# TABLE OF CONTENTS

2. Mission Statement
2. Statement of Non-Discrimination
2. Application and Admissions Requirements
2. Re-Admission Policy
3. Job Placement
4. Maximum Time Frame for Course Completion
4. Instructional Methods
4. Cosmetology, Barbering & Esthetics Schedules
5. Curriculum Sample Outlines
   5. Cosmetology
   7. Esthetics
   7. Barbering
8. Facilities, Equipment, Kit and Books
8. Grading System
9. Cost of Educational Programs at Empire Beauty Schools
9. Graduation and Licensing Requirements
9. Refund Policy
11. School Calendar
11. Licensure, Accreditation and Ownership
12. Student Access to Records
13. Professionalism
13. School Standards and Requirements
   13. Attendance and Absenteeism
   14. Tardiness
   15. Leave of Absence
   15. Make-up Exams
   15. Appearance, Dress Code, Uniforms, Physical Demands & Requirements
   16. Breaks & Lunches
   16. Phone Calls
   16. Smoking
   16. Parking and Brake Area Policy
   17. Cheating
   17. Family Services
   17. Alcohol and Drug Free Policy
   18. Personal Belongings and Kits
   18. Personal Supplies & Services
   18. Duties
   18. Dispensary and Supply Room
   18. Student Services
   18. Client Services
   18. Weapons in School
   19. Theft
   19. Bullying
   19. Voter Registration Acknowledgment
   19. Safety & First Aid
19. Student Grievance Procedure
20. Satisfactory Academic & Attendance Progress Policy
22. Empire Beauty School Staff
23. State Board Licensing
23. Financial Aid Programs and Qualifications
24. Total Title IV Aid to be Disbursed or Returned
29. Track Record Disclosure
30. Class Starts
31. Empire Beauty Schools Staff
32. Violence Against Women’s Act (VAWA)
54. Campus Security Policy and Report
1. Mission Statement:

The primary goal of Empire Beauty Schools is to develop in our students the highest possible degree of technical and professional competence. We train each of our students in the principles and practices of cosmetology, esthetics, and barbering. Empire Beauty Schools is continually trying to provide each of our students with marketable skills and professional attitudes. These attitudes emphasize responsibility and commitment to self, employers, colleagues, clients, and community.

Our objective is to train each student in the technical and social skills necessary to be a successful, competent cosmetologist, esthetician, or barber. Instruction takes place through a combination of theory class, practical work, clinical experience, group and individual activities. At the completion of our program, the student is prepared to enter the beauty profession and continue to grow and develop and make a contribution to the profession.

2. Statement of Non-Discrimination:

Empire Beauty Schools does not discriminate on the basis of age, race, sex, color, creed, religion, financial status, nationality, ethnic origin or area of residence in any of its practices and policies on Admissions, Instruction, or Graduation.

3. Application and Admissions Requirement:

Empire Beauty Schools requires that an applicant for cosmetology, esthetics, or barbering school must:

A. Be 16 years of age and have documented proof
B. Have a high school transcript, HiSET, or approved Home School/Online certification.

Applications for admissions and information regarding financial aid may be obtained from the School Director or the Admissions Office. Empire Beauty Schools does not recruit students attending or admitted to other schools offering similar programs of study. Students wishing to transfer from another school offering a similar program must wait a minimum of three (3) business days after their termination before enrolling.

At this institution, cosmetology students must take a minimum of 600 hours of training to be eligible for an Empire Beauty Schools Diploma. At this institution, transferring esthetics students must take a minimum of 300 hours. At this institution, transferring barbering students must take a minimum of 450 hours. Empire Beauty Schools will evaluate all prior credit for students. We reserve the right to grant prior credit based on transcripts. Copies of student’s transcripts are required in order to accept any prior hours or academics from a previous Institution. Exceptions’ for transferring students must be approved by the School Director. Credited hours and or academics from the originating schools will be accepted if approved by the School Director and the New Hampshire Board of Barbering, Cosmetology & Esthetics.

4. Re-Admission Policy:

A student must wait a minimum of 90 calendar days prior to applying for re-enrolment. A student making satisfactory progress at the point of withdrawal may apply for re-enrollment at Empire Beauty Schools and will be considered as making satisfactory progress at the point of re-entry. If a student re-starts their training during “Warning” or “Probation”, they will restart their training in the warning/probation status and must be able to achieve satisfactory progress by the next evaluation period. The New Hampshire Board of Barbering, Cosmetology & Esthetics does require that a student who drops from a Cosmetology, Esthetics or Barbering program resume their program prior to one year from their last date of attendance, or the student will lose half of their earned hours. After a period of two years, all prior earned hours will be lost.
1. If the student re-enters the program within 6 months of their last date of attendance, they would enter at the exact same point he/she dropped out at without loss of hours and no additional cost would be incurred upon re-entrance other than a re-registration fee of $25.00 for the New Hampshire Board of Barbering, Cosmetology & Esthetics and any up-grades in equipment, textbooks, etc. that took place after the student dropped out.

2. If the student re-enters the program within 6 months to 1 year of their last date of attendance, they would re-enter with the same number of hours dropped out at and would purchase the number of hours required to graduate at the current tuition rate; would re-register with the New Hampshire Board of Barbering, Cosmetology & Esthetics and pay any up-grades in equipment, textbooks, etc. that took place after the student dropped out.

3. If the student re-enters the program within 1 year to 2 years of their last date of attendance they would re-enter with half the number of hours dropped out at and would purchase the number of hours required to graduate at the current tuition rate; re-register with the New Hampshire Board of Barbering, Cosmetology & Esthetics and pay any up-grades in equipment, textbooks, etc. that took place after the student dropped out.

4. If the student re-enters the program after 2 years of their last date of attendance they would need to enroll for the entire program as a new student.

5. A student will not have an opportunity to re-enroll after three terminations or no-starts.

**5. Job Placement:**

Within the educational programs of Cosmetology, Esthetics and Barbering, students will be trained in writing resumes and preparing for job interviews. Every possible effort will be made by the school to expose students to professionals in the field. Our aim is to make students aware of the many professional opportunities available to them. Although the school cannot guarantee employment, reasonable efforts will be made to assist students. This assistance is available to any student, regardless of how long ago the student graduated. However, Empire Beauty Schools also maintains constant contact with salons, shops and spas in the New England area.

The following career opportunities exist:

1. Hair Stylist/Barber
2. Salon Coordinator
3. Salon/Barber Shop/Spa Manager
4. Salon Owner
5. School Instructors
6. School Directors
7. School Owners
8. Admissions Representative
9. Sales Representatives
10. Advanced Training Educators
11. Salon Division Managers
12. Skin Care Specialists
13. Make-up Artists/Platform Artist
14. Dermatologist Assistant
6. Maximum Time Frame for Course Completion: (varies per campuses)

The maximum time (which does not exceed 150% of the course length) allowed for students to complete each course at satisfactory academic progress is stated below:

<table>
<thead>
<tr>
<th>COURSE</th>
<th>MAXIMUM TIME ALLOWED</th>
<th>SCHEDULED HOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cosmetology (Full time, 34.5 hrs/wk)</td>
<td>66 Weeks</td>
<td>2250</td>
</tr>
<tr>
<td>Cosmetology (Part time, 25 hrs/wk)</td>
<td>90 Weeks</td>
<td>2250</td>
</tr>
<tr>
<td>Cosmetology (Evening, 16 hrs/wk)</td>
<td>141 Weeks</td>
<td>2250</td>
</tr>
<tr>
<td>Esthetics (Full time, 34.5 hrs/wk)</td>
<td>27 Weeks</td>
<td>900</td>
</tr>
<tr>
<td>Esthetics (Part time, 25 hrs/wk)</td>
<td>36 Weeks</td>
<td>900</td>
</tr>
<tr>
<td>Esthetics (Evening, 16 hrs/wk)</td>
<td>57 Weeks</td>
<td>900</td>
</tr>
<tr>
<td>Barbering (Full time, 34.5 hrs/wk)</td>
<td>39 Weeks</td>
<td>1350</td>
</tr>
<tr>
<td>Barbering (Evening, 16 hrs/wk)</td>
<td>84 Weeks</td>
<td>1350</td>
</tr>
</tbody>
</table>

The maximum time allowed for transfer students who need less than the full course requirements or part-time students will be determined based on 66.67% of the scheduled contracted hours. Schedule changes may affect completion time frame of programs including schedule changes, leaves of absence and absenteeism.

7. Instructional Methods:

Empire Beauty Schools is a Pivot Point Member School, which provides educational materials that include textbooks, tablets and web based modules used in conjunction with kit components for hands-on training. The barbering program utilizes the Milady Standard Professional Barbering text and materials. The Cosmetology, Esthetics, and Barbering curriculums allow the students to improve their skills as they progress through the programs. The programs also include preparation for salon/spa entry through a segment of salon/spa business, developing resumes and interviewing skills. Students are also trained and prepared in Mock State Board licensing applications and evaluations. Instructors prepare and follow lesson plans, the curriculum is delivered with a combination of theory lectures and hands-on practice using mannequins and actual clientele. The programs uses visual step-by-step videos, DVD’s, text support and web based module support that all correlate together. As lectures and demonstrations are given, students are able to follow along step-by-step with their support materials.

8. Cosmetology, Esthetics & Barbering Schedules

The cosmetology curriculum is set up for 1500 hours of instruction, esthetics 600 hours of instruction, barbering 800 hours of instruction per the State of NH Cosmetology Esthetics and Barbering requirement.

**Weekly Hours Sample:**

**Cosmetology**

<table>
<thead>
<tr>
<th>Hours</th>
<th>Days and Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>34.5</td>
<td>Full Time Days- Phase 1 (M,W,TH,F) 9:00am- 4:00pm; (T) 9:00am-3:30pm</td>
</tr>
<tr>
<td>25</td>
<td>Part Time Days- Phase 1 (M,T,W,TH,F) 9:00am- 2:00pm</td>
</tr>
<tr>
<td>34.5</td>
<td>Full Time Days- Phase 2 (T) 9:00am-3:30pm; (W,TH,F,S) 9:00am-4:00pm</td>
</tr>
<tr>
<td>25</td>
<td>Part Time Days- Phase 2 (T,W,TH,F,S) 9:00am- 2:00pm</td>
</tr>
<tr>
<td>34.5</td>
<td>Full Time Days- Phase 3 (M,W,TH,F) 9:00am-4:00pm; (T) 9:00am-3:30pm</td>
</tr>
<tr>
<td>25</td>
<td>Part Time Days- Phase 3 (M,W,TH,F) 9:00am-4:00pm; (T) 9:00am-3:30pm</td>
</tr>
<tr>
<td>16</td>
<td>Evenings all phases- (M,T,W,TH) 5:30pm-9:30pm</td>
</tr>
<tr>
<td>Breaks:</td>
<td>(4) 15 minute breaks full time; (3) 15 minute breaks part time; (1) 15 minute break nights</td>
</tr>
</tbody>
</table>
Esthetics
25 hours- (Laconia & Portsmouth Campus)- (M,T,W,TH,F) 9:00am-2:30pm
34.5 hours- (Hooksett Campus)- (T) 9:00am-3:30pm; (W,TH,F,S) 9:00am-4:00pm

16 hours- Evenings (Laconia Campus)- (M,T,W,TH) 5:30pm-9:30pm
16 hours- Evenings (Portsmouth Campus)- (M,T,W,TH) 5:00pm-9:00pm
Breaks: (3) 15 minute breaks full time; (1) 15 minute breaks evenings

Barbering
34.5 hours- (Somersworth Campus)- (M,W,TH,F) 9:00am-4:00pm; (T) 9:00am-3:30pm
34.5 hours- (Hooksett Campus) - (T) 9:00am-3:30pm; (W,TH,F,S) 9:00am-4:00pm
Breaks: (4) 15 minute breaks full time; (1) 15 minute breaks evenings

16 hours- Evenings (Laconia Campus)- (M,T,W,TH) 5:30pm-9:30pm
16 hours- Evenings (Portsmouth Campus)- (M,T,W,TH) 5:00pm-9:00pm
Breaks: (3) 15 minute breaks full time; (1) 15 minute breaks evenings

Sample Daily Class Schedule

9:00 am – 10:00 am    Theory
10:00 am – 10:15 am  Break
10:15 am – 11:15 am  Clinical/Practical Coordination
11:15 am – 11:30 pm Break
11:30 pm – 12:30 pm Clinical/Practical Coordination
12:30 pm – 12:45 pm Break
12:45 pm – 2:00 pm   Clinical/Practical Coordination
2:00 pm – 2:15 pm    Break
2:15 pm – 4:00 pm   Clinical/Practical Coordination

Sample Evening Class Schedule

5:30 pm - 7:15 pm    Theory
7:15 pm – 7:30 pm  Break
7:30 pm - 9:30 pm   Clinical/Practical Coordination

Practical Coordination may involve practical instruction with the same Instructor as you have in theory. It may include mannequin work, demonstrations, visual aids, live models, etc. All Practical Coordination is done in conjunction with theory classes.

9. Curriculum Sample Outlines:
Our objective is to train each student in the technical and social skills necessary to be a successful, competent cosmetologist.

Cosmetology Curriculum Outline:
Phase I/Hours 1 to 276

Phase One students practice becoming a professional cosmetologist utilizing Theory and hands-on learning. All chapters throughout the curriculum are delivered in the order of theory lecture, instructor demonstration, and student applications on mannequins, followed by clinical applications.

<table>
<thead>
<tr>
<th>Phase I Theory/Practical/Clinical</th>
<th>Hours of Instruction</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Design Decisions</td>
<td>15</td>
</tr>
<tr>
<td>2. Professional Development</td>
<td>10</td>
</tr>
<tr>
<td>3. Trichology</td>
<td>25</td>
</tr>
<tr>
<td>4. Salon Ecology</td>
<td>15</td>
</tr>
<tr>
<td>5. Service Cycle</td>
<td>34</td>
</tr>
<tr>
<td>6. Mens and Ladies Hair Sculpture</td>
<td>100</td>
</tr>
<tr>
<td>7. Hair Design</td>
<td>40</td>
</tr>
<tr>
<td>8. Scalp and Hair Treatments</td>
<td>20</td>
</tr>
<tr>
<td>9. Shampooing</td>
<td>15</td>
</tr>
<tr>
<td>10. Phase I Course Exam</td>
<td>2</td>
</tr>
</tbody>
</table>

TOTAL: 276 HOURS
**Phase II/Hours 277 to 1104 Hours**

Phase Two students practice becoming a professional cosmetologist utilizing Theory and hands-on learning. All chapters throughout the curriculum are delivered in the order of theory lecture, instructor demonstration, and student applications on mannequins, followed by clinical applications.

