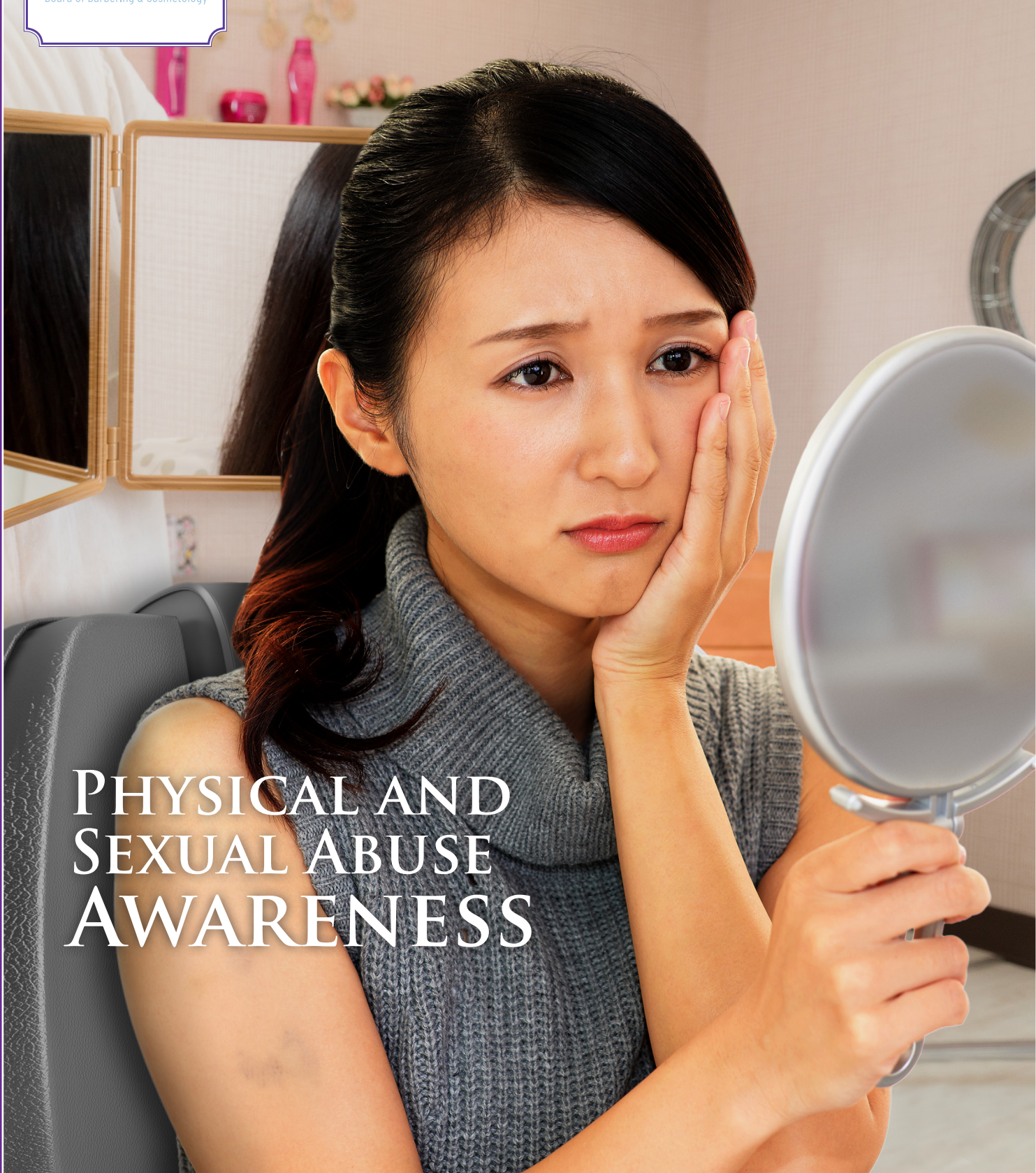




No VIOLENCE in Beauty



PHYSICAL AND
SEXUAL ABUSE
AWARENESS

Promoting
Health
and **Safety**
through
Education



Mission of the BBC

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

Physical and Sexual Abuse Awareness

Licensees in the barbering and beauty industry are in a unique position to help assist victims of physical and sexual abuse. Due to the intimate nature of many services provided and the close personal bonds that are often formed between a licensee and a client, licensees may see things often missed by the casual observer. This close bond is often carried on throughout many years, often throughout the entire career of the licensee.

