

Katie Hobbs
 Governor

Frank L. Migali
 Executive Director

Disciplinary Guidelines and Recommended Parameters for Civil Penalties with the Cost Breakdown

Dismiss for the Following:

No Violations Found	Insufficient Evidence
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Refer To Proper Authorities For The Following Reasons:

Unlicensed Activity	Fraud
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Educate & Issue a Non-Disciplinary Letter of Concern for the Following:

Advertising issues A.R.S. § 32-572(A)(6), A.A.C. R4-10-111(A)	Advertising issues A.R.S. § 32-353(4)
Ventilation issues A.R.S. § 32-572(A)(6), A.R.S. § 32-541(B)/A.A.C. R4-10-112(S)(8)(T)(3)	
Linens not enclosed A.R.S. § 32-572(A)(6), A.R.S. §32-541(B)/A.A.C. R4-10-112(A)(3)(K)	Linens not enclosed A.R.S. §32-353(5), A.R.S. § 32-326(B)(1)A.A .C.R4-10-504(5)
Products not labeled A.R.S. § 32-572(A)(6), A.R.S. § 32-541(B)/A.A.C. R4-10-112(L)(1)(2)	Products not labeled A.R.S. § 32-353(5), A.R.S. § 32-326(B)(1)A.A .C.R4-10-504(3) (a)(b)(c)(d)
Procedure for storage of tools and instruments A.R.S. § 32-572(A)(6), §32-541(B)/A.A.C. R4-10-112(C)(1)(2)	Procedure for storage of implements A.R.S. § 32-353(5), A.R.S. § 32-326(B)(1)A.A .C.R4-10-504(A)(1)(2)
Uncovered wet disinfectant & inadequate for complete tool immersion A.R.S. § 32-572(A)(6), A.R.S. § 32-541(B)/A.A.C. R4-10-112(A)(4)	Uncovered wet disinfectant & inadequate for complete tool immersion A.R.S. § 32-353(5), A.R.S. § 32-326(B)(1)A.A .C.R4-10-504(6)

Failing to post out services not regulated by the Board A.R.S. § 32-572(A)(6), A.A.C. R4-10-111(F)	Sharing a station with another establishment license A.R.S. § 32-572(A)(6), A.A.C. R4-10-403(C)(1)
Leather storage pouch A.R.S. § 32-572(A)(6), A.R.S. § 32-541(B)/A.A.C. R4-10-112(E)(2)	Suite/Room/Unit Changes within Beauty Mall A.R.S. § 32-572(A)(6), A.A.C. R4-10-402
Licensee (employee only) found performing or attempting to perform service in an unlicensed establishment. A.R.S. § 32-572(A)(6), A.R.S. § 32-574(A)(5)	Licensee found performing or attempting to perform service in an unlicensed establishment. A.R.S. § 32-353(5), 32-355 (A)(2)
Required display issues - A.R.S. § 32-572(A)(6), A.R.S. § 32-543(1)(2)(3)/A.A.C. R4-10-113(A)(1)(2), A.A.C. R4-10-111	Required display issues - A.R.S. § 32-353(5), 32-351(A), A.A.C.R4-10-507 (C) (1)
Restroom used for storage A.R.S. § 32-572(A)(6), A.R.S. § 32-541(B)/A.A.C. R4-10-112(S)(4)	No first-aid kit A.R.S. § 32-572(A)(6), A.R.S. § 32-541(B)/A.A.C. R4-10-112(T) (1)
No blood spill kit A.R.S. §32-572(A)(6), A.R.S. §32-541(B)/A.A.C. R4-10-112(T)(1)	No blood spill kit A.R.S. §32-353(5), 32-3266 (B)(1), A.A.C.R4-10-504(7)
Inactive personal license (less than 10 months inactive) A.R.S. §32-572(A)(6), A.R.S. §32-518(A)(D)/A.A.C. R4-10-107(A)	Inactive establishment license (less than 10 months inactive)A.R.S. § 32-572(A)(6), A.R.S. § 32-544/A.A.C. R4-10-107(B)
Lapsed barber license (less than 10 months inactive) A.R.S. §32-353(5), 32-351(A); A.A.C.R4-10-507(C)(1)	Lapsed establishment license (less than 10 months inactive)A.R.S. § 32-353(5); 32-351(A),A.A.C.R4-10-507(C)(1), A.A.C.R4-10-703(B)(2)

\$50 Consent Agreement (\$25 Board Costs + \$25 Civil Penalty 1st Violation)

If a second violation occurs, the fine will increase.