<table>
<thead>
<tr>
<th>Phase II Theory/Practical/Clinical</th>
<th>Hours of Instruction</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Hair color/theory of color/temporary color/semi-permanent and permanent color</td>
<td>205</td>
</tr>
<tr>
<td>2. Hair Lightening</td>
<td>50</td>
</tr>
<tr>
<td>3. Mens and Ladies Hair Sculpture</td>
<td>60</td>
</tr>
<tr>
<td>4. Skin and Facial Massage</td>
<td>40</td>
</tr>
<tr>
<td>5. Make-up</td>
<td>20</td>
</tr>
<tr>
<td>6. Nails – Basic Manicuring and Pedicuring</td>
<td>50</td>
</tr>
<tr>
<td>7. Permanent Waving</td>
<td>80</td>
</tr>
<tr>
<td>8. Chemical Texturizing</td>
<td>60</td>
</tr>
<tr>
<td>9. Chemistry</td>
<td>45</td>
</tr>
<tr>
<td>10. Building a Clientele</td>
<td>70</td>
</tr>
<tr>
<td>11. Desk and Telephone</td>
<td>35</td>
</tr>
<tr>
<td>12. Hair Removal</td>
<td>10</td>
</tr>
<tr>
<td>13. Service Cycle</td>
<td>100</td>
</tr>
<tr>
<td>14. Phase 2 Course Exam</td>
<td>3</td>
</tr>
</tbody>
</table>

*TOTAL*: 828 HOURS

**Phase III/Hours 1105 to 1500 Hours**

Phase Three students practice becoming a professional cosmetologist utilizing Theory and hands-on learning. All chapters throughout the curriculum are delivered in the order of theory lecture, instructor demonstration, and student applications on mannequins, followed by clinical applications.

<table>
<thead>
<tr>
<th>Phase III Theory/Practical/Clinical</th>
<th>Hours of Instruction</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Anatomy and Physiology</td>
<td>54</td>
</tr>
<tr>
<td>2. Electricity</td>
<td>19</td>
</tr>
<tr>
<td>3. Salon Success</td>
<td>60</td>
</tr>
<tr>
<td>4. State Board Rules &amp; Regulations</td>
<td>50</td>
</tr>
<tr>
<td>5. Mock State Board Exams</td>
<td>50</td>
</tr>
<tr>
<td>6. Wigs and Hair Additions</td>
<td>20</td>
</tr>
<tr>
<td>7. Salon Business</td>
<td>50</td>
</tr>
<tr>
<td>8. Resume and Cover Letter</td>
<td>20</td>
</tr>
<tr>
<td>9. Job Search</td>
<td>30</td>
</tr>
<tr>
<td>10. Salon and Industry Related Field Trips</td>
<td>21</td>
</tr>
<tr>
<td>11. Phase 3 Course Exam</td>
<td>2</td>
</tr>
<tr>
<td>12. Course Review &amp; Final Course Exam</td>
<td>20</td>
</tr>
</tbody>
</table>

*TOTAL*: 396 HOURS

**Students may be scheduled to attend already-taken theory classes to review and prepare for Final Course Exam.**
Esthetics 1 to 600 Hours Curriculum Outline

Our objective is to train each student in the technical and social skills necessary to be a successful, competent esthetician. Esthetic students practice becoming a professional esthetician by utilizing theory and hands-on learning. All chapters throughout the curriculum are delivered in the order of theory lecture, instructor demonstration, and student applications on mannequins (when applicable), followed by clinical applications.

Theory/Practical/Clinical:

<table>
<thead>
<tr>
<th>Theory/Practical/Clinical</th>
<th>Hours of Instruction</th>
</tr>
</thead>
<tbody>
<tr>
<td>DermaSound</td>
<td>20</td>
</tr>
<tr>
<td>Microdermabrasion</td>
<td>20</td>
</tr>
<tr>
<td>Chemical Exfoliation</td>
<td>20</td>
</tr>
<tr>
<td>Fitzpatrick Scale</td>
<td>10</td>
</tr>
<tr>
<td>Advance Treatments</td>
<td>42</td>
</tr>
<tr>
<td>Aromatherapy</td>
<td>35</td>
</tr>
<tr>
<td>Hair Removal</td>
<td>40</td>
</tr>
<tr>
<td>Facial Care/Services</td>
<td>50</td>
</tr>
<tr>
<td>Client Care</td>
<td>25</td>
</tr>
<tr>
<td>Skin Physiology</td>
<td>10</td>
</tr>
<tr>
<td>Cosmetic Chemistry</td>
<td>5</td>
</tr>
<tr>
<td>Makeup</td>
<td>20</td>
</tr>
<tr>
<td>Electricity</td>
<td>10</td>
</tr>
<tr>
<td>Microbiology</td>
<td>10</td>
</tr>
<tr>
<td>Business Basics</td>
<td>15</td>
</tr>
<tr>
<td>Professional/Personal Development</td>
<td>25</td>
</tr>
<tr>
<td>High Frequency/Galvanic</td>
<td>30</td>
</tr>
<tr>
<td>Chemical Peels</td>
<td>50</td>
</tr>
<tr>
<td>Extractions</td>
<td>40</td>
</tr>
<tr>
<td>Massage</td>
<td>25</td>
</tr>
<tr>
<td>Lash and Brow Tinting</td>
<td>10</td>
</tr>
<tr>
<td>State Board Preparation</td>
<td>25</td>
</tr>
<tr>
<td>Review and Examinations</td>
<td>10</td>
</tr>
<tr>
<td>Salon and Industry Related</td>
<td>6</td>
</tr>
<tr>
<td>Field Trips</td>
<td>6</td>
</tr>
<tr>
<td>Final Exam</td>
<td>2</td>
</tr>
<tr>
<td>Pedicures (safety &amp; sanitation)</td>
<td>25</td>
</tr>
</tbody>
</table>

Barbering 1-900 Hours Curriculum Outline:

Our objective is to train each student in the technical and social skills necessary to be a successful, competent barber. The State Board of Barbering, Cosmetology, & Esthetics require 800 hours to receive a license in barbering. The additional 100 hours is necessary to develop advanced skills in clipper cutting, straight edge razors and close shaves. Barbering students practice becoming professional barbers by utilizing theory and hands-on learning. All chapters throughout the curriculum are delivered in the order of theory lecture, instructor demonstration, and student applications on mannequins (when applicable), followed by clinical applications.

Theory/Practical/Clinical                  Hours of Instruction

| History of Barbering                      | 6                    |
| Professional Image                        | 6                    |
| Bacteriology                              | 6                    |
| Infection control and safe work practices | 6                    |
| Implements, tools, and equipment          | 25                   |
| Chemistry                                 | 10                   |
| Electricity and light therapy             | 10                   |
| Properties and disorders of the skin      | 12                   |
| Properties and disorders of hair and scalp| 15                   |
| Treatments of the hair and scalp          | 80                   |
| Men’s facial massage and treatments       | 74                   |
| Shaving and facial hair design            | 150                  |
| Men’s hair cutting and styling            | 276                  |
| Women’s hair cutting and styling          | 100                  |
| Men’s hair pieces                         | 25                   |
| Barbershop management                     | 18                   |
| Job search                                | 18                   |
| State Board Preparation and licensing laws| 35                   |
| Mock State Board examinations             | 24                   |
| Review and final examinations             | 4                    |

TOTAL: 900
10. Facilities – Equipment – Kit and books:

All the Schools are housed in spacious, up-dated facilities that include a large clinic, practical work areas, and classrooms. A student locker area is available. Each school contains modern functional equipment: work stations, hydraulic chairs, dryers, shampoo chairs and sinks, esthetics beds, skin care stations. Student kits, issued to each student contain all the necessary implements and equipment to perform daily assignments. Students must maintain their equipment and replace broken or damaged articles in order to practice their work properly. The cost of the kits, registration fee, and tuition payments are outlined with the Admissions Representative prior to enrollment. There are no additional charges for materials used on hair, skin, or for assigned activities. Kit, books, tablets, etc. are an important part of daily class and practical work and must be in each student’s possession each day. Assignments and homework are given on a regular basis.

11. Grading System

Each student is graded on their knowledge of the textbook, classroom theory, and practical/clinical work throughout the program. Written exams are given at the end of each chapter of study and a final course exam is administered at the end of each phase. Practical and clinical tasks are evaluated using rubrics/grading grids that allow the student to see their progress on each task assignment. Prior to completion of any program, students must pass two Mock Board Practical Examinations along with all final exams having a minimum grade of 75%. All students who successfully complete graduation requirements are issued a Diploma.

The following is a guideline for Instructors to follow when calculating/determining the grade.

Numerical grades are considered according to the following scale:

<table>
<thead>
<tr>
<th>Grade Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>93 – 100</td>
</tr>
<tr>
<td>B</td>
<td>85 - 92</td>
</tr>
<tr>
<td>C</td>
<td>75 - 84</td>
</tr>
<tr>
<td>D</td>
<td>74 and BELOW</td>
</tr>
</tbody>
</table>

Written Exams:

The number of correct answers is divided by the total number of questions to determine the grade.

Practical/ Clinical:

Practical and clinical tasks are evaluated using rubrics/grading grids that allow the student to see their progress on each task assignment.

The following is an example of a grading grid:

<table>
<thead>
<tr>
<th>GRADE GRID:</th>
<th>SERVICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Prepare supplies</td>
<td></td>
</tr>
<tr>
<td>2. Proper shave &amp; sanitization</td>
<td></td>
</tr>
<tr>
<td>3. Scalp &amp; hair analysis</td>
<td></td>
</tr>
<tr>
<td>4. Determine client's wants and needs</td>
<td></td>
</tr>
<tr>
<td>5. Provide postoperative &amp; antiseptics</td>
<td></td>
</tr>
<tr>
<td>6. Obtain postagreement</td>
<td></td>
</tr>
<tr>
<td>7. Recommend products, and services for desired results</td>
<td></td>
</tr>
<tr>
<td>8. Tend to Instructor</td>
<td></td>
</tr>
<tr>
<td>9. Obtain Instructor agreement &amp; summarize plan</td>
<td></td>
</tr>
<tr>
<td>10. Complete design as planned</td>
<td></td>
</tr>
<tr>
<td>11. Proper form and balance</td>
<td></td>
</tr>
<tr>
<td>12. Complied task in proper time allotment</td>
<td></td>
</tr>
<tr>
<td>13. Proper application</td>
<td></td>
</tr>
<tr>
<td>14. Reliable post sanitation &amp; refills per book</td>
<td></td>
</tr>
<tr>
<td>15. Preparing professional products (Prescription Card)</td>
<td></td>
</tr>
<tr>
<td>16. Complete ticket, receipt card, final check</td>
<td></td>
</tr>
<tr>
<td>17. Maintain sanitation</td>
<td></td>
</tr>
<tr>
<td>18. Maintain professional attitude</td>
<td></td>
</tr>
<tr>
<td>19. Maintain professional appearance</td>
<td></td>
</tr>
<tr>
<td>20. Maintain client comfort &amp; safety</td>
<td></td>
</tr>
</tbody>
</table>
12. Cost of Educational Programs at Empire Beauty Schools:

<table>
<thead>
<tr>
<th>Program</th>
<th>Cost Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1500 Hour Cosmetology Program (All Schools)</strong></td>
<td>Tuition: 18,495.00</td>
</tr>
<tr>
<td></td>
<td>Kit/Books (non-refundable): 2,000.00</td>
</tr>
<tr>
<td></td>
<td>Registration Fee: 50.00</td>
</tr>
<tr>
<td></td>
<td>Total: $ 20,545.00</td>
</tr>
<tr>
<td><strong>600 Hour Esthetics Program (Hooksett/Portsmouth/Laconia)</strong></td>
<td>Tuition: 9,700.00</td>
</tr>
<tr>
<td></td>
<td>Kit/Books (non-refundable): 1,150.00</td>
</tr>
<tr>
<td></td>
<td>Registration Fee: 100.00</td>
</tr>
<tr>
<td></td>
<td>Total: $ 10,950.00</td>
</tr>
<tr>
<td><strong>900 Barbering Program (Hooksett/Somersworth/Laconia)</strong></td>
<td>Tuition: 8,750.00</td>
</tr>
<tr>
<td></td>
<td>Kit/Books (non-refundable): 1,150.00</td>
</tr>
<tr>
<td></td>
<td>Registration Fee: 50.00</td>
</tr>
<tr>
<td></td>
<td>Total: $ 9,950.00</td>
</tr>
</tbody>
</table>

Lab coat and New Hampshire Student Apprentice License fee is included.

The Student or Guardian is aware that tuition must be paid in full by the class start date or appropriate financing arrangements made and approved. Payments may be made by cash, check, money order, credit card or through non-federal agency, Title IV programs and loans. The student is responsible for paying the total tuition and fees and for repaying applicable loans plus interest. All outstanding tuition and fee balances must be paid prior to 1200 attended hours in the Cosmetology Program; 800 attended hours in the Barbering Program; 500 attended hours in the Esthetics Program unless payment arrangements have been agreed upon. Students may receive scholarships from different venues to be used towards the cost of tuition prior to or while attending school.

13. Graduation and Licensing Requirements:

At the time of completion for Cosmetology, Esthetics and Barbering, and provided the following criteria are met, the student is awarded a Diploma:

1. Completes and passes all written and practical final examinations with an overall passing average of 75%
2. Fulfills minimum grade requirements of 75% - Attendance of 66.67%
3. Completes state required 1500 hours of training for cosmetologists, 900 for Barbering, 600 for Esthetics.
4. Must pass two Mock Board Examinations with a grade of 75%.
5. Meets all financial obligations to the school

The student will also receive an Application for Temporary Licensing and State Board Examination. A permanent license is issued to the applicant by the Licensing Board in the state of completion upon passing both the written and practical examinations. For complete graduation requirements, please refer to the Student Catalog. A student may be expelled or suspended for violation of any of the above terms and conditions.