It is the intent of the board to raise awareness among licensees by providing an overview of some of the signs of physical and sexual abuse licensees may encounter while engaging with their clients so that they may be able to recognize them and direct the victims where to go for help. Case studies included in this booklet will aid licensees in determining the best method for assisting a victim.

The awareness training presented here is not all-inclusive but rather a starting point in the expansion of knowledge for a licensee. Licensees are encouraged to continue to expand their knowledge on the subjects presented as they progress through their careers and to actively look for ways to provide safe aid to at-risk clients.

Additionally, establishment owners are encouraged to use the information presented within the booklet for staff health and safety trainings.

SPECIAL NOTE TO LICENSEES

A licensee is NOT required to act on information obtained during the course of employment concerning potential physical and sexual abuse unless otherwise required by law (California Business and Professions Code section 7319.7(a)).

If you believe you have identified a victim of any sort of physical or sexual abuse, contact local law enforcement, explain the situation, and leave it in their hands. Do not attempt to rescue the victim; it may be unsafe for both you and the potential victim. Allow law enforcement officials to do their job. For urgent situations, notify local law enforcement immediately by calling 911.

CAUTION: At times, involving law enforcement can create a more dangerous situation for the victim, so use the utmost discretion during these situations.



#NoViolenceinBeauty is a board-sponsored campaign designed to promote physical and sexual abuse awareness.



ANYONE can be a victim of domestic violence.

#NoViolenceinBeauty

The California Board of Barbering and Cosmetology actively seeks to promote physical and sexual abuse awareness among its licensees and developed the #NoViolenceinBeauty campaign with that purpose. See what the board is currently doing to help stop physical and sexual abuse by visiting its website at www.barbercosmo.ca.gov/consumers/noviolenceinbeauty.shtml.

Domestic Violence

The National Coalition Against Domestic Violence defines domestic violence as the willful intimidation, physical assault, battery, sexual assault, and/or other abusive behavior as part of a systematic pattern of power and control perpetrated by one intimate partner against another. It includes physical violence, sexual violence, threats, emotional, and/or psychological abuse. Domestic violence is prevalent in every community and affects all people regardless of age, socioeconomic status, sexual orientation, gender, race, religion, or nationality. Domestic violence is a learned pattern of behavior.

ANYONE can be a victim.

Warning signs that a client may be experiencing domestic violence may include:

- The client often cancels appointments at the last minute for reasons that sound untrue.
- The client frequently apologizes for their partner and is always worried about upsetting them.
- The client is giving up things that used to be important to them, becoming more and more isolated.
- The client's weight or appearance has changed dramatically.
- The client has injuries (bruising, hair appears to have been ripped out, mobility issues) they cannot explain, or their explanations just do not add up.

Abusive partners in the lesbian, gay, bisexual, transgender, queer (LGBTQ) and HIV-affected communities may use additional tactics of asserting power over their partners. These tactics may be more difficult for the licensee to identify; however, if the licensee witnesses any of the tactics listed, it is likely that the client may be experiencing abuse.

The following list has been adapted from a list developed by FORGE, a national transgender antiviolence organization (FORGE-Forward.org). In abuse situations, the partner:

- Uses pronouns not preferred or calls someone “it.”
- Threats to “out” someone to their employer, friends, or family members.
- Tells the partner they will never find another partner who treats them better (social isolation).
- Ridicules how someone’s body looks.
- Claims they know what is best for someone, how they should dress or wear makeup (or not), negating personal decisions.

Providing Assistance to a Victim of Domestic Violence

If you believe you have encountered a victim of domestic violence, attempt to reach out to the client by using language such as:

- Is everything OK?
- I am concerned about you.
- I couldn’t help but notice that you have several bruises around your neck area.

Most importantly, without endangering yourself or the victim, provide them with information on where they can go for help and support.

Threat Assessment

Licensees should never put themselves, their clients, co-workers or the potential victim at risk.

Caution and discretion should be used when providing aid to a victim. Efforts should be made to assess the level of risk to the licensee when attempting to assist a domestic violence survivor. Licensees may consider asking the domestic violence survivor the following questions:

- Are you still living with the person causing you harm?
- Have you ever tried to leave?
- What happened when you left?
- Do you have a restraining order issued?
- Does the abuser have any guns, knives, or any other type of weapon available to him/her?
- Does he/she monitor your whereabouts, stalk, or follow you around?