Licensee working beyond their licensed category A.R.S. § 32-572(A)(6), A.R.S. § 32-501(1)(2)(5)(6)(8)(9)(10), A.R.S. § 32-574(A)(1); A.R.S. § 32-353(5), A.R.S. § 32-301(2), A.A.C.R4-10-503	Inactive personal license (over 10 months inactive-Licensee only) A.R.S. § 32-572(A)(6), A.R.S. § 32-518(A)(B)/(D)A.A.C. R4-10-107(A)
Licensee working beyond their licensed category A.R.S. § 32-353(5), A.R.S. § 32-301(2), A.A.C.R4-10-503	Lapsed Barber license (over 10 months inactive) A.R.S. § 32-353(5), 32-355(A)(1); A.A.C.R. 10-507(C)(1)



\$100 Consent Agreement (\$50 Board Costs + \$50 Civil Penalty 1st Violation)

If a second violation occurs, the fine will increase.

No manager in charge A.R.S. § 32-572(A)(6), A.R.S. §32-541(C)/A.A.C. R4-10-113	Shop supervision A.R.S. § 32-353(5), 32-351(A), A.A.C.R4-10-503(A)(B)(C)(D)
Location change (after 10 working days) A.R.S. §32-572(A)(6), A.R.S. §32-545/A.A.C. R4-10-402	Location change (after 15 working days) A.R.S. §32-353(5), A.A.C. R4-10-506
Ownership change (after 10 working days) A.R.S. §32-572(A)(6), A.R.S. §32-545/A.A.C. R4-10-402	Ownership change (after 15 working days) A.R.S. §32-353(5),A.A.C. R4-10-506
Allowing a licensee to practice or attempt to practice services with an Inactive personal license (over 10 months inactive) A.R.S. §32-572(A)(6), A.R.S. §32-517,8(D)/A.A.C. R4-10-107(A)	Allowing a licensee to practice or attempt to practice services with an Inactive personal license (over 10 months inactive) A.R.S. § 32-353 (5), 32-355(A)(1), 32-327(A);A.A.C.R. 10-507(C)(1)
Equipment violations A.R.S. §32-572(A)(6), A.A.C. R4-10-403, A.A.C. R4-10-112(E)(7)	Equipment violations A.R.S. §32-353(5), 32-326 (B)(2); A.A.C.R4-10-702(A)(B)
Name change (after 10 working days) A.R.S. §32-572(A)(6), A.R.S. §32-545/A.A.C. R4-10-402	Mobile service violations A.R.S. §32-572(A)(6), A.R.S. §32-501(11)(b)(c), A.A.C. R4-10-111(D), A.A.C. R4-10-404

\$150 Consent Agreement (\$75 Board Costs + \$75 Civil Penalty 1st Violation)

If a second violation occurs, the fine will increase.

Inactive establishment license (over 10 months inactive) A.R.S. §32-572(A)(6), A.R.S. §32-544/A.A.C. R4-10-107(B)	Lapsed Barbershop Establishment license (over 10 months inactive) A.R.S. § 32-353(5), 32-355(A)(1), 32-327(B); A.A.C.R. 10-507(C)(1)
Laser requirement violations A.R.S. §32-572(A)(6), A.R.S. §32-516	



\$250 Consent Agreement (\$200 Board Costs + \$50 Civil Penalty 1st Violation)

If a second violation occurs, the fine will increase.