14. Refund Policy:

Notice of Cancellation

For applicants who cancel enrollment or students who withdraw from enrollment a fair and equitable settlement will apply. The following policy will apply to all terminations for any reason, by either party, including student decision, course or program cancellation, or school closure.

Any monies due the applicant or students shall be refunded within 45 days of official cancellation or withdrawal. Official cancellation or withdrawal shall occur on the earlier of the dates that:

1. An applicant is not accepted by the school. The applicant shall be entitled to a refund of all monies paid.
2. A student (or legal guardian) cancels his/her enrollment in writing within three business days of signing the enrollment agreement. In this case all monies collected by the school shall be refunded, regardless of whether or not the student has actually started classes.
3. A student cancels his/her enrollment after three business days of signing the contract but prior to starting classes. In these cases he/she shall be entitled to a refund of all monies paid to the school less the registration fee in the amount of $50 for Cosmetology and Barbering, $100 for Esthetics.
4. A student notifies the institution of his/her withdrawal in writing.
5. A student on an approved leave of absence notifies the school that he/she will not be returning. The date of withdrawal shall be the earlier of the date of expiration of the leave of absence or the date the student notifies the institution that the student will not be returning.
6. A student is expelled by the school. (Unofficial withdrawals will be determined by the institution by monitoring attendance at least every 30 days.)
7. In type 2, 3, 4 or 5, official cancellations or withdrawals, the cancellation date will be determined by the postmark on the written notification, or the date said notification is delivered to the school administrator or owner in person.
8. Kit and books will be retained by the student for health and sanitation reasons. Kit and books will be retained by the student for health and sanitation reasons and will be considered non-refundable by the school.
9. Enrollment time is defined as the time elapsed between the actual starting date and the date of the student's last day of physical attendance in the school. Formal termination shall occur no more than 14 days from the last date of physical attendance. For students who do not return from a Leave of Absence, the termination date will be the earlier of the documented date of return or the date that the student notified the institution that he/she would not be returning.
10. Upon termination, graduation or withdrawal, students will be billed for three consecutive months. If an account balance remains unsettled after 90 days, the student may be subject to third party collection efforts.
   A. Collection procedures shall reflect ethical business practices.
   B. The name of the National Accrediting Commission of Career Arts and Sciences is not used in the institutions refund policy nor any of its collection efforts.
   C. Collection correspondence regarding cancellation and settlement form the institution itself, banks, collection agencies, lawyers, or any other third parties representing the institution clearly acknowledges the existence of the Withdrawal and Settlement Policy.
   D. If promissory notes or contracts for tuition are sold or discounted to third parties, the third party must comply with the cancellation and settlement policy of the institution.

Return of Title IV Funds: Section 484B of the H.E.A.

The return of Title IV funds as prescribed in Section 484B of the HEA Amendments determines the amount of Title IV aid a student has earned at the time a student withdraws. The amount of the Title IV aid a student has not earned is then returned to the Title IV programs. It is a proportional calculation based on the date of withdrawal through sixty-percent (60%) of the payment period. The formula in brief is as follows:

1. The institution will determine the date of withdrawal and then determine the percentage of the payment period attended by the student.
2. The institution will determine the amount of Title IV aid for which the student was eligible by the percentage of the time enrolled.
3. The institution will compare the amount earned to the amount disbursed. If the amount of aid disbursed exceeds the amount earned, this amount of Title IV aid must be returned.
4. The institution allocates the responsibility for returned unearned aid between the school and the student according to the portion of disbursed aid that could have been used to cover institutional charges and the portion that could have been disbursed directly to the student once institutional charges were covered.
5. The institution must then distribute the unearned Title IV aid back to the Title IV programs. After this process has been completed, the institution will then perform the calculation of the institutional refund. The refund policy is as follows:

- For students who enroll and begin classes but withdraw prior to course completion (after three business days of signing the contract), the following schedule of tuition earned by the school applies. All refunds are based on scheduled hours:
<table>
<thead>
<tr>
<th>PERCENT OF SCHEDULED TIME ENROLLED TO TOTAL COURSE/PROGRAM</th>
<th>TOTAL TUITION SCHOOL SHALL RECEIVE/RETAIN</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.01% to 04.9%</td>
<td>20%</td>
</tr>
<tr>
<td>5% to 09.9%</td>
<td>30%</td>
</tr>
<tr>
<td>10% to 14.9%</td>
<td>40%</td>
</tr>
<tr>
<td>15% to 24.9%</td>
<td>45%</td>
</tr>
<tr>
<td>25% to 49.9%</td>
<td>70%</td>
</tr>
<tr>
<td>50% and over</td>
<td>100%</td>
</tr>
</tbody>
</table>

- All refunds will be calculated based on the students last date of attendance. Any monies due a student who withdraws shall be refunded within 45 days of a determination that a student has withdrawn, whether officially or unofficially. In the case of disabling illness or injury, death in the student's immediate family or other documented mitigating circumstances, a reasonable and fair refund settlement will be made. If school permanently closed or no longer offering instruction after a student has enrolled and instruction has begun, the school will provide a pro rata refund of tuition to the student OR provide course completion through a pre-arranged teach out agreement with another institution. If the course is canceled subsequent to a student's enrollment, the school will either provide a full refund of all monies paid or completion of the course at a later time. If the course is canceled subsequent to a student's enrollment, the school will either provide a full refund of all monies paid or completion of the course at a later time. If the course is cancelled after students have enrolled and instruction has begun, the school shall provide a pro rata refund for all students transferring to another school based on the hours accepted by the receiving school OR provide completion of the course OR participate in a Teach-Out Agreement OR provide a full refund of all monies paid.

- Students who withdraw or terminate prior to course completion are charged a cancellation or administrative fee of $100.00. This refund policy applies to tuition and fees charged in the enrollment agreement. Other miscellaneous charges the student may have incurred at the institution (EG: extra kit materials, books, products, unreturned school property, etc.) will be calculated separately at the time of withdrawal. All fees are identified in the catalog and in this enrollment agreement.

15. School Calendar:
See Catalog Addendum #3 for class starts

Schools may be closed at any time for continuing education for our Instructional Staff.

Schools will be closed for students on the following holidays:

- Civil Rights Day
- Memorial Day Weekend
- July 4th Week
- Columbus Day
- Labor Day Weekend
- Thanksgiving Day
- Veteran’s Day
- Christmas Eve through New Year’s Day

16. License, Accreditation, and Ownership:

Licensed by: NH Board of Barbering, Cosmetology & Esthetics
121 South Fruit Street
Concord, New Hampshire 03301
603-271-3608
17. Student Access to Records:
Each student has the right to view any items in their files and may do so by request. This request will be granted within a reasonable amount of time to accommodate the office’s schedule. At no time may a student remove any items/articles from their file. The School Director is the official custodian of the records. All records will be maintained for a period of 5 years from the date of graduation or termination from the school. The School Director may request other school personnel to assist in answering any questions that students may have regarding interpretation of the records. In all cases where access to student education information is requested, except as provided in this policy, a written request to see the files must be made by the student. The School Director, upon receipt of this request, will provide access to review the records at a date and time no more than 3 working days after the request has been made. The student or anyone the student duly authorizes shall examine the file in the presence of the School Director and/or other person(s) designated by her/him. The record itself may not be taken from the school premises. However, upon request, one copy of the records shall be provided within a reasonable time at no charge. Additional copies may be obtained at the cost of $1.00 per page. If a request from an outside agency for information regarding a student is received, the school will not release any information without the student’s express permission. The request must be made in writing, clearly stating the agency requesting the information, and include the student’s signature each time a request for information is made. Only the School Director or his/her designee will be allowed to release information. The school may charge a $5.00 transcript fee for transcript requests. Documentation of the FERPA form will be placed in the student’s file. The school will disclose personal, identifiable information from the records of a student without written consent of the student to the following parties:

A. School employees who have a “need to know”.
B. Schools to which a student is transferring.
C. School provides access to student and other school records to its accrediting agency.
D. Appropriate parties in connection with financial aid.
E. Organizations doing authorized studies or reports for the school.
F. Individuals who have obtained court orders or subpoenas, or in case of health and/or safety emergencies.
G. State and local authorities to whom disclosure is required by state laws adopted before November 19, 1974.

18. Professionalism:
In training to be a professional cosmetologist, esthetician, or barber, you must be a caring, open-minded individual. You must use your training and knowledge to satisfy the needs and wants of every client. Communication is the key to be successful. This requires the ability to listen and observe, to consult with and suggest ideas, services, and products to colleagues, instructors, management, and clients. Professionalism can be seen and felt in a school, salon, spa, or any technical business. It is a balanced combination of choice of words, tone of voice, physical actions, education, technical training, determination, honesty, good judgment, decision making, cleanliness, sharp appearance and talent.

**Guidelines to Professionalism:**

1. Listen & smile often.
2. Service all clients to the best of your ability. Treat every person in your environment with the respect they deserve.
3. Consult with each client/instructor prior to their service. This establishes good communications and avoids service errors.
4. Teamwork and cooperation with colleagues, instructors, and staff makes all goals easier to attain. Help colleagues and instructors when possible. An atmosphere of teamwork is easily noticed and appreciated.
5. Gossip has no place in a professional environment.
6. Support the efforts of all colleagues and instructors.
7. Personal conversations with other students/instructors while in the classroom and on the service floor are not permitted. Full attention and focus regarding your education and the service[s] you are performing on clientele must be maintained at all times.
8. Personal or school problems will not take place in classrooms, or in front of the client. Students will follow grievance procedures.
9. No gum chewing anywhere in the school.
10. Profanity will not be tolerated. Slang expressions should be eliminated in communication with peers, instructors, clients or management.

19. **School Standards and Requirements:**

**A. Attendance and Absenteeism**

The student should be aware that absenteeism for more than 14 consecutive days without contacting the school can result in the student being terminated from the program. Time is calculated on the quarter hour.

The contracted date of graduation may be changed throughout your program because of unexpected school closures. Make-up hours may change your revised graduation date. 5% of your contract time for scheduled hours is allowed for absenteeism and/or tardiness. School may charge additional tuition for hours remaining after the schedule graduation date at the rate of $12.33 per hour for Cosmetology, $16.16 per hour for Esthetics, $9.72 per hour for Barbering or any part thereof, payable in advance until graduation unless other arrangements are made. All students should be in the school 10 minutes prior to starting their day. At this time the student should be completely prepared for class – all materials needed in hand, hair and make-up done, and completely dressed for the school day. Students are required to sign in to receive hours for attending. Students are required to call in, if not attending school for the day you must speak with a School Official.
The purpose of Empire Beauty Schools attendance policy is to help students develop a self-directed, professional attitude toward their studies and to maximize their educational opportunities. Regular class attendance provides fundamental educational value and offers the most effective means to gain command of the course concepts and materials.

Students are expected to attend all classes, arrive on time, remain for the entire class period and report to class fully prepared with all required materials. To meet these expectations, students must minimize conflict with other commitments, including personal or work. When students encounter difficulty meeting these requirements, they must actively speak with their School Director to discuss the concern and plans on correcting the absenteeism. Excessive absences may result in withdrawal from the school at the School Director’s discretion. Students should consult with the Director on attendance and make-up hours.

**Academic/Attendance Advisement Warning**
Students who do not have an average grade of 75% academic and/or 70% attendance will be placed on academic/attendance advisement monitoring. This is the first steps to assist the student with correcting their academic or attendance problems either with tutoring or counseling, etc. Students being monitored will be reevaluated throughout the month to ensure their improving.

**Academic/Attendance Advisement Probation**
Students who do not have an average grade of 75% academic and/or 66.7% attendance will be placed on academic/attendance advisement probation. The student placed on the probation will be given a period of 30 school days to improve performance. If the student during this time improves on their % and is not yet met the minimum academic or attendance % they may be given an additional 30 days. However, if the student doesn’t meet the minimum academic or attendance % at the end of 60 days they will be terminated from their program. At any time during the probation period if the student fails to improve they may be terminated from the school at any time. The student may request an appeal. In order to complete your getting back into attendance you must not be late, go home early, be sent home for any reason, and not be absent.

The school may be closed or delayed during a student’s enrollment for unexpected reasons. In the event of inclement weather, school may be canceled or delayed and will mirror the school district where the school campus resides. Students will need to look for their school’s town on WMUR news, school’s message machine and Facebook. 

**Medical and court documents may excuse the student from incurring additional charges.**

**B. Tardiness:**
The school will allow 5 un-excused lates per month. If you are going to be late, a courtesy phone call is required. Please call and give your message to a School Official - Not a student. Schools have a closed-door late policy after 10:00 am. and 6:00 pm unless pre-approved. Over 5 un-excused lates per month will result in being sent home on the 6th late. If the Student does not show up by 10:00 am they may not attend for that day unless pre-approved by the School Director ex: dr. appts, court, etc. Time is calculated on the quarter hour. Students who return more than 15 minutes late from lunch or break will be sent home for the day. If students return late from lunch or break, within 15 minutes, it will be considered part of 5 lates for the month. In the event of school delays due to inclement weather, students will not be permitted to attend school will be required to arrive by the delay end in order to attend for the day. The School Director will provide all students with this information. Their anticipated graduation date may be extended accordingly.
C. Leave of Absence:
Leaves of Absence (LOA) can be granted in cases of emergency, medical problems, childcare or work. A student, who is granted an LOA by the school, is not considered to have withdrawn from the school and no refund calculation is required at that time of the LOA. If enrollment is temporarily interrupted for an LOA, the student will return to school in the same progress status as prior to the LOA. Hours elapsed during an LOA will extend the student’s contract period and maximum time frame by the same number of days taken in the LOA and will not be included in the student's cumulative attendance percentage calculation.