Information provided by the domestic violence survivor from these questions may help the licensee determine what actions are appropriate and what information may be provided to law enforcement, if necessary.

Always exercise the utmost caution when attempting to assist the domestic violence survivor—never put the survivor, yourself, other co-workers, or clients in danger.

Providing Assistance to Victims of Domestic Violence

DO:

- Tell them you are concerned for their safety.
- Believe the victim.
- Remind them that it is not their fault and they do not deserve to be abused.
- Offer support and be patient.
- Encourage them to document threatening text messages, voicemails, and social media posts.
- Provide them with information on where they can go for help and support.

DO NOT:

- Tell the victim you know how they feel.
 - Be forceful or judgmental.
 - Try to be a counselor.
-
-

Safety Planning

A safety plan is a personalized action plan designed to optimize the survivor's safety at every stage of an abusive relationship. A good safety plan involves assistance on how to cope with emotions, how to tell friends and family about the abuse, how to take legal action, and more. When assisting survivors of domestic violence, the licensee may direct the survivor to organizations such as the National Domestic Violence Hotline for assistance in safety planning. These professionals are in the best position to help the survivor in putting a personalized safety plan in place. For more information, please see the National Domestic Violence Hotline brochure, "Safety Planning: Safety Plans Can Save Lives," at:

- www.thehotline.org/wp-content/uploads/sites/3/2015/05/Hotline-safetyplan.pdf (English)
- www.thehotline.org/wp-content/uploads/sites/3/2015/05/Hotline-personalsafetyplan-esp.pdf (Spanish)

The National Domestic Violence Hotline (800-799-7233) is the only national organization that directly serves victims of domestic abuse. It is staffed by highly trained, expert advocates who are available to talk with anyone affected by physical, emotional, verbal, sexual, or financial abuse. The hotline also offers an online chat service at www.thehotline.org that is available 24/7. The services are free and confidential, and this

organization has the largest and most comprehensive database of local and national resources in the country.

Refusing Assistance

A licensee may become aware that abuse is happening to a client but the victim does not seem to want any assistance. There are many reasons why a victim may choose to stay with an abuser. Some of these reasons may include a belief that:

- Their life is in danger if they leave.
- The abuse is temporary.
- They can change the abuser.
- It will never happen again.
- They have a responsibility to the family to stay.
- There are more good times ahead.
- They have no other option to support themselves. This is often the case with immigrant populations and those who speak limited English.

Never disparage or demean a victim for their choice. Always respect their right to privacy or right to refuse help. Most importantly, remember the licensee's role in victim assistance is to direct the victim to professionals trained to aid the victim. If that assistance is not welcome, it is inappropriate to pressure the victim to act when they are not ready to and it may even put the victim's life in danger.

Cycle of Violence

In 1979, Dr. Lenore Walker developed the “Cycle of Violence” theory, which explores the reasons why victims stay with abusers beyond commonly acknowledged reasons such as low self-esteem, isolation, and family pressure. The theory explores the phases an abusive relationship goes through as it progresses to violence. These phases may not happen to all domestic violence survivors, but these are actions that may occur over a period of time. The “cycle of violence” phases are:

Tension Building

Tension builds within the people in the relationship. The abuser may be overly sensitive, angry and threatening. During this time the victim may try to calm the abuser, try to reason with them, or completely withdraw or avoid the abuser.

Explosion

A peak of violence (physical/sexual/emotional) is reached during this phase. Tension is released, and the

abuser no longer has control of him/herself. The victim may fight back or try to reason with the abuser.

Honeymoon

During this phase the abuser begins to feel ashamed (not for hurting the victim but for the chance of being caught and punished for his/her actions) and may attempt to apologize or justify their actions. The abuser may promise that the abuse will never happen again and may try to blame other factors such as stress at work or alcohol or even the victim. They may be very loving and attentive and may deny the abuse took place or say it was not as bad as the victim claims. Often the victim is relieved and happy, and after having shared such an emotional experience with the abuser—by “getting through” something together—may feel even closer to the abuser than before. This feeling can be addictive and may be one reason why a victim chooses to stay with the abuser.

This cycle can happen repeatedly and each stage can last a different amount of time in each relationship.

