

Safety and Health Training for Nail Salon Employers

Overall Objectives:

By the end of the two hours of training, participants will have:

- Identified hazards that exist in salons, and how those hazards affect safety and health of nail salon owners and employees;
- Been introduced to the ways that chemicals can enter the body and harm salon owners and workers;
- Been introduced to the principles of occupational safety and health and hazard prevention and control
- Understood how to apply the principles of hazard control to their own salons;
- Learned about OSHA's Chemical Right-to-Know Standard; and understand what employers must do to protect themselves and workers from exposure to hazardous chemicals;
- Discussed and analyzed various strategies they can utilize to make their workplaces safer;
- Shared and received information about health and safety resources available to nail salon owners and employees.

I. Introduction (10 min)

- Review Objectives and Agenda, participant introductions

II. Identifying Hazards in Nail Salons (20 min)

- Body map, worksheet, flipchart and/or photo of nail salon

III. How chemicals can harm you (15 min)

- Powerpoint - Basic toxicology – how substances get into the body
- Getting information about chemicals at work.

IV. Hierarchy of Controls in Occupational Safety and Health (10 min)

- describe hierarchy (powerpoint)

V. Protecting Nail Salon Owners and Workers from Workplace Hazards

- using worksheet and exposures identified, how can nail salon owners and workers be protected?
Group exercise and report back/powerpoint review (25 min)

VI. Strategies to Make our Nail Salons Safer (30 min)

- Case studies and report back

VII. Summary and Evaluations (10 min)

Activity	Activity Description	Flipchart	Materials needed
1:00	Introduction		Agenda Sign In
1:10	Identifying Hazards in Nail Salons	#1 – Write: HAZARDS and SYMPTOMS, and list items as participants offer their answers.	<ul style="list-style-type: none"> • Sticky dots • Tape • Markers • Body maps • HAZARDS Worksheet
	<ul style="list-style-type: none"> • Sign in • Welcome • Review training objectives and agenda • Have participants introduce themselves and why they are attending • Explain why it is important for both nail salon employers and workers to learn about health and safety hazards and ways to protect themselves 		
	<ul style="list-style-type: none"> • Brainstorm in large group: What are the hazards that exist in nail salons? - Define the word “hazard” (something that can hurt you or harm your health) - Divide participants into small groups, and ask them to discuss the hazards that they face on the job, and to list the symptoms that they associate with these hazards. Ask them to fill out the worksheet Ask the group - Report back, each group giving one answer at a time, and posting on the flipchart OR . Identifying hazards using a body map: Give every participant a body map, along with sticky dots. Ask them to put a sticky dot on every part of their body “where it hurts” or “where they feel sick” from the work they do. Ask them to tape their maps to the wall, and ask several of the participants to talk about their body map. - Points that can emerge: <ul style="list-style-type: none"> 1. Most hazards in the salon can be chemical (nail polish, removers, acetone), biological (fungi, hepatitis B or C) or ergonomic (muscle and joint aches and pains). Others may also be identified (poor indoor air quality, electrical hazards, workplace violence, etc) 2. Beauty Salon work can be dangerous to our health. We may not see the chemicals or the infectious agents, but they can harmful to health, and it may be hard to connect symptoms to work. - Many chemicals are used in the salons, and workers and employers need to know about how those particular substances can affect their health. 		

1:30	How chemicals can harm you	<ul style="list-style-type: none"> - Using the powerpoint, provide participants with a basic overview of toxicology. • What determines the type of toxic effect a chemical has on you? <ul style="list-style-type: none"> - Chemical composition - Physical form - Route of entry - Tissues and organs in which the chemical collects or localizes - Dose/Response - Synergy - Sensitivity 	Powerpoint	
1:45	Hierarchy of controls and protecting workers and employers from workplace exposures	<p>Using the powerpoint, or the worksheet you may have used in the first exercise, ask participants to note the different ways that they can be protected from exposure to hazards. Once the list is developed, note that OSHA says that some ways are better than others to protect workers, and ask them to list, in order, from most effective to least effective:</p> <ul style="list-style-type: none"> - Eliminations/Substitution - Engineering Controls - Administrative Controls - Personal Protective Equipment <p>Emphasize that any combination of these may be used, but that PPE is the least effective, but it is often the most frequently used in nail salons. In addition, paper masks offer no real protection from chemicals, but are often used in salons, providing the works with a false sense of security.</p>	Powerpoint "Hazards" worksheet	
2:20	Strategies to Make our Workplaces Safer	<p>Divide the class into small groups (3-5 per group) and ask them to do one of the case studies, answer the questions, and be ready to report back their answers to the big group. Use the discussion to focus on the variety of ways that participants can act to protect their health and the health of the workers.</p>	Flipchart	Case studies
2:50	Summary and Evaluation	<ul style="list-style-type: none"> • Summarize major points: hazards exist, there are ways to control them, there are laws/standards that protect nail salon workers, and there are various strategies to protect everyone at the salon • Refer participants to NYCOSH website and links for more information • Have participants complete evaluations 	Evaluations Refer to NYCOSH for contact info	