A. Esthetics and Barbering students may request 1 Leave of Absence during their course of study.
B. Cosmetology Students may request 2 Leaves of Absence during their course of study.
C. Leave of absence cannot exceed 180 days in a 12 month period.
D. There will be no additional institutional charges for a Leave of Absence

In order to be placed on Leave of Absence, the student must:

A. Complete the school’s Leave of Absence Request
B. Be approved by the School Director.
C. Leaves must be a minimum of 5 days and a maximum of 90 days.
D. There must be at least a period of 30 days between leaves.
E. Students are expected to be in attendance by their leave of absence return date.
F. Students in Phase One will not be allowed to take a leave of absence.

Students may not arbitrarily decide to “take” a leave of absence or extend it. Exceptions to this policy are due to extenuating circumstances only and may be approved by the School Director.

Explanation of the consequences of withdrawal to loan recipients granted an LOA
A student who is granted an approved LOA will remain in an “in-school” status for Title IV loan repayment purposes. If a student fails to return by the documented return date, the student will be considered withdrawn from the program as of the last date of attendance. For Title IV loan recipient’s grace period will begin from the last date of attendance.

D. Make-up Exams:
Make-up days are for missed written exams only and will be scheduled at the discretion of the Instructor. Students should be in attendance on examination days.

E. Appearance, Dress Code, Uniforms, Physical Demands & Requirements:
Proper attire in the school is compulsory. Appearance should be neat, clean, well-groomed with clothing properly fastened and pressed. No soiled, torn or inappropriate dress for a professional environment will be permitted. Hats, caps/other headgears are not permitted. No sleeveless, backless, or low-cut tops can be worn, no shorts or miniskirts/dresses. Violations of the above-described dress code will result in the student being sent home to correct his/her attire.
Personal hygiene and sanitation are the daily responsibility of each student. We are in
close proximity to many people daily. It is imperative that each student be keenly aware of personal breath and body odor. We strongly suggest showering/bathing before coming to school, the frequent use of mouthwash, deodorant and body sprays during the day. At no time during the day (unless designated by the curriculum) are students allowed to work on themselves. Hair, nails, and make-up are to be done before arriving at school. A professional appearance in these areas is essential to the overall image of today’s cosmetologist, esthetician, or barber. Lab coats, smocks or aprons and name tags are required dress in the school every day. *A name tag will be given with the kit (if it’s lost there is a $5.00 replacement fee).*

**School Dress code:**
Black and white skirts, pants, dresses, etc. combinations or all black/all white bottoms. Colored tops as long as the smock/apron/jacket is being worn. Black issued Lab Coat/apron with Student Name Tag – White Lab Coat/aprons for Estheticians with name tag – Black barbering jacket for barbers with name tag. Professional looking BLACK or WHITE shoes, sneakers or dress boots are permitted. For safety reasons, no open-toed shoes are permitted. Absolutely no jeans, leggings, jeggings, or hoodies of any type are allowed. The Faculty or Administrative Staff will have the final decision on any questionable dress code or appearance violations.

**Physical Demands and Safety Requirements:**
As with all other industries, good health and hygiene are required to be successful in the cosmetology industry. In keeping with this profession, you should be an example of good health and hygiene. This is especially important because you work very close to your clients. It is also important to be in good physical health because you are generally standing while working on clients. Safety Precautions should be taken at all times because sharp implements, such as shears, and hot implements, such as curling irons and flat irons, are used. Also, great care must be exercised whenever chemicals are used.

**F. Breaks & Lunches:**
Your Instructors schedule breaks & lunches. Students are responsible for returning to classes on time or the late policy will be applied. Food and Drinks other than water is only permitted in the school’s designated break/lunch area and are not permitted anywhere else in the school. No breaks are to be taken in front of the buildings.

**G. Phone Calls:**
No personal calls on the school business phones without express permission from the School Director. Cell phones and all other electronic devices must be turned off during school hours unless utilized in the classroom setting for educational purposes.

**H. Smoking:**
Smoking is permitted on lunch and breaks outside the building at the designated smoke areas only. Smokers should dispose of their cigarette butts in designated containers.

**I. Parking and Break Area Policy**
- **Hooksett** - students must park out back from the light post over.
- **Laconia** – parking is available on the 2nd and 3rd floor in the parking garage located across the street.
**Portsmouth** – Students are required to park past the third row from the front of the building and six spaces away from Big Lots or possibly face towing.

**Somersworth** – students must park in the back parking lot, no parking in the front of the building, grass areas or in the row against the back of the building.

*J. Cheating:*

Students caught cheating will be subject to termination from the program.

*K. Family Services:*

Immediate family members – children / parents / step-parents / siblings / partners and grandparents may have any clinic service completed at the school for half price. Retail products are not discounted to the student’s family members.

*L. Alcohol and Drug Free Policy:*

Empire Beauty Schools recognizes that alcoholism and drug abuse are treatable illnesses and encourages students who may have alcohol or drug abuse issues to seek treatment.

The use of alcohol or drugs (unless prescribed by a physician) is strictly prohibited. The use or possession of alcohol, drugs, or any drug paraphernalia in any form on school premises, on school grounds, or at any school related activity would result in immediate expulsion.

**Students seeking additional services may contact the following agencies:**

<table>
<thead>
<tr>
<th>Northeastern New Hampshire</th>
<th>Concord Metro Treatment Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol &amp; Drug Abuse Services</td>
<td>100 Hall Street</td>
</tr>
<tr>
<td>272 County Farm Rd.</td>
<td>46 S. Main St.</td>
</tr>
<tr>
<td>Dover, NH 03820</td>
<td>Concord, NH 03301</td>
</tr>
<tr>
<td>603-516-8160</td>
<td>603-229-4260</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Behavioral Health Sciences</th>
<th>Farnum Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>333 Borthwick Ave.</td>
<td>140 Queen City Ave.</td>
</tr>
<tr>
<td>Portsmouth, NH 03801</td>
<td>Manchester, NH 03103</td>
</tr>
<tr>
<td>603-436-6000</td>
<td>603-622-4043</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The National Help Hotline</th>
<th>New Hampshire Narcotics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anonymous</td>
<td></td>
</tr>
<tr>
<td>1-800-317-9038</td>
<td>1-888-624-3578</td>
</tr>
</tbody>
</table>

| New Hampshire Alcoholics         | New Hampshire Bureau of       |
|----------------------------------| Drug & Alcohol Service        |
| Anonymous                        |                               |
| 800-593-3330                     | 603-271-6110                  |

<table>
<thead>
<tr>
<th>Phoenix House Franklin Center</th>
<th>Horizons Counseling Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 Holy Cross Road</td>
<td>25 Country Club Road</td>
</tr>
<tr>
<td>Franklin, NH</td>
<td>Gilford, NH</td>
</tr>
<tr>
<td>(603) 934-5297</td>
<td>(603) 524-8005</td>
</tr>
</tbody>
</table>
M. Personal Belongings and Kits:
You are required to work as neatly as possible. After each work assignment, you are expected to clean and tidy up. Your personal belongings should be stored in your locker or locked vehicle. Students are responsible to purchase their own lock when obtaining a locker. Kits are to be neatly placed by your workstation. When not in use, kits should be closed and put away. The school is not responsible for missing items or belongings. Please do not leave personal belongings unattended. Kit items that are misplaced, broken or malfunction after 30 days are the responsibility of the student to replace.

N. Personal Supplies and Services:
Students wishing to purchase supplies or services must first get permission from their Instructor and all supplies and services must be paid for. If a service is performed free of charge the service must be performed at the student’s primary campus.

O. Duties:
A duty roster will be made monthly for all classroom/clinic duties. This will be done on a rotating basis for fairness to all students. Your duties are an assignment as part of your training. Instructors will check all duties at the end of the day.

P. Dispensary and Supply Room:
Students are responsible for the proper up-keep of the clients’ chemical service files and for all supplies. Towels must be clean and ready for use both day and night.

Q. Student Services:
No student is to do another student’s hair, nails, etc. without first getting permission from their Instructor. Order of priorities would be theory, practical, and clinical assignments for the day. Once completed, an Instructor may give you permission. If a client comes in while you are having your own service done and there is no one else available, you must service the client.

R. Client Services:
Students are never to leave a client unattended – it could be dangerous to the client and is unprofessional. Any student refusing to service a client will be immediately sent home and receive no hours from the time of dismissal. Students who are physically unable to service a client cannot be in attendance or receive hours.

S. Weapons in School:
Weapons of any type are strictly forbidden in school. Students caught with a weapon in school will be sent home immediately and local authorities will be called. A decision will be made as to whether the student will be allowed to return to school. Violation of the above rules and standards may result in disciplinary action up to and including termination from school. The school reserves the right to terminate any student whose personal conduct – towards school staff or fellow students - is deemed unsatisfactory. Re-admittance to the school will be at the School Director’s discretion. A student’s termination from one school applies to all campuses.

T. Theft:
If a student is caught stealing from Empire Beauty Schools, another student, or staff member it would result in immediate expulsion. Empire Beauty Schools has a zero tolerance for theft.

U. Bullying:
Empire Beauty Schools will not tolerate any harassment of any kind, cyber-bullying, slanderous, physical or mental abuse behavior to any student or staff member in any form on school premises, on school grounds, or at any school related activity. If this behavior occurs it may result in a suspension or termination.

V. The Constitution of the United States of America Acknowledgment:
Effective May 25, 2005 Empire Beauty Schools recognizes the signing of the constitution, which took place on September 17, 1787, in September of each year. For more information regarding the constitution, visit www.usconstitution.net/const.html.

W. Voter Registration Acknowledgment:
Everyone has the right to vote in local elections. In NH in order to register to vote you either must go to your city/town hall of your legal residence prior to the election or you may also register to vote on election-day at any location within your city/town of legal residency that provides a voting booth. You must have 2 forms of picture id.

X. Safety & First Aid:
First Aid kits are provided in the dispensary and each classroom. Emergency evacuation plans are posted in each classroom. Exit signs and fire extinguishers are located through the building.

Empire Beauty Schools VAWA (Violence against Women’s Act) and Campus Security and Report and Policy is available on our website at www.empirebeautyschools.com.

21. Student Grievance Procedure:
Students who have a problem or grievance related to the operation of the Empire Beauty Schools should use the following procedure to resolve the problem or grievance. Follow the steps in order to reach a solution that is satisfactory to all person(s)/parties involved. Only use the next step if it is apparent that the issue cannot be resolved on that step. Do not take steps out of sequence, as you will be referred to go back to the steps in sequence.

Grievance Steps

1. Speak directly to the person(s) involved to resolve the issue.
2. Speak to the Instructor to document issue.
3. Speak to the School Director who will render a written and/or oral decision within 3 school days.
4. Email to John Langlois: ebscorp@worldpath.net explaining the grievance or a written statement to the corporate office. A decision will be rendered within 10 days.

5. Email to the President Norman Langlois: ebs@worldpath.net explaining the grievance or
a written statement to the corporate office at:
Empire Beauty School Corporate Office
66 Old Rochester Road
Dover, NH 03820
A decision will be rendered within 15 days.
6. Contact the New Hampshire State Board of Cosmetology at:
NH Board of Barbering, Cosmetology & Esthetics
121 South Fruit Street
Concord, NH 03301
7. Contact the Accrediting Body at:
National Accrediting Commission of Career Arts & Sciences
4401 Ford Avenue
Suite 1300
Alexandria, VA 22302-1432

22. The Satisfactory Academic Progress Policy:
The Satisfactory Academic Progress Policy is consistently applied to all students enrolled at the school. It is printed in the catalog to ensure that all students receive a copy prior to enrollment. The policy complies with the guidelines established by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and the federal regulations established by the United States Department of Education.

Evaluation Periods
Students are evaluated for Satisfactory Academic Progress as follows:
- Cosmetology: 450, 900, 1200 clocked (actual) hours
- Esthetics: 300 clocked (actual) hours
- Barbering: 450 clocked (actual) hours

*Transfer Students- Midpoint of the contracted hours or the established evaluation periods, whichever comes first. Evaluations will determine if the student has met the minimum requirements for satisfactory academic progress. The frequency of evaluations ensures that students have had at least one evaluation by midpoint in the course.

Attendance Progress Evaluations
Students are required to attend a minimum of 66.67% of the hours possible based on the applicable attendance schedule in order to be considered maintaining satisfactory attendance progress. Evaluations are conducted at the end of each evaluation period to determine if the student has met the minimum requirements. The attendance percentage is determined by dividing the total hours accrued by the total number of hours scheduled. At the end of each evaluation period, the school will determine if the student has maintained at least 66.67% cumulative attendance since the beginning of the course which indicates that, given the same attendance rate, the student will graduate within the maximum time frame allowed.

Academic Progress Evaluations
The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and a minimum number of practical experiences. Academic learning is evaluated after each unit of study. Practical assignments are evaluated as completed and counted toward course completion only when rated as satisfactory or better (the computer system will reflect completion of the practical assignment as a 100% rating). If the performance does not meet satisfactory requirements, it is not counted and the performance must be repeated. Prior to completion of any program, students must pass two Mock Board Practical Examinations along with all final exams having a minimum grade of 75%. All students who successfully complete graduation requirements are issued a Diploma. Students must make up failed final exams, missed tests and incomplete practical assignments.

**Determination of Progress Status**

Students meeting the minimum requirements for academics and attendance at the evaluation point are considered to be making satisfactory academic progress until the next scheduled evaluation. Students will receive a hard-copy of their Satisfactory Academic Progress Determination at the time of each of the evaluations. Students deemed not maintaining Satisfactory Academic Progress may have their Title IV Funding interrupted, unless the student is on warning or has prevailed upon appeal resulting in a status of probation.

**Warning**

Students who fail to meet minimum requirements for attendance or academic progress are placed on warning and considered to be making satisfactory academic progress while during the warning period. The student will be advised in writing on the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the warning period, the student has still not met both the attendance and academic requirements, he/she may be placed on probation and, if applicable, students may be deemed ineligible to receive Title IV funds.