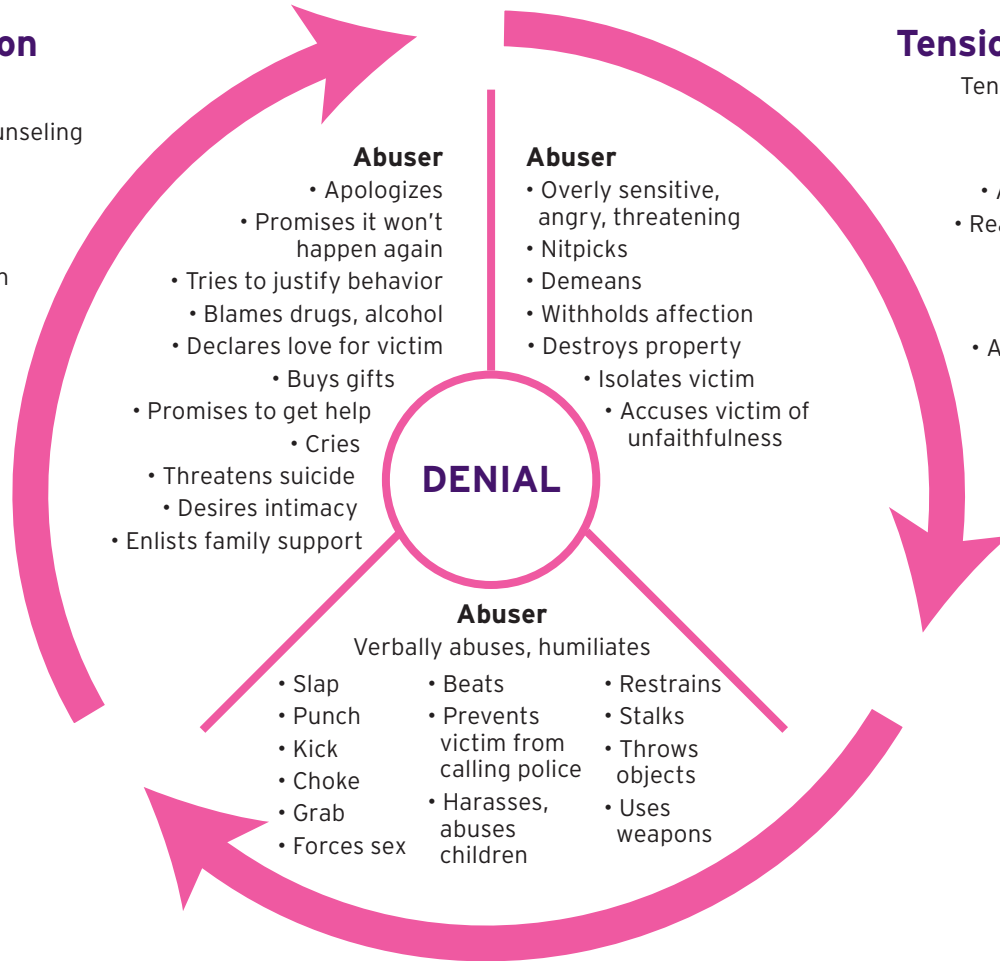


The National Domestic Violence Hotline can assist in safety planning.

Honeymoon

Victim

- Arranges counseling for abuser
- Drops legal proceedings
- Agrees to return, stay in relationship
- Forgives
- Hopeful
- Relieved
- Happy



Abuser

- Apologizes
- Promises it won't happen again
- Tries to justify behavior
 - Blames drugs, alcohol
- Declares love for victim
 - Buys gifts
- Promises to get help
 - Cries
- Threatens suicide
- Desires intimacy
- Enlists family support

Abuser

- Overly sensitive, angry, threatening
- Nitpicks
- Demeans
- Withholds affection
- Destroys property
 - Isolates victim
 - Accuses victim of unfaithfulness

DENIAL

Abuser

Verbally abuses, humiliates

- | | | |
|--------------|---------------------------------------|------------------|
| • Slap | • Beats | • Restrains |
| • Punch | • Prevents victim from calling police | • Stalks |
| • Kick | • Harasses, abuses children | • Throws objects |
| • Choke | | • Uses weapons |
| • Grab | | |
| • Forces sex | | |

Tension Building

Tension builds in the relationship.

Victim

- Attempts to calm
- Reason with abuser
 - Withdraws
 - Tries to satisfy with food
- Avoids arguments
 - Compliant
 - Nurturing

Explosion

Victim

- | | |
|----------------------------|-------------------|
| • Protects self in any way | • May call police |
| • Tries to reason, calm | • May leave |
| | • Fights back |

Graphic depicts the 'Cycle of Violence' developed by psychologist Dr. Lenore E. Walker, EdD, author of 'The Battered Woman Syndrome,' now in its fourth edition.

