiotic agents that have good coverage against *Staphylococcus* species that commonly colonize the nasal mucosa. Mupirocin is effective and offers excellent coverage against Gram-positive cocci. Fluoroquinolones have the advantage of excellent skin penetration and added coverage against *Pseudomonas* species.⁸⁴

Nasal jewelry has the potential to be aspirated or swallowed. Rings placed in the nostril or septum also can migrate forward or be pulled out. As with ear piercing, the studs or backings of the jewelry may become embedded and require surgical removal.⁸⁴ Abscess formation has been reported after nipple piercing.⁸⁵

There are case reports of cellulitis and spread of infection around a breast implant after a piercing.^{86,87} However, little information is available about nipple piercing after breast implantation or chest wall augmentation. The effects of nipple piercings on lactation are not clear, but jewelry or scar tissue could impair latching on or block a milk duct and adversely affect an infant's ability to breastfeed. Nipple piercings should be removed to avoid aspiration by the infant during lactation.

Jewelry inserted through the glans penis may interrupt urinary flow. Paraphimosis (ie, the inability to

TABLE 2 Potential Complications of Body Piercings⁵¹

Piercing Site	Potential Complications
Ear	Allergic reaction, auricular perichondritis, embedded earrings, infection, keloid formation, perichondral abscess, and traumatic tear
Genitals (women)	Allergic reaction, compromise of barrier contraceptives, infection, and keloid formation
Genitals (men)	Frictional irritation, infection, paraphimosis, penile engorgement, priapism, recurrent condyloma, urethral rupture, urethral stricture, and urinary flow interruption
Mouth	Airway compromise, altered eating habits, gingival trauma, hematoma formation, increased salivary flow, infection, injury to salivary glands, interference with radiographs, loss of taste, Ludwig angina, pain, permanent numbness, speech impediments, tooth fracture or chipping, and uncontrolled drooling
Navel	Bacterial endocarditis ^a , frictional irritation, infection, and jewelry migration and rejection
Nipples	Abscess formation, bacterial endocarditis ^a , breastfeeding impairment, and infection
Nose	Infection, jewelry swallowing or aspiration, perichondritis and necrosis of the nasal wall, and septal hematoma formation

^a In patients with moderate- to high-risk cardiac conditions.

replace a retracted foreskin) has been associated with urethral and glans piercings in uncircumcised men.⁸⁸ The foreskin may be reduced manually after a penile nerve block. If this maneuver is unsuccessful, the prepuce can be injected with hyaluronidase to allow the edematous fluid to dissipate.⁸⁹

Penile rings also can cause engorgement and priapism (ie, persistent erection), requiring emergency treatment to preserve erectile function. Women with genital piercings can develop bleeding, infections, allergic reactions, keloids, and scarring.⁹⁰

It is advisable that sexually active people with genital piercings be counseled that jewelry may compromise the use of barrier contraceptive methods. Condoms may be more prone to break, and diaphragms may be more easily dislodged during sexual activity when 1 or both partners have genital piercings. Avoiding jewelry with sharp edges and using looser-fitting condoms or double condoms may help avoid some of these problems.⁹¹

From a unique study on urban teenagers and their knowledge of piercing complications,⁹² 33% of all subjects reported knowing someone

who has had a medical or health problem related to body piercing; they most commonly reported infections (74%), bleeding (30%), allergic reactions (26%), and bruising and keloids (19% each) (see Table 2). Among those subjects with body piercings, 12% reported having had personal experiences with health problems related to the piercing, including infections, bleeding, bruising, and allergic reaction. Interestingly, those who got their piercings in a body-piercing shop were far more likely to report having had an infection (18.4%) than those who got pierced elsewhere (1.9%).⁹²

Adolescents were asked to estimate the percent chance of having a piercing-related health problem. The perceived risk for piercing by a professional (34%) was lower compared with a nonprofessional (73%). Neither those with a piercing nor those who had a problem with a piercing perceived risk any differently. Those who had pierced themselves perceived much less risk from piercing by a nonprofessional (50%) than those who had been pierced but not by themselves. Those with piercings of the face (nose, eyebrow, lips, and chin) tended to perceive less risk for face piercing (41.5%) compared with those

without (49.7%). In the analysis of perceived risk, there were no effects of race, sex, or age.⁹²

In a recent review from 2012, similar complications were confirmed, including systemic infections (such as viral hepatitis and toxic shock syndrome) and distant infections (such as endocarditis and brain abscesses).⁵⁸ It was recommended that body piercers have their clients complete a medical and social history to identify conditions that may predispose them to complications. Piercing candidates should choose a qualified practitioner to perform their piercings.⁵⁸

One small study of children and adults with congenital heart disease found no cases of endocarditis after ear piercing, although only 6% of the patients received prophylactic antibiotic treatment.⁹³

There have been recent reports of bacterial endocarditis after nipple and navel piercings in patients with surgically corrected congenital heart disease. It is important for physicians to know about planned piercings so they can consider antibiotic prophylaxis in patients with moderate- or high-risk cardiac conditions,^{94–96} although the American Heart Association guidelines on endocarditis prophylaxis do not specifically mention the need for antibiotic agents in people contemplating ear or body piercings.^{97,98}

Stretching Methods

Ear stretching is a modification practiced by and originating from indigenous peoples. Tribes in various countries in Africa, Eurasia, America, and other indigenous lands have practiced the ritual of ear stretching for cultural, religious, and traditional purposes. Ear stretching is a ritual that has been practiced by people all over the world since ancient times. Bone, horn, wood, and stone were

generally carved for ear stretching, but other organic materials that had the right shape naturally, from shells to teeth and claws, were also used.