**Probation**

Students who fail to meet minimum requirements for attendance or academic progress after the warning period will be placed on probation and considered to be making satisfactory academic progress while during the probationary period, if the student appeals the decision, and prevails upon appeal. Additionally, only students who have the ability to meet the Satisfactory Academic Progress Policy standards by the end of the evaluation period may be placed on probation. Students placed on an academic plan must be able to meet requirements set forth in the academic plan by the end of the next evaluation period. Students who are progressing according to their specific academic plan will be considered making Satisfactory Academic Progress. The student will be advised in writing of the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the probationary period, the student has still not met both the attendance and academic requirements required for satisfactory academic progress or by the academic plan, he/she will be determined as NOT making satisfactory academic progress and, if applicable, students will not be deemed eligible to receive Title IV funds.

**Re-Establishment of Satisfactory Academic Progress**

Students may re-establish satisfactory academic progress and Title IV aid, as applicable, by meeting minimum attendance and academic requirements by the end of the warning or probationary period.

**Interruptions, Course Incompletes, Withdrawals**

If enrollment is temporarily interrupted for a Leave of Absence, the student will return to school
in the same progress status as prior to the leave of absence. Hours elapsed during a leave of absence will extend the student’s contract period and maximum time frame by the same number of days taken in the leave of absence and will not be included in the student's cumulative attendance percentage calculation. Students who withdraw prior to completion of the course and wish to re-enroll will return in the same satisfactory academic progress status as at the time of withdrawal.

**Appeal Procedure**

If a student is determined to not be making satisfactory academic progress, the student may appeal the determination within ten calendar days. Reasons for which students may appeal a negative progress determination include death of a relative, an injury or illness of the student, or any other allowable special or mitigating circumstance. The student must submit a written appeal to the school on the designated form describing why they failed to meet satisfactory academic progress standards, along with supporting documentation of the reasons why the determination should be reversed. This information should include what has changed about the student’s situation that will allow them to achieve Satisfactory Academic Progress by the next evaluation point. Appeal documents will be reviewed and a decision will be made and reported to the student within 30 calendar days. The appeal and decision documents will be retained in the student file. If the student prevails upon appeal, the satisfactory academic progress determination will be reversed and federal financial aid will be reinstated, if applicable.

**Noncredit, Remedial Courses, Repetitions**

Noncredit, remedial courses and repetitions do not apply to this institution. Therefore, these items have no effect upon the school's satisfactory academic progress standards.

**Transfer Hours**

With regard to Satisfactory Academic Progress, a student’s transfer hours will be counted as both attempted and earned hours for the purpose of determining when the allowable maximum time frame has been exhausted.

**23. Empire Beauty School Staff:**

See catalog addendum #4 pg.31 for full list of staff

**The School Director:**

The School Director is in complete charge of the school, the staff, and your training. If any problems are related to your theory classes or your practical training, you should see your Instructor. All other problems and requests are taken to the School Director. You may request an appointment at any time.

**The Instructors:**

The Instructional Staff are professional individuals carefully selected for their ability to convey information, knowledge of the craft, and professionalism to each student. They are trained in a certain method and follow lesson plans. It is important to realize that you are the most important Instructor in your education. The staff will teach and train you, but you must concentrate on developing physical dexterity and the development of the ability to see balance and form. This skill is developed through constant study, practice, observation of class demonstrations, repetition and critiquing of skills, etc. Physical dexterity is a skill that cannot be taught. It is achieved only through continuous practice.
Only you can help yourself achieve this by being in daily attendance, observing school regulations, continual practice and observation, following daily assignments, and developing good study/work habits. The staff is here to help you achieve your goals.

Things to remember:
   a. If you have any questions, do not be afraid to ask.
   b. If you need help, let your Instructor know.
   c. We’re always open to suggestions and constructive criticism.
   d. We must all work hard to maintain the school’s objectives. There is time for fun and your training should be an enjoyable experience. We know we will enjoy you as a student and hope that the feeling is mutual.

24. State Board Licensing:
The completion of a State and Federal approved curriculum and meeting the required hours of training with passing grades is the first step in becoming a licensed cosmetologist, esthetician, or barber. Upon successful completion of the course, the student will send an application to the testing agency listed below in order to take the licensing examination. Passing grades on this exam is the final step to being granted a professional license.
To get your temporary permit & apply for the NH licensing exam mail forms listed below to:
DL Roope Administrations Inc.
P.O. Box 631
Hampden ME 04444-0606
Phone: 1-888-375-2020

Forms:
1. Application for Examination
2. Cashier’s check or money orders for $173.00 made payable to DL Roope Administrations Inc. DL Roope will notify you by mail as to the date of your exam.
3. The application maybe mailed to or apply online $10 processing fee. (www.dlroope.com)
   Your temporary permit is an important document. Keep it in a safe place and treat it as though it was your permanent license. It must be present the day of your exam. Upon completing and passing both the practical and written exams, students will be issued a permanent license. In order to receive your permanent license, you must pay $45.00 to the New Hampshire Board of Cosmetology, Esthetics and Barbering. If a student fails any part of the exam they will be required to pay an additional $104.00 to retake the practical test or $69.00 to retake the written test.

25. Financial Aid Programs and Qualifications:
   Empire Beauty Schools is accredited by NACCAS and approved for use of Federal Government Loan and Grant Programs/ VA programs and various state agencies. Students seeking financial aid assistance should consider the various programs available to qualified applicants.

1. Federal Pell Grant:
   The government has supplied money for post high school education, which does not have to be repaid. Grants are based on financial need and available to qualified students.

2. William D. Ford Subsidized Direct Student Loan Program:
   This loan can be obtained with the school’s help. If you qualify, the Federal Government pays the interest on these loans while the student is in school. You are not obligated to start payment
until 6 months after your last date of attendance. This loan may be borrowed for tuition and fees. The Dept. of Education determines the repayment schedule.

3. **William D. Ford Unsubsidized Direct Loan:**
   This loan can also be obtained with the school’s help. Eligibility for Federal Direct Unsubsidized Loans must first be determined. You are not obligated to start payment until 6 months after your last date of attendance. The principal can be deferred during the period of enrollment, but the student is responsible for the interest that accrues while in school. This loan may be borrowed for tuition and fees. The Dept. of Education determines the repayment schedule.

4. **Parent Loan for Undergraduate Student (P.L.U.S.):**
   If a parent qualifies this loan is taken out in the parent(s) name to be used for the educational expenses of the student. Approval for this loan is credit-based and is used for dependent students only. Payment begins 60 days after the last disbursement of the loan. Like all Direct Loans, they can be obtained with the school’s help or through a local financial institution.

**Financial Aid Programs and Qualifications:**

**Please Note:**
All students are free to contact the Empire Beauty Schools Director or Financial Aid Coordinator for assistance in obtaining applications and filling out any loan or grant forms. Consumer information regarding all Federal programs is available in the Admissions office.

*It is the policy of Empire Beauty Schools to utilize Title IV financial aid to cover the cost of TUITION AND FEES ONLY*

**26. Total Title IV Aid to be Disbursed or Returned:**
If the student receives less federal student aid than the amount earned, the school must offer a disbursement of the earned aid that was not received. This is called a post-withdrawal disbursement. If the student receives more Title IV Aid than the amount earned, the school, the student, or both must return the unearned funds in a specified order.

**Order of Return of Title IV Funds**
First, unearned funds returned by Empire Beauty Schools or the student, as appropriate must be credited to outstanding balances on title IV loans made to the student or on behalf of the student for the payment period for which a return of funds is required. Those funds must be credited to outstanding balances for the payment period for which a return of funds is required in the following order:

1. Unsubsidized Federal Direct Stafford loans.
2. Subsidized Federal Direct Stafford loans.
3. Federal Direct PLUS received on behalf of the student.
Then, if unearned funds remain to be returned after repayment of all outstanding loan amounts, the remaining excess must be credited to any amount awarded for the payment period for which a return of funds is required in the following order:

2. Other federal, state, private and/or institutional sources of aid; and
3. The student.

**Post-withdrawal disbursements**

**Summary of actions a school must take before making a post-withdrawal disbursement**

The actions a school must take before it may disburse funds from a post-withdrawal disbursement vary depending on the source of the funds. A school must obtain confirmation from a student, or parent for a Direct Parent PLUS Loan, before making any disbursement of loan funds from a post-withdrawal disbursement. Without obtaining a student’s permission, Title IV grant funds from a post-withdrawal disbursement are credited to a student’s account to pay for tuition, fees, and room and board (if the student contracts with the school) or disbursed directly to a student. A school must obtain a student’s authorization to credit a student’s account with Title IV grant funds for charges other than current charges.

**Post-withdrawal disbursement of Title IV grant funds**

Empire Beauty Schools is permitted to credit a student’s account with the post-withdrawal disbursement of Title IV grant funds without the student’s permission for current charges for tuition, fees, and room and board (if the student contracts with the school) up to the amount of outstanding charges. A school must obtain a student’s authorization to credit a student’s account with Title IV grant funds for charges other than current charges.

Empire Beauty Schools is permitted to use a student’s or parent’s authorization for crediting the student’s account for educationally related expenses that the school obtained prior to the student’s withdrawal date so long as that authorization meets the cash management requirements for student or parent authorizations. If the school did not obtain authorization prior to the student’s withdrawal, the school would have to obtain authorization in accordance with the cash management requirements before the school could credit the student’s account for other current charges or for educationally related activities. Empire Beauty Schools must credit the student’s account with the post-withdrawal disbursement for current charges within 180 days of the date of determination. A school must disburse any amount of a post-withdrawal disbursement of grant funds that is not credited to the student’s account. Moreover, the school must make the disbursement as soon as possible but no later than 45 days after the date of the school’s determination that the student withdrew.

**Post-withdrawal disbursement of Title IV loan funds**

Empire Beauty Schools must notify a student, or parent for a Direct Parent PLUS Loan, in writing prior to making any post-withdrawal disbursement of loan funds, whether those loan funds are to be credited to the student’s account or disbursed directly to the student (or parent). The information provided in this notification must include the information necessary for the student, or parent for a Direct Parent PLUS Loan, to make an informed decision as to whether the student or parent would like to accept any disbursement of loan funds and must be provided within 30
days of the date of a school’s determination that a student has withdrawn. In addition, the notice must request confirmation of any post-withdrawal disbursement that the student or parent, as applicable, wishes the school to make.

The notice must identify the type and amount of the loan funds it wishes to credit to the student’s account or disburse directly to the student or parent, explain that a student, or parent for a Direct Parent PLUS Loan, may accept or decline all or a portion of the funds. The notice must also explain to the student, or parent for a Direct Parent PLUS Loan, the obligation to repay the loan funds whether they are disbursed to the student’s account or directly to the borrower.

The notice must also make clear that a student, or parent for a Direct Parent PLUS Loan, may not receive as a direct disbursement loan funds that the institution wishes to credit to the student’s account unless the institution agrees to do so. If the student, or parent for a Direct Parent PLUS Loan, does not wish to accept some or all of the loan funds that the institution wishes to credit to the student’s account, the institution must not disburse those funds.

In the information a school provides to a student when the school informs the student that he or she is due a post-withdrawal disbursement of loan funds, the school should include information about the advantages of keeping loan debt to a minimum. If a post-withdrawal disbursement includes loan proceeds, unless the recipient needs the funds to pay educational costs, Empire Beauty Schools suggest that the student cancel the loan. With a student’s permission, Title IV grant funds due a student in a post-withdrawal disbursement can be used to pay down a Title IV loan, thereby reducing any post-withdrawal disbursement made directly to the student.

The school must document the result of the notification process and the final determination made concerning the disbursement and maintain that documentation in the student’s file. If a school has completed post-withdrawal loan notification and confirmed a student’s desire for any Direct Loan funds included in the post-withdrawal disbursement, the school is permitted to credit a student’s account with the post-withdrawal disbursement without additional permission from the student (or parent, in the case of a Direct PLUS Loan) for current charges.

A school may combine providing loan counseling, obtaining authorization to credit loan funds to a student’s account for outstanding charges, and obtaining authorization to make a direct disbursement to the student.

Once a school has received confirmation from a student, or parent in case of a Direct PLUS Loan, that he or she wants to receive the post-withdrawal disbursement of loan funds, a school must make the post-withdrawal disbursement of Title IV loan proceeds as soon as possible but no later than 180 days after the date of the school’s determination that the student withdrew.

**Crediting a student’s account**

Empire Beauty Schools will not request Title IV funds for a post-withdrawal disbursement unless and until it has determined that it can disburse any post-withdrawal disbursement within three business days of receiving the funds. The requirements for the treatment of Title IV funds when a student withdraws reflect the cash management requirements for disbursing Title IV funds. An institution must obtain a student’s authorization to credit a student’s account with Title IV funds for charges other than current charges for tuition and fees. Outstanding charges on a student’s account are charges for which the institution will hold the student liable after the application of any applicable refund policy. These
are the institutional charges, after any adjustment, that reflect what the student will owe for the current term after his or her withdrawal, any other current charges, plus any permitted minor prior year charges.

**Notice to a student offering a post-withdrawal disbursement flexibility in notifying students**

To avoid having to contact a student multiple times, a school may use one contact to:

- ✓ notify a borrower about his or her loan repayment obligations;
- ✓ obtain permission to credit loan funds to a student’s account to cover unpaid institutional charges;
- ✓ obtain permission to make a post-withdrawal disbursement of grant or loan funds for other than institutional charges; and
- ✓ obtain permission to make a post-withdrawal disbursement of loan funds directly to a student.

Empire Beauty Schools will send the notification as soon as possible, but **no later than 30 calendar days after the date that the school determines the student withdrew**.

In the notification, the school must advise the student or parent that an institution may set a deadline of 14 days or more. Any deadline must apply to both confirmation of loan disbursements to the student’s account and direct disbursements of a post-withdrawal disbursement. The notification must make it clear that if the student or parent does not respond to the notification within the time frame, the school is not required to make the post-withdrawal disbursement. However, a school may choose to make a post-withdrawal disbursement based on an acceptance received from a student or parent after the school’s deadline.