Use the following case studies to think about and practice how you might assist a client or workmate that is a domestic violence survivor.

CASE STUDY #1

Jennifer, a client of 10 years, has come in for her regularly scheduled haircut. At the last appointment you noticed some bruises on Jennifer's arm, but you were not sure how she got the bruises and since she did not say anything about the injury and you have never observed any injuries on her prior, you did not ask how she got them. However, during this visit while shampooing her hair, you notice some bruising around the back of Jennifer's neck and she has a large bump on the top of her head.

Based on what you have observed, how might you initiate a conversation regarding the noted injuries? Here are some options:

YOU MAY: Start the conversation by saying, "I couldn't help but notice you have some bruising around the back of your neck, and on your last visit, I noticed bruising on your arm. I am worried about you. Is everything all right?"

If Jennifer confides in you that some type of abuse is currently occurring, how might you provide her with support?

YOU MAY: Remind Jennifer that it is not her fault and she does not deserve to be abused. Be supportive and patient. Encourage her to document any threatening text messages, voicemails, and social media posts. Most importantly, encourage Jennifer to call the National Domestic Violence Hotline.

What are some things you should NOT say to Jennifer if she is in fact experiencing abuse?

YOU SHOULD NOT: Tell Jennifer you know how she feels. You should not counsel Jennifer, as you are not a medical professional. You should not make judgmental statements, such as, "I can't believe you haven't already left that jerk" or, "You need to leave him!"



CASE STUDY #2

Maureen, a new client, has come into the establishment and requested that you highlight her hair. After situating Maureen in your chair, draping her for the service and sectioning her hair, you observe a large cut on the top of her head. Surprised, you ask Maureen how she obtained the injury. She becomes withdrawn and states she would rather not discuss it. Based on Maureen's body language and actions, you strongly suspect abuse may be occurring.

What might you say to show you support her and her decision not to discuss the circumstances surrounding her injury?

YOU MAY SAY: Maureen, I respect your privacy, but if you ever would like to talk or need any help, please give me a call. I am always here to listen.

CASE STUDY #3

Lisa, a first-time client, has come to see you for a bikini wax. After Lisa is on the treatment table, you notice unusual bruising through the middle of her torso and inner thigh. The bruising will not affect the bikini wax but is concerning due to the possibility that Lisa may have a disorder that causes the issue. You ask her about the bruising, but she becomes evasive, and then tries to "over-explain" the injuries and assures you that the injury is not precipitated by a medical disorder. She becomes adamant that you provide her with a bikini waxing. You strongly suspect the injuries are a result of domestic violence.

Since Lisa is a new client and you do not have a relationship built with her, how should you handle this situation?

YOU MAY SAY: Lisa, I am concerned about the bruising you have. When I do the bikini wax it could cause additional bruising. Is this a common occurrence for you?

If Lisa still will not discuss how she obtained the injury, do not assume that there is domestic abuse. Instead, have brochures and the hotline information available within the treatment room and other public areas of your workspace. Do not be a therapist—work within your scope of practice.

If Lisa does open up and becomes emotional on the treatment table, have the resources ready to refer to and pass on to her. DO NOT call the hotline for her. Provide her with the resources so that she can make the decision on her own to call or not call.

CASE STUDY #4

You are a new electrologist. You have befriended Meg, a fellow electrologist working with you in the establishment. Lately, you notice Meg is withdrawing from social interaction with you and the other employees. Additionally, she has a sore neck that recently was so bad she could not handle receiving an electrology service on her eyebrows and lately she has been crying in the bathroom. When it is time to close the shop at night, you begin to notice Meg's partner is always waiting for her and one day you observe an argument in the parking lot that turned physical with a push.

What should you do? How would you handle this situation?

YOU MAY: Express your concern to Meg, but do not get drawn into any sort of drama between her and the partner. Let her know that you saw the interaction in the parking lot and that you are concerned for her safety. Direct Meg to the resources that are available to her. Always maintain your safety, do not interact with the partner, or get into the middle of a fight between the partner and Meg. If a social relationship exists outside of work, rethink the amount of interaction you are having with Meg and her partner.



Long-term symptoms of sexual abuse or assault include anxiety, fear, or post-traumatic stress disorder.