Many cultures have practiced stretching, including ancient Egyptians (eg, King Tutankhamen), Buddhists from Nepal, Mursi tribal women of Ethiopia, and the African Maasai from Kenya and Tanzania. Stretching is also apparent in the Easter Island heads. Historically, the practice has been used for the purpose of tribal status, to scare enemies in war, and for beauty purposes. It has been and still is a common practice for both men and women. For men, it has been used historically to indicate the standing members of a specific tribe. The bigger the stretching, the higher the ranking the man had. As for women, ear stretching is more for decorative purposes and also signifies when a girl has reached womanhood. These practices are still important and used today by many tribes and cultures.⁵⁰

Stretching, in the context of body piercing, is the deliberate expansion of a healed piercing for the purpose of wearing certain types of jewelry.

Ear piercings are the most commonly stretched piercings, with nasal septum piercings, tongue piercings, and lip piercings and lip plates following close behind. Although all piercings can be stretched to some degree, cartilage piercings are usually more difficult to stretch and more likely to form hypertrophic scars if stretched quickly. Dermal punching is generally the preferred method for accommodating larger jewelry in cartilage piercings.⁵⁰

Stretching should be performed in small increments to minimize the potential for damaging the healed piercing or creating scar tissue. In North America, most stretching methods go up by a single, even-sized gauge increment at a time. Stretching to 2 gauge, or 6 mm, is considered the

point of no return, and the hole will not close to a standard piercing size if the “plug” is removed.

The typical jewelry worn in a large, stretched piercing is a plug, sometimes incorrectly referred to as a gauge, which refers to the sizing system used in the United States. It is solid, usually cylindrical, and may be flared out at one or both ends (saddle shaped) or kept on place by o-rings fastened around the ends. A variation on this is the flesh tunnel, which is shaped in the same way but is hollow in the middle. Claw-, talon-, and spiral-shaped pieces are also commonplace. Ear weights in varying degrees of size are also worn, commonly made from silver or bronze, although other metals, such as copper or brass, are occasionally used. However, some people are easily irritated by some metals; therefore, care should be taken when metal jewelry is worn. Ear cuffs (such as the gold ones used in South Indian provinces) or wrapped bead work (common among the Maasai of East Africa) are other options, although these are not usually seen in modern Western contexts.⁵⁰

With both body piercing and stretching, the system of gauges and inches is used in gauge size notation, which was originally meant for wire thickness determination. A gauge number denotes a thickness on a standardized scale, which, for most purposes, starts at 20 gauge (0.03 in or 0.81 mm). This is most often used for the nose and ear post studs. Importantly, as the gauge number decreases to 0 gauge or even 00 gauge, the thickness of the piercing increases.⁵⁰

Regulation of Tattooing and Piercing

Although no reliable estimates exist for the frequency of complications, the risk of adverse effects can still be reduced by ensuring sanitary tattoo parlors, needles, and inks; comprehensive training of artists;

and strong infection-control practices. Individual states have regulated tattooing for decades to address public health concerns. States did not have any common standards until 1999, when the National Environmental Health Association published *Body Art: A Comprehensive Guidebook and Model Code*.⁹⁹ This was an interdisciplinary collaboration of academics, public health professionals, professional organizations, physicians, environmental health experts, and body art practitioners. The model provided detailed recommendations for and guidelines on sanitation and infection control. Artist training should include competence in sterilization procedures, anatomy, and infection control. As of 2012, 41 states each had at least one statute in place regulating tattooing. The remaining 9 states delegate authority to local-level and individual jurisdictions within those states. Even with these regulations, 72% of states do not effectively regulate sanitation, training and licensing, and infection control. Training and licensing was the least consistently regulated topic. Pediatric health care providers are recommended to learn about regulations in local states or jurisdictions.¹⁰⁰

Similarly, there has been considerable debate about adolescents who are minors obtaining tattoos and parental consent requirements (Table 3). At least 45 states have laws prohibiting minors from getting tattoos. Thirty-eight states have laws that prohibit both body piercing and tattooing on minors without parental permission. Each state varies on legislation of body piercing and tattooing.¹⁰¹ It has been a challenge for states to keep pace with the new body art forms. Almost every state has laws addressing some aspect of body art. Nevada has no laws addressing body art; Maryland has limited laws. In New Hampshire, body piercing is

TABLE 3 Body Piercing and Tattooing of Minors: Consent and Physical Presence Requirements by State^{101, 102}