Inactive personal license (over 2 years inactive) A.R.S. §32-572(A)(6), A.R.S. §32-518(A)(B)(D)/A.A.C.R4-10-107(A)	Lapsed Barber license (over 2 years inactive) A.R.S. § 32-353(5), 32-355(A)(1), 32-327(C); A.A.C.R. 10-507(C)(1)
Inactive establishment license (over 1 year); over 2 years considered unlicensed establishment A.R.S. §32-572(A)(6), A.R.S. §32-544(B)	Lapsed Barbershop Establishment license (over 1 year inactive); over 2 years considered unlicensed establishment A.R.S. § 32-353(5), 32-355(A)(1), 32-327(B); A.A.C.R. 10-507(C)(1)
Salon allows licensees to work beyond their licensed category. (\$250 per individual) A.R.S. §32-572(A)(6), A.R.S. §§32-501, 32-574(4), A.A.C. R4-10-113(A)(B)	Salon allowing unlicensed operators (\$250 per individual) A.R.S. §3 2-572(A)(6), A.R.S. §32-574(4)
A manager may not permit an employee or another person under his supervision or control to work beyond the scope of a license(\$250 per individual) A.R.S. §32-553(5), 32-301(2); A.A.C.R4-10-703 (B)(3)	A manager may not permit an employee or another person under his supervision or control to practice barbering without a license being issued (\$250 per individual) A.R.S. §32-553(5), 32-355(A)(6); A.A.C.R4-10-703 (B)(1) (not to exceed \$500)
Practice barbering without a current barber license. Students cannot take the barber exam without signing the consent agreement and paying the fine. A.R.S. § 32-353(5), 32-355 (A)(1)	Multiple violations A.R.S. §32-572(A)(6), A.R.S. §32-574(9)
Unlicensed establishment (operating and performing services)(fine to be paid by the owner, if licensed) A.R.S. §32-572(A)(6), A.R.S. §32-574(A)(5)(8)	Unlicensed barbershop-(operate & practice)(fined to be paid by owner, if licensed A.R.S. 32-353(5), 32-355(A)(2)
Residence in a salon or school A.R.S. §32-572(A)(6), A.A.C. R4-10-112(S)(3)	
No EPA-registered disinfectant was found in the salon A.R.S. §32-572(A)(6), A.R.S. §32-541(B)/A.A.C. R4-10-112 (A)(5)(6)	Barber-no EPA registered disinfectant was in the shop; A.R.S. §32-326(B)(1);A.A.C. R-4-10-504 (A)(2)
Sanitation (stations, animals) A.R.S. §32-572(A)(6), A.R.S. §32-541(B)/A.A.C. R4-10-112	Sanitation (stations, animals) A.R.S. §32-353(5); (A)(6), A.R.S. §32-326(B)(1)/A.A.C. R4-10-504(A)(10(a)(B), A.A.C.R4-10-507(C)(3)
Cleaning/Disinfecting of Pedicure spas (circulating/non-circulating tubs) A.R.S. § 32-572(A)(6), A.R.S. § 32-541 (B), A.A.C. R4-10-112 (G)(1)(2)	

\$500 Consent Agreement (\$400 Board Costs + \$100 Civil Penalty 1st Violation)

If a second violation occurs, the fine will increase.

MMA (methyl methacrylate monomer & methylene chloride) Product containing hazardous substances banned by the FDA A.R.S. § 32-572 (A)(6), A.R.S. § 32-541 (B) A.A.C. R4-10-112 (M)(1)(2)	MMA (methyl methacrylate monomer & methylene chloride) Product containing hazardous substances banned by the FDA A.R.S. § 32-326(B)(1), A.A.C.R4-10-504(A)(9)
Repeated sanitation violations A.R.S. §32-572(A)(6), A.R.S. §32-572(A)(8), A.R.S. §32-541(B); A.A.C.R4-10-112	

\$500 to \$2,000 Consent Agreement (\$400 Board Costs + \$ Remaining Civil Penalty)