Sexual Abuse or Assault

While the legal definition of sexual abuse or assault varies from state to state, the American Psychological Association provides the following definition for sexual abuse:

“Sexual abuse is unwanted sexual activity, with perpetrators using force, making threats or taking advantage of victims who are not able to give consent. Most victims and perpetrators know each other. Immediate reactions to sexual abuse include shock, fear or disbelief. Long-term symptoms include anxiety, fear or post-traumatic stress disorder.”

RAINN (Rape, Abuse & Incest National Network) is the nation's largest anti-sexual violence organization. RAINN provides the following warning signs that a person may be the victim of sexual assault or abuse:

- Withdrawing from other relationships or activities; for example, spending less time with friends.
- Saying that their partner does not want them to engage in social activities or is limiting their contact with others.
- Disclosing that sexual assault has happened before.



Withdrawing from relationships or spending less time with friends can be warning signs that a person may be the victim of sexual assault or abuse.

- Mentioning that a partner is trying to limit their contraceptive options or refusing to use safer sexual practices, such as refusing to use condoms or not wanting them to use birth control.
- Mentioning that their partner is pressuring them to do things that make them uncomfortable.
- Signs that a partner is controlling their means of communication, such as answering their phone or text messages or intruding into private conversations.
- Visible signs of physical abuse, such as bruises or black eyes.
- Unusual weight gain or weight loss.
- Unhealthy eating patterns, like a loss of appetite or excessive eating.
- Sexually transmitted infections (STIs) or other genital infections.
- Signs of depression, such as persistent sadness, lack of energy, changes in sleep or appetite, withdrawing from normal activities, or feeling “down.”
- Anxiety or worry.
- Notable changes in self-care, such as paying less attention to hygiene, appearance, or fashion.

- Self-harming behavior.
- Expressing thoughts about suicide or suicidal behavior.
- Excessive drinking or drug use.

If you suspect sexual abuse or an assault has occurred, talk to someone who is trained to help. Call the National Sexual Assault Hotline at (800) 656-HOPE (4673) or chat online at [online.rainn.org](https://www.online.rainn.org).

Elder Abuse

Elder abuse is “a single, or repeated act, or lack of appropriate action, occurring within any relationship where there is an expectation of trust, which causes harm or distress to an older person.” This definition has been adopted by the World Health Organization (WHO) from a definition put forward by Action on Elder Abuse, a registered charity in the United Kingdom that works to protect and prevent the abuse of vulnerable older people.

It includes harm by people the older person knows or has a relationship with such as a spouse, partner, family member, friend, or neighbor, or people that the older person relies on for services. Many forms of elder abuse are recognized as types of domestic violence or family violence since they are committed by family members.

While a variety of circumstances are considered elder abuse, it does not include general criminal activity against older persons, such as home break-ins, muggings in the street, or distraction burglary, where a stranger distracts an older person at the doorstep while another person enters the property to steal.

Warning signs that elder abuse may be occurring include:

- Bruises, pressure marks, sprained or broken bones, abrasions, or burns.
- Injuries that happen repeatedly.
- Painful reaction, if touched.
- Unexplained withdrawal from normal activities, a sudden change in alertness, or unusual depression.
- Unexplained or sudden changes in finances.
- Changes in personality, behavior, or physical condition.
- Signs of isolation, being controlled, and/or threatened.

Each California county has an Adult Protective Services (APS) agency to help elderly adults (65 years and older) and dependent adults (18-64 who are disabled), when they are unable to meet their own needs or are victims of abuse, neglect, or exploitation. County APS agencies investigate reports of abuse of elders and dependent adults who live in private homes, apartments, hotels, or hospitals.

APS staff also provide information and referrals to other agencies and educate the public about reporting requirements and responsibilities under elder and dependent adult abuse reporting laws.

Cross-reporting APS agencies, law enforcement agencies, and the Office of the State Long-Term Care Ombudsman (OSLTCO) have the responsibility to cross-report allegations of abuse to the appropriate law enforcement agencies, public agencies, and licensing entities having jurisdiction over these cases.

To report elder abuse or dependent adult abuse in the community, contact your county APS office at www.cdss.ca.gov/inforesources/Adult-Protective-Services. Abuse reports may also be made to your local law enforcement agency.



Elder abuse includes harm by people the older person knows, has a relationship with, or relies on for services.