A school that chooses to honor a late response must disburse all the funds accepted by the student or parent as applicable. The school cannot credit the student’s account in accordance with the student’s request, but decline to disburse post-withdrawal funds accepted as a direct disbursement. If a response is not received from the student or parent within the permitted time frame or the student declines the funds, the school must return (or, in the case of grant funds, re-disburse to another eligible student) any earned funds that the school was holding to the Title IV programs. If a student or parent submits a timely response accepting all or a portion of a post-withdrawal disbursement, per the student’s or parent’s instructions, the school must disburse the loan funds within 180 days of the date of the institution’s determination that the student withdrew. (For additional information, see the discussion under Date of the institution’s determination that the student withdrew earlier in this chapter.) Note that the date of the institution’s determination that the student withdrew is the same date that triggers the 30-day period that the school has for notifying the student or parent of any post-withdrawal disbursement available for direct disbursement. Consequently, the sooner a school sends the notification to a student or parent, the more time the school has to make any accepted post-withdrawal disbursement.

If authorization from a student (or parent for a Direct PLUS Loan) is received after the deadline and the school chooses not to make a post-withdrawal disbursement of loan funds, the school must notify the student (or parent) that the post-withdrawal disbursement will not be made and why. This notification must be made in writing. If an authorization from the student (or parent for a Direct PLUS Loan) is never received, or if the school chooses to make a post-withdrawal
disbursement of loan funds per the recipient’s instructions on an authorization received after the deadline, the school does not need to notify the student.

**Example of the Post-Withdrawal Disbursement Requirements**

Michael drops out of school on November 5. On November 10, the school becomes aware that Michael has ceased attending. The school determines that because Michael has earned $900 in Title IV Program assistance that he has not received, he is due a post-withdrawal disbursement of $900. When Michael withdrew, only $600 of the $1,000 in Federal Pell Grant funds that could have been disbursed had been disbursed. Of the $500 in Direct Loan funds that could have been disbursed, none had been disbursed. The school determines that Michael has $50 in outstanding tuition charges and $100 in outstanding library fines for the payment period. The school obtained permission from Michael at the beginning of the term (prior to his withdrawal) to credit his account for educationally related charges other than tuition, fees, and room and board. Because available grant funds must be used before available loan funds to make a post-withdrawal disbursement, the school credits Michael’s account with $150 of his Federal Pell Grant funds. On November 12 (the last date school could have sent the funds was December 24th—45 days after the date of the school’s determination that the student withdrew), the school sends the remaining $250 in Pell Grant funds to Michael. On the same day (the last date the school could have sent the notification was December 9th—30 days after the school’s determination that the student withdrew), the school sends a notification to Michael stating that:

1. He is due a post-withdrawal disbursement of $500 in Direct Loan funds to be disbursed directly to him.
2. Michael may accept all, a portion, or none of the $500 in Direct Loan funds.
3. Any Direct Loan funds that Michael accepts will have to be repaid.
4. The school is obligated to make a post-withdrawal disbursement of loan funds only if Michael accepts the funds by November 25, which is 14 days after the school, sent the notification. Note that a school may allow more than 14 days for a response. Michael responds on November 19 and informs the school that he is accepting $250 of the $500 in Direct Loan funds. The school has until June 9 (180 days after November 10—the date the school determined that the student withdrew) to make the disbursement (34 CFR 668.22(a)(6)(iii)(C)). The school must document the notification and the final determination pursuant to it (whether the student accepts a partial or full.
** TRACK RECORD DISCLOSURE FORM **

** All above compiled from the 2014 NACCAS Annual Report. 

**Completion Rate**

Of the combined students scheduled to graduate successfully from the Cosmetology, Esthetics, & Barbering Programs completed.

- Laconia – Hooksett – 64.42%
- Portsmouth – Somersworth – 57.93%

**Placement Rate**

Of the combined students who completed Cosmetology, Esthetics, & Barbering Programs and were eligible for employment, are employed in the beauty industry.

- Laconia – Hooksett – 74.04%
- Portsmouth – Somersworth – 80.49%

**Licensure Rate**

Of the students combined who took the New Hampshire State Board test for Cosmetology, Esthetics, & Barbering successfully passed the test.

- Laconia – Hooksett – 100.00%
- Portsmouth – Somersworth – 100.00%

**Licensing Procedure**

The State of N.H. requires both written & practical examinations for licensure in cosmetology, barbering, & esthetics. The School Director will assist you in applying for this examination.
2016 CLASS STARTS

COSMETOLOGY

ALL CAMPUSES
Tuesday Jan 19th (Days & Nights)
Monday March 14th
Monday May 9th (Days & Nights)
Monday July 11th
Monday Sept 19th (Days & Nights)
Monday Nov 14th

ESTHETICS

PORTSMOUTH
Monday January 4th (Nights)
Tuesday January 5th (Days)
Tuesday May 3rd (Days)
Tuesday November 1st (Days)

LACONIA
Tuesday April 5th (Days)
Tuesday August 30th (Days)

HOOKSETT
Tuesday March 15th (Days)
Tuesday August 9th

BARBERING

SOMERSWORTH
Tuesday April 12th (Days)
Tuesday November 8th

HOOKSETT
Tuesday March 29th (Days)
Tuesday October 18th (Days)
Addendum #4

EMPIRE BEAUTY SCHOOL STAFF

**Corporate Staff:**
- Langlois, Norman A.  President/Chief Executive Officer
- Langlois, John  Vice President
- Lambert, Matthew  General Manager
- Brown, Brenda L.  Financial Aid Administrator
- Sloan, Chet  Financial Aid Coordinator
- Appleton, Phil  Maintenance
- Demers, Donna  Marketing Director
- Sullivan, Jessica  Marketing Assistant
- Bentley, John  Director of Operations.

**Hooksett Campus:**
- Rozen, Tirra  School Director
- Boisianeau, Elena  Admissions Representative
- Gauthier, Anne M  Educational Leader
- Cram Kiernan, Stephanie  Instructor
- Tibbetts, Pamela  Instructor
- Camberlain, Kathy  Instructor
- Maleski, Katy  Instructor
- Melone, Pam  Instructor
- Panzieri, Sherrin S  Instructor
- Theberge, Diane  Instructor
- Kelly, Anne  Instructor
- Jean, Amy  Instructor
- Connor, Ann Marie  Instructor

**Laconia Campus:**
- Taylor, Carolyn  School Director
- Coyman, Tammy  Admissions Representative
- Boisvert, Danielle  Instructor
- Colprit, Andrea  Instructor
- Laliberte, Theresa  Instructor
- Smith, Billie Jean  Instructor
- St. Sauveur, Julie  Instructor

**Portsmouth Campus:**
- Arsenault, April  School Director
- Chiasson, Crystal  Admissions Representative
- Walch, Kim  Educational Leader
- Beevers, Kristen  Instructor
- Eaton, Brittany  Instructor
- Beavanson, Liz  Instructor
- Grady, Andrea  Instructor
- Hovey, Katherine  Instructor
- Smith, Donna  Instructor

**Somersworth Campus:**
- Coleman, Charmaine  School Director
- Eusebio, Michelle  Admissions Representative
- Rawley, Susan  Instructor
- Glover, Sylvia  Instructor
- Hope, Melissa  Instructor
- Goodrich, Lisa  Instructor
- Oreal, Dawn  Instructor
- Benoit, Lenore  Instructor
# TABLE OF CONTENTS:

1. Introduction........................................................................................................................................... 34
2. Scope of the Policy .................................................................................................................................. 34
3. Prohibited Conduct ................................................................................................................................. 34
4. Options for Assistance Following an Incident of Sexual Misconduct .................................................... 34
   - Reporting Incidents of Sexual Misconduct ....................................................................................... 34
   - Support Services Available. .............................................................................................................. 2
   - Evidence Preservation ......................................................................................................................... 3
5. Title IX Coordinator ............................................................................................................................... 3
6. Reporting Policies and Protocols ........................................................................................................... 3
   - Reporting to the Institute ................................................................................................................... 3
   - Reporting to Law Enforcement .......................................................................................................... 4
   - Reporting of Crimes & Annual Security Reports ........................................................................... 4
   - Timely Warnings ............................................................................................................................... 4
   - Third-Party and Anonymous Reporting ......................................................................................... 4
   - No Retaliation .................................................................................................................................... 4
   - Coordination With Drug Free School Policy ............................................................................... 4
7. School Policy on Confidentiality ........................................................................................................... 5
   - Privileged and Confidential Communications – Professional & Pastoral Counselors ................... 5
   - Reporting to Title IX Coordinator .................................................................................................. 5
   - Requesting Confidentiality: How the School Will Weigh the Request and Respond ...................... 5
   - Miscellaneous .................................................................................................................................... 7
8. Investigation Procedures and Protocols ............................................................................................... 7
   - Notice of Investigation ...................................................................................................................... 7
   - Investigation Process .......................................................................................................................... 7
   - Investigation Report ........................................................................................................................... 7
   - Time Frame for Investigation ............................................................................................................ 8
   - Impact of Victim’s Confidentiality Request ..................................................................................... 8
   - Voluntary Resolution .......................................................................................................................... 8
9. Grievance/Adjudication Procedures ..................................................................................................... 9
   - Hearing Panel .................................................................................................................................... 9
   - Advisors ............................................................................................................................................. 9
   - Written Submissions ......................................................................................................................... 9
   - Hearing Panel Procedures ............................................................................................................... 9
   - Panel Determinations/Standard of Proof ......................................................................................... 10
10. Sanctions and Other Remedies ........................................................................................................... 10
11. Appeals .................................................................................................................................................. 11
12. Records Disclosure .............................................................................................................................. 12
13. Education and Prevention Programs .................................................................................................. 12
   - Definitions of Sexual Misconduct under New Hampshire Law ...................................................... 12
   - Bystander Intervention ....................................................................................................................... 15
   - Risk Reduction ................................................................................................................................... 15
14. Amendments .......................................................................................................................................... 17
Definitions of Key Terms .......................................................................................................................... 18
EMPIRE BEAUTY SCHOOLS
CAMPUS SEXUAL MISCONDUCT POLICIES

1. Introduction
The Empire Beauty Schools are committed to providing a working and educational environment for all students, faculty and staff that is free from sex discrimination, including sexual misconduct. Every member of the Empire Beauty Schools community should be aware that the schools are strongly opposed to sexual misconduct, and that such behavior is prohibited by state and federal laws.

As part of Empire Beauty Schools’ commitment to providing a working and learning environment free from sexual misconduct, this Policy shall be disseminated widely to the school community through publications, the school website, new employee orientations, student orientations, and other appropriate channels of communication. Empire Beauty Schools provides training to key staff members to enable the school to handle any allegations of sexual misconduct promptly and effectively. Empire Beauty Schools will respond quickly to all reports of sexual harassment, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy.

2. Scope of the Policy
This Policy governs sexual misconduct involving students that occurs on any Empire Beauty Schools property or in connection with any school-sponsored program or event. This Policy applies to all students, employees, and third parties conducting business with Empire Beauty Schools, regardless of the person’s gender, gender identity, sexual orientation, age, race, nationality, class status, ability, religion or other protected status. Empire Beauty Schools encourages victims of sexual violence to talk to somebody about what happened – so victims can get the support they need, and so the school can respond appropriately. As further described in this Policy, Empire Beauty Schools will seek to respect a victim’s request for confidentiality to the extent possible, while remaining ever mindful of the victim’s well-being.

3. Prohibited Conduct
Sexual misconduct comprises a broad range of behaviors focused on sex that may or may not be sexual in nature. Any intercourse or other intentional sexual touching or activity without the other person’s consent is sexual assault, which is a form of sexual misconduct under this Policy. Sexual harassment and sexual exploitation, stalking, domestic violence, and dating violence are also forms of sexual misconduct. Intimidation for one of these purposes is sexual misconduct, as is retaliation following an incident of alleged sexual misconduct or attempted sexual misconduct. The definitions for specific acts of sexual misconduct can be found in the Definitions of Key Terms at the end of this Policy statement.

Misconduct can occur between strangers or acquaintances, or people who know each other well, including between people involved in an intimate or sexual relationship, can be committed by anyone regardless of gender identity, and can occur between people of the same or different sex or gender. This Policy prohibits all forms of sexual misconduct.

4. Options for Assistance Following an Incident of Sexual Misconduct
Empire Beauty Schools strongly encourages any victim of sexual misconduct to seek immediate assistance. Seeking prompt assistance may be important to ensure a victim’s physical safety or to obtain medical care. Empire Beauty Schools strongly advocates that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation.

Reporting Incidents of Sexual Misconduct.
Victims of sexual misconduct may file a report with the local police department. Victims may also file a report with the Title IX Coordinator for their respective school. More information about reporting an incident of sexual
misconduct can be found in Section 6 of this Policy, below.

The victim of the sexual assault may choose for the investigation to be pursued through the criminal justice system and Empire Beauty Schools’ disciplinary procedures. The school and the criminal justice system work independently from each other. Law enforcement officers do not determine whether a violation of this Policy has occurred. The school Title IX Coordinator will guide the victim through the available options and support the victim in his or her decision.

Support Services Available.
Counseling, advocacy and support services are available for victims of sexual misconduct, whether or not a victim chooses to make an official report or participate in the school’s disciplinary or criminal process. Empire Beauty Schools does not provide counseling or health care services. Personal counseling offered by Empire Beauty Schools will be limited to initial crisis assessment and referral.