Gross health/safety infractions A.R.S. §32-572(A)(6), A.R.S. §32-541(B)/A.A.C. R4-10-112	Gross health/safety infractions (not to exceed \$500) A.R.S. §32-353(5), 32-326(B)(1); A.A.C.R4-10-504
Providing false information to the Public/Board A.R.S. §32-572(A)(6), A.R.S. §32-572(A)(5)(6)(7)	Providing false information to the Public/Board A.R.S. §32-353(6), A.R.S. §32-355(A)(5)(8) (not to exceed \$500)
Violations while on probation A.R.S. §32-572(A)(6), A.R.S. §32-572(9)	Violations while on probation A.R.S. §32-353(5), A.R.S. §32-355(A)(9), 32-352(4)
Repeat salon allowing unlicensed operators A.R.S. §32-572(A)(6), A.R.S. §32-574(4)	Repeat barbershops allowing unlicensed operators A.R.S. §32-353(5); 32-355 (A)(9) (not to exceed \$500)



School Violations
Informal Interview Without Negotiation Terms

Monthly report no later than the 10th day of each month A.R.S. §32-572(A)(6), A.A.C. R4-10-204(D)	Monthly report no later than the 10th day of each month A.R.S. §32-353(5), A.A.C.R4 -10-808
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\$50 Consent Agreement (\$25 Board Costs + \$25 Civil Penalty)

School and/or Instructor licenses not posted A.R.S. §32-572(A)(6), A.R.S. § 32-554	School and/or Instructor licenses not posted A.R.S. §32-353(5), 32-351(B)
Dirty neck duster and or not using neck strips A.R.S. § 353(5). 32-326 (A)(2); A,A,C,R-10-504 (A)(2)	
Dirty neck duster and or not using neck strips A.R.S. § 353(5). 32-326 (A)(2); A,A,C,R-10-504 (A)(2)	
School and/or Instructor licenses not posted A.R.S. §32-353(5), 32-351(B)	Advertising issues A.R.S. §32-353(5), 32-329 (2)

\$250 CONSENT AGREEMENT (\$200 Board Costs \$50-Civil Penalty)

Student file violations (per student) A.R.S. §32-572(A)(6), A.R.S. §32-561/A.A.C. R4-10-20	Student file violations (per student) (not to exceed \$500) A.R.S. §32-353(5); A.A.C.R4-10-808
Inactive school license A.R.S. §32-572(A)(6), A.R.S. §32-564(B)	Inactive school license A.R.S. §32-353(5), 32-327(B)
Inactive instructor license (up to 2-years) A.R.S. §32-572(A)(6), A.R.S. §32-535(C), 32-537(D)	Inactive instructor license (up to 2-years) A.R.S. §32-353(5), 32-327(B), 32-355; A.A.C.R4-10-509(B)(C)

\$500 to \$2,000 Consent Agreement (\$400 Board Costs + \$ Remaining Civil Penalty)

Unlicensed school (fine to be paid by owner/director if licensed) A.R.S. §32-572(A)(6), A.R.S. §32-574(A)(8)	Unlicensed school (fine to be paid by owner/director if licensed) A.R.S. §32-353(5), 32-355(A)(2) (not to exceed \$500)
School allowing unlicensed instructors A.R.S. §32-572(A)(6), A.R.S. §32-574(4)(12)	School allowing no unlicensed instructors A.R.S. §32-353(5), 32-355(2)

ARIZONA

BARBERING & COSMETOLOGY
BOARD

<p>Fraudulent and/or false information to the Public/Board A.R.S. §32-572(A)(6), A.R.S. §32- 572(A)(5)(7), A.R.S. §32-574(A)(6)</p>	<p>Fraudulent and/or false information to the Public/Board A.R.S. §32-353(5), 32-353 (3), A.R.S. §32- 32-355(5)(8)</p>
<p>Repeated sanitation violations A.R.S. §32-572(A)(6), A.R.S. §32-572(A)(8)</p>	