Type of Procedure	Outright Prohibition	Consent Required	Parental Presence Required
Tattooing	Alaska, California, Georgia ^a , Iowa ^b , Idaho ^c , Illinois ^a , Maine, Minnesota, Mississippi, New Hampshire, New York, North Carolina, Oklahoma, Rhode Island, South Carolina ^d , Tennessee ^{e,f} , Washington, Wisconsin ^a (n = 17)	Alabama, Arizona, Arkansas, Colorado, Connecticut, Delaware, Florida, Hawaii, Indiana, Kansas, Kentucky, Louisiana, Michigan, Missouri, Montana, Nebraska, New Jersey, North Dakota, Ohio, Pennsylvania, South Dakota, Texas ^f , Utah, Vermont, Virginia, West Virginia, Wyoming (n = 28)	Arizona, Arkansas, Indiana, Kansas, Louisiana, Nebraska, North Dakota, Ohio, Pennsylvania, Rhode Island, Virginia, Wyoming (n = 12)
Body piercing	Idaho ^g , Mississippi, South Carolina (n = 3)	Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maine, Michigan, Minnesota, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New York, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, Tennessee, Texas, Utah, Virginia, Wyoming (n = 35)	Arizona, Arkansas, Indiana, Kansas, Louisiana, Nebraska, New Hampshire, North Dakota, Ohio, Oklahoma, Pennsylvania, Rhode Island, Tennessee, Texas, Virginia, Wyoming (n = 16)

^a The prohibition does not apply when the tattooing is performed by a physician or licensed technician under a physician's supervision.

^b Prohibition applies only to unmarried minors.

^c Prohibition for those younger than 14 years, consent required for ages 14–18 years.

^d Prohibition for those younger than 18 years, consent required for ages 18–21 years.

^e Prohibition for those younger than 16 years, consent required for ages 16–18 years.

^f Tattooing is allowed only for covering up an existing tattoo.

^g Prohibition for those younger than 14 years, consent required for ages 14–18 years.

not permitted on a person younger than 18 years without consent of that person's parent or legal guardian. The consenting individual needs to be physically present at the time of piercing, provide evidence of status as parent or legal guardian, and sign a document that provides informed consent. Penalties for violators are fines, prison time, or both; most of these laws define violators as the person who performed the tattoo or piercing. Pediatric health care providers are encouraged to educate themselves about laws related

to minors obtaining tattoos and piercings in their states.¹⁰¹

SCARIFICATION

Methods

Scarification involves cutting, burning, or branding words or images into the skin. Although many people who have scarification have it done by amateurs, professional practitioners of this type of body modification use a variety of methods. The purpose is to create a

permanent body modification. Some practitioners will also use methods that enhance scar formation, such as scraping off scabs or irritating the wound with materials such as iodine, citrus juice, or toothpaste. In some traditional cultures, ash or clay is packed into the wound to encourage hypertrophied scars. There are many methods in use, including the following: hot and cold branding (the latter with liquid nitrogen), moxibustion (placing incense on the skin and allowing it to burn until it's extinguished in the skin), cutting with a scalpel, thermo- and electrocautery, and laser branding.¹⁰³

Complications

Scarification does not produce consistent results and does not always produce the outcomes desired. Infection is a possible complication of any of these methods. Scarification artists may not be as experienced with these processes perhaps because of less demand for this method.³ Additionally, keloids may be a complication (essentially, keloid formation is the complication of any of these body modification methods). There are emerging treatment strategies for keloid scars, but the best strategy is prevention. People who have had keloids or have family members with keloids should be informed that the outcome of scarification is uncertain.¹⁰⁴

Regulation of Scarification

Although not as regulated as tattooing, the amount of state regulation regarding scarification is increasing. As of February 2014, 4 states prohibit scarification, and 16 other states' legislation could be interpreted as regulating or prohibiting scarification. Eleven other states have some regulation as part of body art practice. Nineteen states do not address scarification.¹⁰⁴

ADVICE FOR PEDIATRICIANS

General Issues

1. Pediatricians should recognize the difference between voluntary body modifications and the impulsive NSSI syndrome; and
2. As with all adolescent decisions that involve significant consequences, it is recommended that adolescents speak with their parents, guardians, or other responsible adults before having tattoos placed.

Tattoos and Henna

1. Adolescents and their families should be informed that tattoos are permanent and that removal is difficult, expensive, and only partially effective;
2. Pediatricians should advise adolescents with a history of keloid formation to avoid body modifications that puncture the skin. The outcome is uncertain whenever there is trauma to the skin resulting in scar;
3. Pediatricians should advise their adolescent patients to assess the sanitary and hygienic practices of the tattoo parlors and tattoo artists. This would include observing the use of new, disposable gloves; the removal of the new needle and equipment from a sealed, sterile container; and the use of fresh, unused ink poured into a new, disposable container with each new client;
4. Pediatricians should advise adolescents to seek medical care if there are signs and symptoms of infection. Normal skin and soft tissue infections should be considered first, but if there are any unusual features, prompt evaluation by a dermatologist is recommended. If there is confirmed mycobacterial infection,

consultation with an infectious disease specialist is warranted;

5. Lesions that appear to grow and/or change within a tattoo are an indication for evaluation for neoplasms;
6. Pediatricians should inform families of the risk of hemolysis with red henna temporary tattoos for children or others with a positive G6PD deficiency. Black henna temporary tattoos should be avoided because of the significant rate of sensitization;
7. It may be advisable for pediatricians to familiarize themselves with local laws and regulations related to tattooing to inform families should pediatric patients be interested in having tattoos placed; and
8. Adolescents should be counseled about the implications on job placement and maintenance and education if the tattoos are at all visible.