CASE STUDY #5

You have been cutting Mr. Jones' hair for the last 10 years. You guess he may be in his early 80s. He has always been a kind, happy person. Lately, though, you notice he seems out of sorts and withdrawn. You also notice that his appearance has changed. He seems to have lost interest in his appearance because now he often comes in with soiled, wrinkled clothes; something that never used to happen. While sitting Mr. Jones in your chair for a haircut, you try to assist him by taking hold of his arm to help him into the chair. He flinches and acts as though he is in pain. His care provider comes in to retrieve Mr. Jones, and he seems scared and afraid of her.

What would you say to Mr. Jones to make sure he is OK?

YOU MAY SAY: Mr. Jones, you don't seem quite yourself—is everything OK? Is your arm hurt? I am worried about you. Is there someone I can call for you to let them know you are hurt?

If Mr. Jones tells you that his health care provider has been hitting him and not properly caring for him, what might you say to Mr. Jones?

YOU MAY SAY: Mr. Jones, you do not deserve to be abused. I would like to help by contacting Adult Protective Services, so they can provide you with some assistance.

After Mr. Jones leaves the establishment, who might you contact to discuss what you have just been told and observed?

YOU MIGHT: Contact your county APS office at www.cdss.ca.gov/inforesources/county-Aps-offices.



Human Trafficking

Human trafficking can take many forms. Two of the most severe forms of human trafficking are:

- Sex trafficking
- Labor trafficking

Sex trafficking may be defined as the recruitment, harboring, transportation, obtaining, patronizing, soliciting, or advertising of a person for a commercial sex act, in which a commercial sex act is induced by force, fraud, or coercion or in which the person induced to perform such act is under 18.

Labor trafficking may be defined as the recruitment, harboring, transportation, obtaining of a person for labor or services, through the use of force, fraud, or coercion, for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

The health and beauty industry has been identified nationally by the National Human Trafficking Hotline as one of the top industries for labor trafficking. In 2016, the Polaris Project, a nonprofit organization committed to the global fight to eradicate modern slavery, noted that California had 1,012 reported cases of human trafficking, the highest national total among states.

Everyone has the potential to discover a human trafficking situation. So, while an individual may not be working in an establishment that traffics sex or labor, they may become aware of an establishment that does.

The potential is there for human trafficking to be found in an establishment. The National Human Trafficking Resource Center and the U.S. Department of State provide the following red flags for human trafficking:

Poor mental health or abnormal behavior

- Appearing fearful, anxious, depressed, submissive, tense or nervous, or paranoid.
- Exhibits unusually fearful or anxious behavior after bringing up law enforcement.
- Avoids eye contact.
- Answers sound scripted and rehearsed.
- Inability to speak with you alone.

Poor physical health

- Lacks health care.
- Appears malnourished.
- Shows signs of physical and/or sexual abuse, physical restraint, confinement, or torture.



An individual may not be working in an establishment that traffics sex or labor, but they may become aware of an establishment that does.

**NATIONAL
HUMAN
TRAFFICKING
HOTLINE**

1-888-373-7888

If you believe you have identified a victim of human trafficking, alert the National Human Trafficking Resource Center.

Living conditions

- Lives with employer.
- Poor living conditions.
- Multiple people in a cramped space.

If you have the opportunity to speak with the potential victim privately without jeopardizing the victim's safety, here are some sample questions provided by the federal State Department to follow up on any red flags that have been detected:

- Can you leave your job if you want to?
- Can you come and go as you please?
- Have you been hurt or threatened if you tried to leave?
- Has your family been threatened?
- Do you live with your employer?
- Where do you eat and sleep?
- Are you in debt to your employer?
- Do you have your passport/identification? Who has it?

If you believe you have identified a victim of human trafficking, alert the National Human Trafficking Resource Center. The resource center is a national 24-hour, toll-free, multilingual, anti-trafficking hotline. Call (888) 373-7888 to report a tip or receive general information.

State & National Resources:

Adult Protective Services County Contact Information

Information provided by California counties to help individuals find the appropriate county Adult Protective Services office.

Website: www.cdss.ca.gov/inforesources/Adult-Protective-Services

To report abuse, contact your county APS office:
www.cdss.ca.gov/inforesources/County-APS-Offices

California Board of Barbering and Cosmetology

Protects consumers by licensing and regulating barbers, cosmetologists, estheticians, manicurists, electrologists, apprentices, and establishments. Administers and enforces health and safety regulations in licensed establishments. Call the board with questions or concerns on any subject related to barbering and cosmetology.