Sexual misconduct crisis and counseling options are available locally and nationally through a number of agencies, including:

National Resources:
National Sexual Assault Hotline - 800-656-4673
National Domestic Violence Hotline - 800-799-7233

Local Resources:

Laconia:
New Beginnings, Laconia, NH
Office: 603-528-6511
24 Hour Hotlines:
Domestic Violence: 1-866-644-3574
Sexual Assault: 1-800-277-5570

Crisis Center of Central N.H.
PO Box 194
Concord, NH 03302
Crisis Line: 866-841-6229
Office: 603-225-7376

Somersworth:
Sexual Harassment and Rape Prevention Program (SHARPP)
Durham, NH
24 Hour Help Line: 603-862-7233

A Safe Place
18 North Main Street
Rochester, NH 03867
Crisis Line: 603-330-0214
Office: 603-335-2631

Portsmouth:
Sexual Assault Support Services Portsmouth, NH
24 Hour Hotline: 888-747-7070

A Safe Place
Portsmouth, NH
24 Hour Crisis Phone Line: 800-854-3552

Hooksett:
Crisis Center of Central New Hampshire
Concord, NH
Office: 603-225-7376
Confidential Line: 866-841-6229

Bridges: Domestic and Sexual Violence Support
PO Box 217
Nashua, NH 03061
Crisis Line: 603-883-3044
Office: 603-889-0858

The school Title IX Coordinator will work with all students affected by sexual misconduct to ensure their safety and support their wellbeing. This assistance may include providing accommodations to support or protect a student after an incident of sexual misconduct and while an investigation or disciplinary proceeding is pending. Such accommodations may include the ability to alter class schedules, withdraw from/retake a class without penalty, and access academic support (e.g., tutoring). Empire Beauty Schools may be able to provide additional interim measures to victims while an investigation is pending, such as no contact orders and changing the alleged perpetrator’s class schedule.
Evidence Preservation

Victims of sexual assault, domestic violence or dating violence should consider seeking medical attention as soon as possible. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen where they were assaulted so that evidence necessary to prove criminal activity may be preserved. In circumstances where the victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address health concerns. Victims of sexual misconduct are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful in connection with a school or police investigation.

5. Title IX Coordinator

The school Title IX Coordinator is responsible for monitoring and overseeing Empire Beauty Schools’ compliance with Title IX and the prevention of sex harassment, sexual misconduct and discrimination. The Title IX Coordinator is:

- Knowledgeable and trained in Empire Beauty Schools’ policies and procedures and relevant state and federal laws;
- Available to advise any individual, including a complainant, respondent, or a third party, about Empire Beauty Schools and community resources and reporting options;
- Available to provide assistance to any Empire Beauty Schools employee regarding how to respond appropriately to a report of Title IX-related prohibited conduct and related retaliation;
- Participates in ensuring the effective implementation of this Policy, including monitoring compliance with all procedural requirements, record keeping, and timeframes; and
- Responsible for overseeing training, prevention, and education efforts and annual reviews of climate and culture.

Inquiries or concerns about Title IX may be referred to the school Title IX Coordinator:

Laconia:
Carolyn Taylor
556 Main Street
Laconia, NH 03246
Phone: 603-524-8777
email: ctaylor@empirebeautyschools.com

Somersworth:
Charmaine Coleman
362 Route 108
Somersworth, NH 03878
Phone: 603-692-1515
email: coleman@empirebeautyschools.com

Portsmouth:
April Arsenault
2454 Lafayette Road
Portsmouth, NH 03801
Phone: 603-433-6664
email: aarsenault@empirebeautyschools.com

Hooksett:
Tirra Rozen
1328 Hooksett Road
Hooksett, NH 03106
Phone: 603-792-1400
email: trozen@empirebeautyschools.com

6. Reporting Policies and Protocols

Empire Beauty Schools strongly encourage all members of the school community to report information about any incident of sexual misconduct as soon as possible, whether the incident occurred on or off campus. Reports can be made either to the school and/or to law enforcement.

Reporting to the Institute

An incident of sexual misconduct may be reported directly to the school Title IX Coordinator. If the school Title IX Coordinator is the alleged perpetrator of the sexual misconduct, the report should be submitted to the Empire Beauty Schools President. Filing a report with a school official will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers.

An individual who has experienced an incident of sexual misconduct may report the incident at any time, regardless of how much time has elapsed since the incident occurred. Empire Beauty Schools is committed to supporting the rights of a person reporting an incident of sexual misconduct to make an informed choice among options and
Empire Beauty Schools will respond to all reports in a manner that treats each individual with dignity and respect and will take prompt responsive action to end any misconduct, prevent its recurrence, and address its effects.

**Reporting to Law Enforcement**
An incident of sexual misconduct can be reported to law enforcement at any time, 24 hours a day/7 days a week, by calling 911. At the complainant’s request, Empire Beauty Schools will assist the complainant in contacting law enforcement. If the complainant decides to pursue the criminal process, the school will cooperate with law enforcement agencies to the extent permitted by law. A complainant has the option to decide whether or not to participate in any investigation conducted by law enforcement. Filing a police report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam)
- Assure the victim has a referral to confidential counseling from counselors specifically trained in the area of sexual assault

**Reporting of Crimes & Annual Security Reports**
Campus safety and security are important issues at the Empire Beauty Schools. Our goal is to provide students with a safe environment in which to learn and to keep students, parents, and employees well informed about campus security. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act, requires institutions of higher education to record and report certain information about campus safety, including the number of incidents of certain crimes on or near campus, some of which constitute sexual misconduct under this Policy.

Each year Empire Beauty Schools prepares this report to comply with the Clery Act. The full text of this report can be located on the school’s web site at www.empirebeautyschools.com. This report is prepared in cooperation with the local law enforcement agencies around our campus. Each year notification is made to all enrolled students and employees that provides the web site to access this report. Copies of the report may also be obtained in person from or by calling the School Director. All prospective employees may obtain a copy from the School Director.

**Timely Warnings**
In the event that a situation arises, either on or off campus, that, in the judgment of the School Director constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. The warning will be issued through the most effective and efficient means available and may include instant messaging to students and Empire Beauty Schools employees. Notices may also be posted in the common areas throughout the school. Anyone with information warranting a timely warning should report the circumstances to the School Director by phone or in person at the school.

**Third-Party and Anonymous Reporting**
In cases where sexual misconduct is reported to the Title IX Coordinator by someone other than the complainant (by an instructor, classmate or friend, for example), the Title IX Coordinator will promptly notify the complainant that a report has been received. This Policy and the Procedures will apply in the same manner as if the complainant had made the initial report. The Title IX Coordinator will make every effort to meet with the complainant to discuss available options and resources. Reports from an anonymous source will be treated in a similar fashion.

**No Retaliation**
Empire Beauty Schools prohibit retaliation against those who file a complaint or third-party report, or otherwise participate in the investigative and/or disciplinary process (e.g., as a witness). The school will take strong responsive action if retaliation occurs. Any incident of retaliation should be promptly reported to the Title IX Coordinator or the President of Empire Beauty Schools.

**Coordination With Drug Free School Policy**
Students may be reluctant to report instances of sexual misconduct because they fear being disciplined pursuant to
the Empire Beauty Schools’ alcohol or drug policies. The Empire Beauty Schools encourage students to report all instances of sexual misconduct and will take into consideration the importance of reporting sexual misconduct in addressing violations of the school’s alcohol and drug policies. This means that, whenever possible, the Empire Beauty Schools will respond educationally rather than punitively to student alcohol or drug policy violations associated with reported sexual misconduct.

7. School Policy on Confidentiality

Empire Beauty Schools encourages victims of sexual misconduct to talk to somebody about what happened – so victims can get the support they need, and so the school can respond appropriately.

This policy is intended to make students aware of the various reporting and confidential disclosure options available to them – so they can make informed choices about where to turn should they become a victim of sexual misconduct. Empire Beauty Schools encourage victims to talk to someone identified in one or more of these groups.

Privileged and Confidential Communications – Professional & Pastoral Counselors

Professional, licensed counselors and pastoral counselors who provide mental-health counseling to members of the community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX coordinator without a victim’s permission. Empire Beauty Schools do not provide professional or pastoral counseling, but can assist a victim of sexual misconduct in obtaining support services from these groups or agencies. Contact information for these support organizations is listed in Section 4 of this Policy.

A victim who at first requests confidentiality may later decide to file a complaint with Empire Beauty Schools or report the incident to local law enforcement, and thus have the incident fully investigated.

NOTE: While these professional and pastoral counselors and advocates may maintain a victim’s confidentiality vis-à-vis Empire Beauty Schools, they may have reporting or other obligations under state law.

ALSO NOTE: If Empire Beauty Schools determine that the alleged perpetrator(s) pose a serious and immediate threat to the school community, the School Director may be called upon to issue a timely warning to the community. Any such warning should not include any information that identifies the victim.

Reporting to Title IX Coordinator

When a victim tells the Title IX Coordinator about an incident of sexual misconduct, the victim has the right to expect Empire Beauty Schools to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

To the extent possible, information reported to the Title IX Coordinator will be shared only with people responsible for handling the school’s response to the report. The Title IX Coordinator should not share information with law enforcement without the victim’s consent or unless the victim has also reported the incident to law enforcement.

Before a victim reveals any information to the Title IX Coordinator, the Coordinator should ensure that the victim understands the Coordinator’s reporting obligations – and, if the victim wants to maintain confidentiality, direct the victim to confidential resources. If the victim wants to tell the Title IX Coordinator what happened but also maintain confidentiality, the Coordinator should tell the victim that Empire Beauty Schools will consider the request, but cannot guarantee that the school will be able to honor it.

The Title IX Coordinator will not pressure a victim to request confidentiality, but will honor and support the victim’s wishes, including for Empire Beauty Schools to fully investigate an incident. By the same token, the Title IX Coordinator will not pressure a victim to make a full report if the victim is not ready to.

Requesting Confidentiality: How the School Will Weigh the Request and Respond.

If a victim discloses an incident to the Title IX Coordinator but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, Empire Beauty Schools must weigh that request against the school’s obligation to provide a safe, non-discriminatory environment for all students,
including the victim.

If Empire Beauty Schools honor the request for confidentiality, a victim must understand that the school’s ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited.

Although rare, there are times when Empire Beauty Schools may not be able to honor a victim’s request in order to provide a safe, non-discriminatory environment for all students.

The Title IX Coordinator will evaluate requests for confidentiality. When weighing a victim’s request for confidentiality or that no investigation or discipline be pursued, the Title IX Coordinator will consider a range of factors, including the following:

- The increased risk that the alleged perpetrator will commit additional acts of sexual misconduct or other violence, such as:
  - whether there have been other sexual misconduct complaints about the same alleged perpetrator;
  - whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
  - whether the alleged perpetrator threatened further sexual misconduct or other violence against the victim or others;
  - whether the sexual misconduct was committed by multiple perpetrators;
- Whether the sexual misconduct was perpetrated with a weapon;
- Whether the victim is a minor;
- Whether Empire Beauty Schools possess other means to obtain relevant evidence of the sexual misconduct (e.g., security cameras or personnel, physical evidence);
- Whether the victim’s report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead Empire Beauty Schools to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the school will likely respect the victim’s request for confidentiality.

If Empire Beauty Schools determine that it cannot maintain a victim’s confidentiality, the school will inform the victim prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the school’s response. Empire Beauty Schools will remain ever mindful of the victim’s well-being, and will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. Retaliation against the victim, whether by students or school employees, will not be tolerated. Empire Beauty Schools will also:

- assist the victim in accessing other available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance;
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of course schedules (including for the alleged perpetrator pending the outcome of an investigation) or adjustments for assignments or tests; and
- inform the victim of the right to report a crime to local law enforcement – and provide the victim with assistance if the victim wishes to do so.

Empire Beauty Schools may not require a victim to participate in any investigation or disciplinary proceeding.

Because Empire Beauty Schools is under a continuing obligation to address the issue of sexual violence campus-wide, reports of sexual violence (including non-identifying reports) will also prompt the school to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/ victimization surveys; and/or revisiting its policies and practices.
If Empire Beauty Schools determines that it can respect a victim’s request for confidentiality, the school will also take immediate action as necessary to protect and assist the victim.

Miscellaneous

Take Back the Night and other public awareness events. Public awareness events such as “Take Back the Night,” the Clothesline Project, candlelight vigils, protests, “survivor speak outs” or other forums in which students disclose incidents of sexual violence, are not considered notice to Empire Beauty Schools of sexual misconduct for purposes of triggering its obligation to investigate any particular incident(s). Such events may, however, inform the need for campus-wide education and prevention efforts.

Off-campus Counselors and Advocates. Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with Empire Beauty Schools unless the victim requests the disclosure and signs a consent or waiver form. Contact information for these off-campus resources can be found in Section 4 of this Policy.

8. Investigation Procedures and Protocols
The Title IX Coordinator oversees the Institute’s investigation, response to, and resolution of all reports of prohibited sexual misconduct, and of related retaliation, involving students, faculty, and staff. The Title IX Coordinator will designate a specially trained investigator (or team of investigators) to interview the complainant, respondent and any witnesses. The investigator will also gather pertinent documentary materials (if any) and other information.

Notice of Investigation
The Title IX Coordinator will inform the complainant before starting an investigation. The complainant may request that an investigation not be undertaken. The Title IX Coordinator will consider such a request in light of Empire Beauty Schools’ commitment to provide a safe and non-discriminatory environment for all students. If the Title IX Coordinator determines not to investigate, she will notify the complainant in writing, including that the determination was made at the complainant’s request. At the complainant’s request, the Title IX Coordinator will also notify the respondent in writing, including that the complainant asked Empire Beauty Schools not to investigate.

The investigator will direct the complainant, respondent, witnesses and other interested individuals to preserve any relevant evidence.

If an investigation proceeds, Empire Beauty Schools will notify the respondent in writing that a report has been filed. The notice will describe the allegations in the report. The complainant and respondent will be given the opportunity to meet separately with the Title IX Coordinator to review the Policy and these Procedures.

Investigation Process
Empire Beauty Schools’ process for responding to, investigating and adjudicating sexual misconduct reports will continue during any law enforcement proceeding. The investigator may need to temporarily delay an investigation while the police are gathering evidence but will resume the investigation after learning that the police department has completed its evidence-gathering and will generally not wait for the conclusion of any related criminal proceeding.

The investigator will interview the complainant, respondent and any witnesses. They will also gather pertinent documentary materials (if any) and other information.

Investigation Report
The investigator will prepare a report detailing the relevant content from the interviews and the documentation gathered. The report will include the assessment of individual credibility and recommended findings of responsibility.

The respondent and complainant will each have the opportunity to review a copy of the investigative report and any
other information that will be used during the disciplinary proceedings. The names and other identifying information of other students will be redacted from such materials in accordance with the Family Educational Rights and Privacy Act (FERPA), except to the extent that doing so would interfere with the purpose of Title IX to eliminate sex-based discrimination. The Title IX Coordinator will supervise this review and ensure that reasonable time is afforded for review prior to the hearing.