Piercings and Stretching

1. Rinsing with nonprescription oral cleansers or the topical application of cleansers is recommended to prevent infection after oral piercing;
2. Antibiotic agents with good coverage against *Pseudomonas* and *Staphylococcus* species (eg, fluoroquinolones) are advised when treating piercing-associated infections of the auricular cartilage;
3. At clean piercing establishments, the piercer should be observed putting on new, disposable gloves and removing new equipment from a sterile container;
4. Adolescents contemplating a tongue piercing should be advised of the high incidence of tooth chipping associated with these piercings;
5. Pediatricians play an important role in promoting injury

prevention by recommending that all jewelry be removed during contact sports to avoid endangering the wearer and other players. Jewelry that interferes with mouth guards or protective equipment should be removed before play. Nipple jewelry should be removed before breastfeeding;

6. It is important for pediatricians to understand local laws and regulations related to piercing to inform families should pediatric patients be interested in having a piercing; and
7. Adolescents should be counseled about the implications on job placement and maintenance and education if the piercings are at all visible.

Scarification

1. Teenagers with a personal or family history of keloids should be cautioned about the risk associated with scarification and other body modification processes; and
2. Infections resulting from scarification may be treated similar to other skin and soft tissue infections, with standard topical or systemic antibiotic agents.

RESOURCES FOR INFORMATION ABOUT TATTOOS AND BODY PIERCINGS

Tattoos

Web Sites

Alliance of Professional Tattooists Inc: www.safe-tattoos.com;

About.com Tattoos: tattoo.about.com;
US Food and Drug Administration. Think Before You Ink: Are Tattoos Safe? <http://www.fda.gov/ForConsumers/ConsumerUpdates/ucm048919.htm>;

US National Library of Medicine. Piercing and Tattoos: <https://medlineplus.gov/piercingandtattoo.s.html>; and

Healthy Children: <https://www.healthychildren.org/English/ages-stages/teen/Pages/Tattoos.aspx>.

Books

Nagle J. *Why Do People Get Tattoos and Other Body Art?* New York, NY: Rosen Publishing; 2011;

Baily D. *Tattoo Art Around the World.* New York, NY: Rosen Publishing; 2011; and

Spalding F. *Erasing the Ink: Getting Rid of Your Tattoo.* New York, NY: Rosen Publishing; 2011.

Body Piercings

Web Sites

Association of Professional Piercers: www.safepiercing.org;

US National Library of Medicine. Piercing and Tattoos: <https://medlineplus.gov/piercingandtattoo.s.html>; and

Healthy Children: <https://www.healthychildren.org/English/ages-stages/teen/Pages/Body-Piercing.aspx>.

Books

DeBoer S. *Body Piercing Removal: Healthcare Professionals Handbook.*

Dyer, IN: Peds-R-Us Medical Education; 2013 (includes DVD). Available at: www.peds-r-us.com.

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ABBREVIATIONS

G6PD: glucose-6-dehydrogenase
NSSI: nonsuicidal self-injury
NTM: nontuberculous mycobacteria
PPD: paraphenylenediamine

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Body Piercings, Teens & Potential Health Risks: AAP Report Explained

The earlobe is the most universal site for body piercing—but it's *definitely not* the only option out there. Roughly 1 in 4 teenagers surveyed had a piercing somewhere other than an earlobe. The tongue, lips, nose, eyebrows, nipples, navel (belly button), and genitals can all be pierced.

Among people who get a piercing other than the earlobe, about 1 in 3 end up having a complication.

The American Academy of Pediatrics (AAP) clinical report *Adolescent and Young Adult Tattooing, Piercing, and Scarification* (<http://pediatrics.aappublications.org/cgi/doi/10.1542/peds.2017-1962>) encourages parents and teens to consider the risks involved and details the adverse outcomes associated with body piercing.



Complications from Body Piercing:

- **Infection at the pierced site.** Whenever the skin's protective barrier is broken, local skin infections from staph or strep bacteria are a risk. Of all the body sites commonly pierced, the navel is the most likely to become infected because of its shape. Infections can often be treated with good skin hygiene and antibiotic medications. With this type of infection, jewelry generally does not have to be taken out. This helps prevent the hole from closing and promotes drainage of the infected area.
- **Bloodstream infections.** With any piercing, there is the danger of this type of infection, including the hepatitis B (</English/safety-prevention/immunizations/Pages/Hepatitis-B-Vaccine-What-Parents-Need-to-Know.aspx>) or C (</English/health-issues/conditions/abdominal/Pages/Hepatitis-C.aspx>) viruses and tetanus (</English/safety-prevention/immunizations/Pages/Tetanus-Diphtheria-Pertussis-Tdap-Vaccine-What-You-Need-to-Know.aspx>). These types of infections are commonly caused by contaminated piercing equipment. It is important to be up to date on immunizations, especially hepatitis B and tetanus, before having anything pierced.
- **Dental trauma.** Tooth chipping (or fracture) is the most common dental problem (</English/health-issues/injuries-emergencies/Pages/Dental-Emergencies.aspx>) related to tongue piercing. Lip or tongue jewelry can also cause gum problems and damage to the enamel; the jewelry can also become loose and be swallowed. Researchers have also found that, in some cases, the jaw bone may be affected requiring oral surgery to preserve the teeth. Infection of the mouth or lips may cause speech, chewing, or swallowing problems or swelling that can block the throat.
- **Allergic reactions.** Nickel allergy (</English/health-issues/conditions/allergies-asthma/Pages/Nickel-Allergy.aspx>) is a very common and a potentially serious risk of piercing. Therefore, jewelry containing nickel must be avoided. It is important to know that some gold jewelry contains nickel. A reaction often requires the jewelry piece to be removed. Steroid creams can then be used to help stop the reaction. Poor quality jewelry can also cause the same problems as nickel. And teens are frequently on a tight budget, which means they may buy jewelry that is poor in quality.