Headquarters location:
Board of Barbering and Cosmetology

2420 Del Paso Road, Suite 100
Sacramento, CA 95834

Website: www.barbercosmo.ca.gov
Email: barbercosmo@dca.ca.gov
Phone: (800) 952-5210

Resources: www.barbercosmo.ca.gov/consumers/noviolenceinbeauty.shtml

Mailing address:
P.O. Box 944226
Sacramento, CA 94244-2260

California Youth Crisis Line

Operates 24/7 as the statewide emergency response system for youth (ages 12-24) and families in crisis. Professionally trained staff and volunteer counselors respond to 20,000 calls annually with crisis intervention counseling and resource referrals to service providers in the caller's local community. Provides access to more than 5,500 free or low-cost resources for youth and families across California.

Website: <https://calyouth.org/>
Phone: (800) 843-5200

Childhelp National Child Abuse Hotline

Dedicated to the prevention of child abuse. Serving the United States and Canada, the hotline is staffed 24/7 with professional crisis counselors who—through interpreters—provide assistance in over 170 languages. The hotline offers crisis intervention, information, and referrals to thousands of emergency, social service, and support resources.

Website: <https://www.childhelp.org/hotline/>

Phone: (800) 4-A-CHILD (422-4453)

Community United Against Violence (CUAV)

Founded in 1979, CUAV works to build the power of LGBTQ communities to transform violence and oppression.

Website: www.cuav.org

Phone: (415) 333-HELP (4357)

FORGE

Offers support and awareness training on sexual violence, domestic violence, dating violence, stalking, or hate violence experienced by transgender people.

P.O. Box 1272
Milwaukee, WI 53201

Website: <https://forge-forward.org/>

Phone: (414) 559-2123

Los Angeles LGBT Center

Provides services for more LGBT people than any other organization in the world, offering programs, services, and global advocacy that span four broad categories: health, social services and housing, culture and education, leadership and advocacy.

Website: <https://lalgbtcenter.org>

Phone: (323) 993-7400

National Coalition of Anti-Violence Programs

Works to prevent and respond to all forms of violence against and within LGBTQ and HIV-affected communities.

116 Nassau St., 3rd floor
New York, NY 10038

Website: <https://avp.org>

Hotline: (212) 714-1141

Phone: (212) 714-1184

National Domestic Violence Hotline

Serves victims of domestic abuse and their friends and family. Highly trained, expert advocates are available 24/7 by phone to talk with anyone affected by physical, emotional, verbal, sexual, or financial abuse.

Online chat service:

www.thehotline.org

Phone: (800) 799-SAFE (7233)

Resources: <https://www.thehotline.org/resources/download-materials/>

National Human Trafficking Hotline

Serves victims and survivors of human trafficking and the anti-trafficking community in the United States.

Website: <https://humantraffickinghotline.org>

Phone: (888) 373-7888

Resources: <https://humantraffickinghotline.org/get-involved/outreach-and-awareness>

National Suicide Prevention Lifeline

Provides 24/7, free, and confidential support for people in distress, and offers prevention and crisis resources.

Website: <https://suicidepreventionlifeline.org>

Phone: (800) 273-TALK (8255)

Phone: (888) 628-9454 (Spanish)

Resources: <https://www.store.samhsa.gov/>

(All print orders must be placed through the link above. The Lifeline does not take brochure orders or ship print materials directly.)

Professional Beauty Association (PBA)

The association exists to elevate, unite and serve the beauty industry, and the professionals who improve people's lives. It is a community-led nonprofit membership organization, with members representing licensed professionals, salons, manufacturers, distributors, schools, and students.

15825 North 71st St., Suite 100
Scottsdale, AZ 85254-1521

Website: <https://probeauty.org>

Phone: (800) 468-2274

PBA Cut It Out Program

Website: <https://probeauty.org/cutitout>

To order free "Cut It Out" materials:
<https://probeauty.wufoo.com/forms/zhmek80it08smd>

Rape, Abuse & Incest National Network (RAINN)

The nation's largest anti-sexual violence organization.

Website: <https://hotline.rainn.org>

Online chat service: online.rainn.org.

National Sexual Assault Hotline:
(800) 656-HOPE (4673)

Resources: <https://rainn.org/graphics-and-banners>



California Board of Barbering and Cosmetology

2420 Del Paso Road, Suite 100

Sacramento, CA 95834

www.barbercosmo.ca.gov

(800) 952-5210

Email: barbercosmo@dca.ca.gov



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