- **Other jewelry-related problems.** Jewelry absolutely must be new and never used by anyone else. It should also be the right size for the body part being pierced. If it is too big it could lead to large scars or tissue damage. If it's too small, it could cut the skin or break off. Prolonged wearing of heavy jewelry also may result in an elongated or deformed earlobe.
 - Jewelry in the genital area may cause injury and can cause a condom to break or a diaphragm to dislodge—increasing the risk of pregnancy (/English/ages-stages/teen/dating-sex/Pages/Preventing-Unplanned-Parenthood.aspx) and exposure to sexually transmitted infections (/English/health-issues/conditions/sexually-transmitted/Pages/Sexually-Transmitted-Infections-Prevention.aspx).
 - Jewelry in the navel can get caught on clothing and linens. This constant irritation can delay healing. Navel piercings can take up to a year to heal completely.
 - Pointed earring posts may cause pressure sores or skin irritation when worn during sleep.
- **Tearing/accidents.** Cuts and tears are common to pierced ears and may occur after falls, motor vehicle crashes, contact sports, person-to-person violence, or accidental pulling of an earring. To prevent scar tissue from forming and/or permanent deformity, tears should be repaired within 12 to 24 hours.
- **Keloid formation.** Keloids are overgrowths of fibrous tissue or scars that can occur in some people after even minor trauma to the skin—*no small deal!* In addition to aesthetic concerns, patients with keloids may have itching and tenderness. Treatment options for keloids include: surgical excision, corticosteroid injections, cryosurgery (freezing), pressure dressings, radiation, and laser therapy. Those prone to keloid formation should probably not get piercings. Teens with a chronic medical condition or those who take daily medication (e.g., those with diabetes mellitus or taking corticosteroids) may be at a greater risk of complications from body piercings and should check with their pediatrician before getting pierced.

Frequently Asked Questions About Teen Body Piercing:

Can a teen under the age of 18 (a minor by the law) unaccompanied by his or her parent, walk right into a piercing studio and get a piercing?

- That's a complicated question, as it depends on the state. At least 38 states have laws prohibiting minors from getting piercings without parental permission. New Jersey and Delaware require written parental consent, while Pennsylvania requires a parent to be present.

I've heard that pediatricians can pierce ears, etc. Is that true?

- Because piercing studios are unregulated in many states, some pediatricians may choose to perform body piercing procedures in their own office setting. However, not all pediatricians offer this service and it is not covered by insurance.

What questions should I ask about a piercing studio's process before my teen decides to get it?

- Does the person doing the piercing wash his or her hands with a germicidal soap, wear fresh disposable surgical gloves, and use sterilized instruments or instruments that are thrown away after use? Although earrings may be sterilized before use, most piercing "guns" are not sterilized between procedures. Ear piercing systems using disposable sterile cassettes are available but are not always used. The professional piercer should be observed putting on new disposable gloves and removing new equipment from a sterile container. Click here (https://www.memberleap.com/members/directory/search_bootstrap.php?org_id=AOPP) to see a list of the Association of Professional Piercers' approved artists in your area.

I think my daughter's piercing is infected. What are the signs? What should I do?

- Excessive redness, tenderness around the piercing site, prolonged bleeding, or change in skin color around the piercing area, are all signs that the piercing may be infected. If this is the case, or if there are other problems, such as excessive swelling or bleeding, call your pediatrician. Depending on the symptoms, he or she may recommend seeking emergency medical care. *See [Is It a Medical Emergency, or Not?](#)* (/English/family-life/health-management/Pages/Is-It-a-Medical-Emergency-or-Not.aspx).

Body Piercing Deserves Healthy Conversation:

Understanding the complications associated with piercing can help parents and teens make the right choices together. Sometimes, it's helpful to discuss any issues behind a teen's desire for a piercing and changing his or her appearance. Honest and open conversations between parents and teens—discussing the pros, cons, and underlying intentions—are essential.

Additional Information & Resources:

- Talking About Tattoos with Your Teen: AAP Policy Explained (/English/ages-stages/teen/Pages/Tattoos.aspx)
- Avoiding Infection After Ear Piercing (/English/health-issues/conditions/ear-nose-throat/pages/Avoiding-Infection-After-Ear-Piercing.aspx)
- How to Communicate with and Listen to Your Teen (/English/family-life/family-dynamics/communication-discipline/Pages/How-to-Communicate-with-a-Teenager.aspx)
- Communicating with Your Teen: Avoiding the 'Should Do' (Video) (/English/family-life/family-dynamics/communication-discipline/Pages/Communicating-with-Your-Teen-Avoiding-the-Should-Do-Video.aspx)
- Piercing and Tattoos (<https://medlineplus.gov/piercingandtattoos.html>) (US National Library of Medicine)
- Piercing FAQ (<https://safepiercing.org/piercing-faq/>) (Association of Professional Piercers)

Last Updated 4/28/2021

Source Committee on Adolescence (Copyright © 2017 American Academy of Pediatrics)

The information contained on this Web site should not be used as a substitute for the medical care and advice of your pediatrician. There may be variations in treatment that your pediatrician may recommend based on individual facts and circumstances.

Adolescent Tattoos, Body Piercings and Body Modifications

Featured Expert

- [Jasmine Reese, M.D., M.P.H.](#)

Studies have shown that an estimated 10-23 percent of adolescents have tattoos and 27-42 percent had body piercings. Among high school students who don't already have a tattoo, more than 50 percent said they are interested in getting one. Previous reports and data used to be focused on high risk youth but we have seen that body modification has become more of a mainstream trend. [Jasmine Reese, M.D.](#), director of the [Adolescent and Young Adult Specialty Clinic](#) at [Johns Hopkins All Children's Hospital](#), explains why this topic is so important for teens and their parents and what to consider when making decisions about body modification.

What are some of the things parents and teens should consider?

Although tattoos, body piercings and body modification is becoming much more popular among adolescents and young adults, it is important for families and teens to understand health risks that could be associated and what potential complications could exist. First, it is important for teens and their parents to make this decision together. Tattoos and body piercings are permanent and you want to be sure you are well informed before making such a big decision. Considering the sanitation and hygienic environment of the tattoo parlor you choose is also very important. For example, they should be using new, disposable gloves, new and sealed equipment and needles, and unused ink into a new container.

Are there complications and health risks associated with tattoos and body piercings?

Tattooing can be associated with transmission of some bacterial infections and viral infections including Hepatitis B, C and HIV. This is again why it is so important to consider the cleanliness of the tattoo parlor. There also have been some case reports of certain types of skin cancers. Although more research is needed in this area, it is important to consider not getting a tattoo placed over a skin nevi (a mole) that your doctor may want to monitor for changes over time. When thinking about removing a tattoo it is important to consider factors such as time, cost and number of treatments needed. It has been reported that an individual can need up to 47 treatments to show some significant removal of a tattoo. Other methods of removal may cause skin color changes, scarring or limited effectiveness.

For body piercings, one should consider the similar standards of cleanliness and hygiene but also think about location of the piercing and permanent stretching of the skin. For

example, there is a high incidence of chipping a tooth after getting a tongue piercing. Removing all jewelry from body parts before playing contact sports is highly recommended to prevent other bodily injuries.

Will having a tattoo or body piercing affect future employment?

In the past, the various types of body modification were often associated with teens and young adults who were engaging in high risk behaviors including substance use, violence, sexual behavior and self-harming behaviors. More recent data has shown that this link is much less common. When comparing the perception and opinions of tattoos among older generation and younger generations, those individuals younger than the age of 50 tend to be more accepting or indifferent about tattoos in general.

Based on recent survey data, having a tattoo was one of the top 3 things that people felt was limiting their career potential and employment options. But we know that our youth and young adults of today will become our leaders and employers of tomorrow so we may continue to see a trend toward acceptability and this is really yet to be seen. Since there is still such variable opinion on this, it should be something to keep in mind when considering what tattoo you choose and where you choose to place it on your body.

What are some alternative options to consider?

If parents are still on the fence on whether or not they want to give their teen permission to get a tattoo, another option may be to get a temporary tattoo, or a henna. These will usually last for two to six weeks and will allow you to have the time to really decide if you wanted something more permanent. Henna tattoos are relatively safe but you should discuss this option with your pediatrician first, especially if you have any chronic medical illnesses.

Materials contained in this agenda are proposed topics for discussion and are not to be considered as regulation or official Board position.
DRAFT AGENDA
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Commonwealth of Virginia
 Department of Professional and Occupational Regulation
 9960 Mayland Drive, Suite 400
 Richmond, Virginia 23233-1485
 (804) 367-8509
www.dpor.virginia.gov
barbercosmo@dpor.virginia.gov



**Virginia Board for Barbers and Cosmetology
 EAR-PIERCING CLIENT DISCLOSURE FORM**

Date Piercing Performed _____
MM/DD/YYYY

Client's Name _____
Last First Middle Suffix

Client's Date of Birth _____
MM/DD/YYYY

Type of ID Provided _____

No person shall perform ear-piercing on a person less than eighteen years of age, knowing or having reason to believe such person is less than eighteen years of age except (i) in the presence of the person's parent or guardian OR (ii) when performed by or under the supervision of a medical doctor, registered nurse or other medical services personnel licensed pursuant to Title 54.1 when performing their duties.

In addition, no person shall perform ear-piercing on any client unless he complies with the Centers for Disease Control and Prevention's guidelines for "Universal Blood and Body Fluid Precautions" and provides the client with the following disclosure:

1. Ear-piercing is an invasive procedure in which the skin is penetrated by a foreign object.
2. If proper sterilization and antiseptic procedures are not followed by the ear-piercers, there is a risk of transmission of blood borne pathogens and other infections, including, but not limited to, human immunodeficiency viruses (HIV) as well as Hepatitis B and C viruses.
3. Ear-piercing may cause allergic reactions in persons sensitive to the metals used.
4. Ear-piercing may involve discomfort or pain for which appropriate anesthesia cannot be legally made available by the person performing the ear-piercing unless such person holds the appropriate license from a Virginia health regulatory board.

Listed below are some of the possible risks and dangers associated with receiving an ear-piercing:

1. The possibility of discomfort or pain;
2. The possibility of scarring;
3. The possibility of bleeding;
4. The possibility of swelling;
5. The risk of infection;
6. The possibility of nerve damage; and
7. The increased risk for adolescents during certain stages of development

NOTE: The Commonwealth of Virginia makes no endorsement of the safety of the practice of ear-piercing.

CLIENT ACKNOWLEDGEMENT

By signing below, I acknowledge that:

1. I have read the information shown above.
2. I have been verbally informed by the practitioner providing the service of the risks and dangers associated with receiving an ear-piercing.
3. I have been given the opportunity to have a third party present while receiving ear-piercing services.

Client's Signature _____ Date _____

Legal Guardian Signature _____ Date _____
IF REQUIRED

Licensed Practitioner's Signature _____ Date _____

Practitioner's Virginia License No.

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Commonwealth of Virginia
 Department of Professional and Occupational Regulation
 9960 Mayland Drive, Suite 400
 Richmond, Virginia 23233-1485
 (804) 367-8509
www.dpor.virginia.gov
barbercosmo@dpor.virginia.gov

Reset Form

Print Form



**Virginia Board for Barbers and Cosmetology
 BODY-PIERCING CLIENT DISCLOSURE FORM**

Date Piercing Performed _____
MM/DD/YYYY

Client's Name _____
Last First Middle Suffix

Client's Date of Birth _____
MM/DD/YYYY

Type of ID Provided _____

No person shall perform body piercing on a person less than eighteen years of age, knowing or having reason to believe such person is less than eighteen years of age except (i) in the presence of the person's parent or guardian OR (ii) when performed by or under the supervision of a medical doctor, registered nurse or other medical services personnel licensed pursuant to Title 54.1 when performing their duties.

In addition, no person shall perform body piercing on any client unless he complies with the Centers for Disease Control and Prevention's guidelines for "Universal Blood and Body Fluid Precautions" and provides the client with the following disclosure:

1. Body piercing is an invasive procedure in which the skin is penetrated by a foreign object.
2. If proper sterilization and antiseptic procedures are not followed by the body piercers, there is a risk of transmission of blood borne pathogens and other infections, including, but not limited to, human immunodeficiency viruses (HIV) as well as Hepatitis B and C viruses.
3. Body piercing may cause allergic reactions in persons sensitive to the metals used.
4. Body piercing may involve discomfort or pain for which appropriate anesthesia cannot be legally made available by the person performing the body piercing unless such person holds the appropriate license from a Virginia health regulatory board.

Listed below are some of the possible risks and dangers associated with receiving a body-piercing:

1. The possibility of discomfort or pain;
2. The possibility of scarring;
3. The possibility of bleeding;
4. The possibility of swelling;
5. The risk of infection;
6. The possibility of nerve damage; and
7. The increased risk for adolescents during certain stages of development

NOTE: The Commonwealth of Virginia makes no endorsement of the safety of the practice of body-piercing.

CLIENT ACKNOWLEDGEMENT

By signing below, I acknowledge that:

1. I have read the information shown above.
2. I have been verbally informed by the practitioner providing the service of the risks and dangers associated with receiving a body piercing.
3. I have been given the opportunity to have a third party present while receiving body piercing services.

Client's Signature _____ Date _____

Legal Guardian Signature _____ Date _____
IF REQUIRED

Licensed Practitioner's Signature _____ Date _____

Practitioner's Virginia License No.

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**Virginia Board for Barbers and Cosmetology
 TATTOO CLIENT DISCLOSURE FORM**

Date Tattooing Performed _____
MM/DD/YYYY

Client's Name _____
Last First Middle Suffix

Client's Date of Birth _____
MM/DD/YYYY

Type of ID Provided _____

No person shall tattoo a person less than eighteen years of age, knowing or having reason to believe such person is less than eighteen years of age except (i) in the presence of the person's parent or guardian OR (ii) when performed by or under the supervision of a medical doctor, registered nurse or other medical services personnel licensed pursuant to Title 54.1 when performing their duties.

In addition, no person shall tattoo any client unless he complies with the Centers for Disease Control and Prevention's guidelines for "Universal Blood and Body Fluid Precautions" and provides the client with the following disclosure:

1. Tattooing is an invasive procedure in which the skin is penetrated by a foreign object.
2. If proper sterilization and antiseptic procedures are not followed by the tattoo artist, there is a risk of transmission of blood borne pathogens and other infections, including, but not limited to, human immunodeficiency viruses (HIV) as well as Hepatitis B and C viruses.
3. Tattooing may cause allergic reactions in persons sensitive to dyes or the metals used in ornamentation.
4. Tattooing may involve discomfort or pain for which appropriate anesthesia cannot be legally made available by the person performing the tattooing unless such person holds the appropriate license from a Virginia health regulatory board.

Listed below are some of the possible risks and dangers associated with the application of a tattoo:

1. The possibility of discomfort or pain;
2. The risk of infection;
3. The possibility of allergic reactions to the pigments or other metals used;
4. The permanence of the markings; and
5. The risks associated with tattoo removal

NOTE: The Commonwealth of Virginia makes no endorsement of the safety of the practice of tattooing.

CLIENT ACKNOWLEDGEMENT

By signing below, I acknowledge that:

1. I have read the information shown above.
2. I have been verbally informed by the practitioner providing the service of the risks and dangers associated with receiving a tattoo.
3. I have been given the opportunity to have a third party present while receiving tattooing services.

Client's Signature _____ Date _____

Legal Guardian Signature _____ Date _____
IF REQUIRED

Licensed Practitioner's Signature _____ Date _____

Practitioner's VA License No.

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Board For Barbers & Cosmetology

Monthly Cash Activity

Starting cash on hand

\$5,899,661.41

Starting date

Jul 2025

Cash minimum balance alert

\$1,179,932.28

	Jul 2025	Aug 2025	Sep 2025	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Total
Cash on hand (beginning of month)	\$5,899,661.41	\$6,147,165.84	\$6,080,422.29	\$6,508,685.34	\$6,229,867.21	\$6,486,854.83	\$6,920,358.16	\$6,422,136.17	\$6,474,779.97	\$6,608,183.71	\$6,866,482.54	\$ -	

Cash receipts

Cash sales	\$ 556,919.00	\$ 465,718.37	\$ 437,166.52	\$ 461,920.20	\$ 469,547.00	\$ 466,165.91	\$ 426,797.00	\$ 460,295.00	\$ 609,815.00	\$ 468,185.25	\$ 111,470.00	\$ -	\$4,933,999.25
Returns and allowances	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total cash receipts	\$ 556,919.00	\$ 465,718.37	\$ 437,166.52	\$ 461,920.20	\$ 469,547.00	\$ 466,165.91	\$ 426,797.00	\$ 460,295.00	\$ 609,815.00	\$ 468,185.25	\$ 111,470.00	\$ -	\$4,933,999.25
Total cash available	\$6,456,580.41	\$6,612,884.21	\$6,517,588.81	\$6,970,605.54	\$6,699,414.21	\$6,953,020.74	\$7,347,155.16	\$6,882,431.17	\$7,084,594.97	\$7,076,368.96	\$6,977,952.54	\$ -	

Cash paid out

Overhead	\$ 133,790.12	\$ 290,561.17	\$ -	\$ 388,355.90	\$ 121,779.71	\$ -	\$ 472,425.70	\$ 241,975.79	\$ 277,181.05	\$ 115,281.87	\$ -	\$ -	\$2,041,351.31
Enforcement	\$ 69,352.35	\$ 100,750.32	\$ -	\$ 109,572.96	\$ 34,775.07	\$ -	\$ 180,067.83	\$ 72,815.44	\$ 71,389.59	\$ 35,412.08	\$ -	\$ -	\$ 704,135.64
Board Administration	\$ 85,293.41	\$ 145,085.58	\$ -	\$ 200,882.84	\$ 53,474.43	\$ 32,239.75	\$ 259,302.90	\$ 88,465.14	\$ 104,388.90	\$ 56,780.86	\$ -	\$ -	\$1,025,913.81
Exams	\$ 5,742.73	\$ 9,105.20	\$ -	\$ 11,485.49	\$ 2,530.17	\$ -	\$ 13,222.56	\$ 4,394.83	\$ 4,647.34	\$ 2,261.61	\$ -	\$ -	\$ 53,389.93
Direct Board	\$ 16,549.34	\$ (13,040.35)	\$ 8,903.47	\$ 441.14	\$ -	\$ 422.83	\$ -	\$ -	\$ -	\$ 150.00	\$ -	\$ -	\$ 13,426.43
Cash Transfers	\$ (1,313.38)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,804.38	\$ -	\$ -	\$ -	\$ 17,491.00
Total cash paid out	\$ 309,414.57	\$ 532,461.92	\$ 8,903.47	\$ 740,738.33	\$ 212,559.38	\$ 32,662.58	\$ 925,018.99	\$ 407,651.20	\$ 476,411.26	\$ 209,886.42	\$ -	\$ -	\$3,855,708.12
Cash on hand (end of month)	\$6,147,165.84	\$6,080,422.29	\$6,508,685.34	\$6,229,867.21	\$6,486,854.83	\$6,920,358.16	\$6,422,136.17	\$6,474,779.97	\$6,608,183.71	\$6,866,482.54	\$6,977,952.54	\$ -	