**Time Frame for Investigation**

Consistent with the goal to maximize educational opportunities and minimize the disruptive nature of the investigation and resolution, the Title IX Coordinator seeks to resolve all reports in a timely manner. In general, an investigation may last up to 30 days, from receipt of written notice from the complainant of the intent to proceed with an investigation. Adjudication will generally take up to 30 days from the date the investigative report is provided to both the complainant and the respondent. The Title IX Coordinator may set reasonable time frames for required actions under the Policy. Those time frames may be extended for good cause as necessary to ensure the integrity and completeness of the investigation, comply with a request by external law enforcement, accommodate the availability of witnesses, accommodate delays by the parties, account for school breaks or vacations, or address other legitimate reasons, including the complexity of the investigation (including the number of witnesses and volume of information provided by the parties) and the severity and extent of the alleged conduct. Any extension of the timeframes, and the reason for the extension, will be shared with the parties in writing. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.

Where necessary, Empire Beauty Schools will take immediate steps to protect complainants pending the final outcome of an investigation, including academic accommodations and other interim measures. These steps may include: providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred; providing training and education materials for students and employees; revising and publicizing Empire Beauty Schools’ policies on sexual misconduct; and conducting climate surveys regarding sexual misconduct.

**Impact of Victim’s Confidentiality Request**

A victim’s request for confidentiality will likely limit Empire Beauty Schools’ ability to investigate a particular matter. The school may take steps to limit the effects of the alleged sexual misconduct and prevent its recurrence without initiating formal action against the alleged perpetrator or revealing the identity of the student complainant. Examples include: providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred; providing training and education materials for students and employees; revising and publicizing Empire Beauty Schools’ policies on sexual misconduct; and conducting climate surveys regarding sexual misconduct.

**Voluntary Resolution**

Voluntary resolution, when selected by the complainant and deemed appropriate by the Title IX Coordinator, is a path designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the expressed preference of the complainant and the safety and welfare of the Empire Beauty Schools community. Voluntary resolution is not appropriate for all forms of conduct under the Policy.

Empire Beauty Schools retains the discretion to determine, when selected by the complainant, which cases are appropriate for voluntary resolution. If a complainant requests voluntary resolution, and the Title IX Coordinator concludes that voluntary resolution is appropriate, then the Title IX Coordinator will take appropriate action by imposing remedies designed to maximize the complainant’s access to all employment, educational, and extracurricular opportunities and benefits at the school and to eliminate a potential hostile environment. A complainant may request and decide to pursue voluntary resolution at any time. In those cases in which the voluntary resolution involves either the notification to or participation by the respondent, it is the respondent’s decision whether to accept voluntary resolution.

Voluntary resolution may include: conducting targeted or broad-based educational programming or training for relevant individuals or groups; providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred; facilitating a meeting with the respondent with the complainant present (in cases that do not involve sexual assault); and any other remedy that can be tailored to the involved individuals to achieve the goals of the Policy. In some forms of voluntary resolution, the remedies imposed will focus on supporting the
complainant with no participation or involvement by the respondent. In other forms of voluntary resolution, the respondent may agree to participate. Depending on the type of remedy used, it may be possible for a complainant to maintain anonymity.

Voluntary resolution may also include restorative principles that are designed to allow a respondent to accept responsibility for misconduct and acknowledge harm to the complainant or to the Empire Beauty Schools community. Restorative models will be used only with the consent of both parties, and following a determination by the Title IX Coordinator that the matter is appropriate for a restorative approach.

Empire Beauty Schools will not compel a complainant to engage in mediation, to confront directly the respondent, or to participate in any particular form of informal resolution. Mediation, even if voluntary, is never appropriate in sexual misconduct cases and will not be used in such cases. As the title implies, participation in voluntary resolution is a choice, and either party can request to end this manner of resolution and pursue an investigation and adjudication at any time, including if voluntary resolution is unsuccessful at resolving the report. Similarly, a complainant can request to end an investigation and pursue voluntary resolution at any time.

The time frame for completion of voluntary resolution may vary, but Empire Beauty Schools will seek to complete the process within 15 days of the complainant’s request.

9. Grievance/Adjudication Procedures

Hearing Panel
If voluntary resolution is not available, Empire Beauty Schools will convene a hearing panel following the end of the investigation. The hearing panel determines whether the respondent is responsible or not responsible for a violation of the Policy. If the respondent is determined to be responsible, the matter proceeds to the sanctions stage.

The hearing panel will generally include the Title IX Coordinator and two additional members who will be individuals associated with Empire Beauty Schools. These additional hearing panel members may include administrators, officers, lawyers or other individuals with relevant experience and special training. Panel members may participate remotely so long as the hearing room is equipped with telephone equipment that allows the panel member to hear all the participants and to be heard by all the participants throughout the hearing proceedings. All panelists will receive training from experts in the field at least once a year. In addition to training on how the adjudicatory process works, the training will include specific instruction about how to approach students about sensitive issues that may arise in the context of sexual misconduct. The complainant and respondent will be informed of the panel’s membership before the hearing process begins.

Advisors
Both the complainant and the respondent are entitled to be accompanied to any meeting or proceeding relating to the allegation of sexual misconduct by an advisor or support person of their choice, provided the involvement of such advisor or support person does not result in the postponement or delay of such meeting as scheduled.

Written Submissions
Both the complainant and respondent will have the opportunity to submit written responses to the investigation report and other relevant information to the hearing panel. Each of the complainant and respondent will have the opportunity to review any written submissions by the other. The hearing panel may set reasonable parameters for these written submissions. The hearing panel will review the investigation report and written submissions.

Hearing Procedures
The Title IX Coordinator will, whenever possible, give the complainant and respondent at least five days’ advance notice of the hearing. The Title IX Coordinator will arrange to hold the hearing at an off-campus location. The hearing is a closed proceeding, meaning that no one other than the panel members, the complainant and respondent, their respective advisors, witnesses (when called), and necessary Empire Beauty Schools personnel may be present during the proceeding. The School Director will work with school staff so that any student whose presence is required may participate in the hearing.
In general, hearings will proceed as follows:

- The Title IX Coordinator may set reasonable time limits for any part of the hearing. Each of the complainant and respondent will have the opportunity to present witnesses and other information consistent with the Policy and these Procedures. The panel may determine the relevance of, place restrictions on, or exclude any witnesses or information. When the complainant and respondent are not able to be present for the hearing panel, arrangements will be made for participation via alternate means.
- In cases where either the complainant or respondent opts not to participate in the hearing, the panel may still hear from the other.
- Additional hearing rules include:
  - Questioning. Only the panel may ask questions of the complainant and respondent and any witnesses. Both the complainant and respondent will have the opportunity to suggest questions of the other and of witnesses by submitting suggested questions to the panel in writing. The panel may revise or not ask any or all submitted questions.
  - Information Regarding Romantic or Sexual History. The panel will not consider the romantic or sexual history of either the complainant or respondent in cases involving allegations of sexual misconduct, except for testimony offered by one or the other about the complainant’s and respondent’s shared sexual history that the panel deems relevant. If such information is offered by the complainant or respondent, the other has the right to respond. The existence of a prior consensual dating or sexual relationship between the complainant and respondent by itself does not support an inference of consent to alleged sexual misconduct.
  - Prior Conduct Violations. The hearing panel will not consider the respondent’s prior conduct violations, unless the investigator provided that information to the hearing panel because the respondent was previously found to be responsible, and the previous incident was substantially similar to the present allegation(s) and/or the information indicates a pattern of behavior by the respondent.

Empire Beauty Schools will keep an audio recording of the hearing for the use of the panel, for sanctioning, and for purposes of appeal. The panelists may request a transcript of the recording. Cell phones and recording devices may not be used in the hearing room(s) unless approved by the panel in advance.

**Panel Determinations/Standard of Proof**

The panel will use “preponderance of the evidence” as the standard of proof to determine whether a violation of the Policy occurred. Preponderance of the evidence means that a panel must be convinced based on the information it considers that the respondent was more likely than not to have engaged in the conduct at issue in order to find the respondent responsible for violating the Policy. The panel will find a student responsible, or not responsible, based on a majority vote. The panel will generally render a decision within 10 days after the conclusion of a hearing. The panel’s decision will include an explanation of the basis for the decision. If the panel finds the respondent responsible, the matter will proceed to the sanctions stage.

**10. Sanctions and Other Remedies**

The Title IX Coordinator, with the advice and counsel of the other hearing panel members, shall be responsible for imposing sanctions that are:

- Fair and appropriate given the facts of the particular case;
- Consistent with Empire Beauty Schools’ handling of similar cases;
- Adequate to protect the safety of the campus community; and
- Reflective of the seriousness of sexual misconduct.

The Title IX Coordinator will consider relevant factors, including if applicable: (1) the specific sexual misconduct at issue (such as penetration, touching under clothing, touching over clothing, unauthorized recording, etc.); (2) the circumstances accompanying the lack of consent (such as force, threat, coercion, intentional incapacitation, etc.); (3) the respondent’s state of mind (intentional, knowing, bias-motivated, reckless, negligent, etc.); (4) the impact of the offense on the complainant; (5) the respondent’s prior disciplinary history; (6) the safety of the Empire Beauty
Schools community; and (7) the respondent’s conduct during the disciplinary process.

The Title IX Coordinator will render a sanctioning decision within five days following the receipt of the panel’s determination. The sanctioning decision will be communicated in writing to the complainant and the respondent.

Empire Beauty Schools may impose any one or more of the following sanctions on a student determined to have violated the Policy:

- Reprimand/warning
- Changing the respondent’s academic schedule
- Disciplinary probation
- Restricting access to Empire Beauty Schools facilities or activities
- Community service
- Issuing a “no contact” order to the respondent or requiring that such an order remain in place
- Dismissal or restriction from Empire Beauty Schools employment
- Suspension (limited time or indefinite)
- Expulsion

In addition to any other sanction (except where the sanction is expulsion), Empire Beauty Schools may require any student determined to be responsible for a violation of the Policy to receive appropriate education and/or training related to the sexual misconduct violation at issue. Empire Beauty Schools may also recommend counseling or other support services for the student.

Whatever the outcome of the hearing process, a complainant may request ongoing or additional accommodations and the Title IX Coordinator will determine whether such measures are appropriate. Potential ongoing accommodations include:

- Providing an escort for the complainant
- Changing the complainant’s academic schedule
- Allowing the complainant to withdraw from or retake a class without penalty
- Providing access to tutoring or other academic support, such as extra time to complete or re-take a class

Empire Beauty Schools may also determine that additional measures are appropriate to respond to the effects of the incident on the school community. Additional responses for the benefit of the Empire Beauty Schools community may include:

- Increased monitoring, supervision, or security at locations or activities where the misconduct occurred
- Additional training and educational materials for students and employees
- Revision of Empire Beauty Schools’ policies relating to sexual misconduct
- Climate surveys regarding sexual misconduct

11. Appeals
Either the respondent or the complainant or both may appeal the determination of the hearing panel and/or the sanctions. Appeals are decided by the President of Empire Beauty Schools. The three grounds for appeal are:

1. A procedural error affecting the determination or sanction;
2. New information that was not available at the time of the investigation or hearing and that may change the determination or sanction; and
3. Excessiveness or insufficiency of the sanction.

Disagreement with the finding or sanctions is not, by itself, grounds for appeals.

The appealing student must submit the appeal in writing to the President of Empire Beauty Schools within five days after receiving the sanctioning notice. If either the complainant or respondent submits an appeal, the Title IX
Coordinator will notify the other that an appeal has been filed and the grounds of the appeal. The non-appealing student may submit a written response within five days after notice of an appeal.

If the President concludes that a change in the hearing panel’s determination is warranted, the President may enter a revised determination, reconvene the panel to reconsider the determination, or return the matter for additional investigation. After consultation with the Title IX Coordinator, the President may also change the sanction. If both the complainant and respondent appeal, the appeals will be considered concurrently.

The President will notify the complainant and respondent of the final decision in writing. Appeals decisions will be rendered within 15 days after the receipt of the written appeal. All appeal decisions are final.

12. Records Disclosure
Disciplinary proceedings conducted by Empire Beauty Schools are subject to the Family Educational Records and Privacy Act (FERPA), a federal law governing the privacy of student information. FERPA generally limits disclosure of student information outside Empire Beauty Schools without the student’s consent, but it does provide for release of student disciplinary information without a student’s consent in certain circumstances.

Any information gathered in the course of an investigation may be subpoenaed by law enforcement authorities as part of a parallel investigation into the same conduct, or required to be produced through other compulsory legal process.

Additional information about FERPA can be found on the Empire Beauty Schools’ website at www.empirebeautyschools.com.

13. Education and Prevention Programs
As set forth in Section 3 of this Policy statement, Sexual Assault, Sexual Harassment, Sexual Exploitation, Dating Violence, Domestic Violence, and Stalking are all forms of Prohibited Conduct.

Empire Beauty Schools is committed to offering educational programs to promote awareness and prevention of Prohibited Conduct. Educational programs include an overview of Empire Beauty Schools’ policies and procedures; relevant definitions, including prohibited conduct; discussion of the impact of alcohol and illegal drug use; consent; safe and positive options for bystander intervention; review of resources and reporting options available for students, faculty, and staff; and information about risk reduction. Incoming students and new employees will receive primary prevention and awareness programming as part of their orientation. The Title IX Coordinator maintains an education and prevention calendar and tailors programming to campus needs and climate.

As part of Empire Beauty Schools’ commitment to provide an educational and work environment free from Prohibited Conduct, this Policy will be disseminated widely to the school community through e-mail communication, publications, websites, new employee orientations, student orientations, and other appropriate channels of communication.

The Title IX Coordinator, hearing panel members, and anyone else who is involved in responding to, investigating, or adjudicating sexual misconduct will receive annual training from experts in the field. In addition to training on how the adjudicatory process works, the training will include specific instruction about how to approach students about sensitive issues that may arise in the context of sexual misconduct.

**Definitions of Sexual Misconduct under New Hampshire Law**

Sexual Assault is any unwanted physical contact of a sexual nature that occurs either without the consent of each participant or when a participant is unable to give consent freely. Sexual assault can occur either forcibly and/or against a person’s will, or when a person is unable to give consent freely. Non-consensual sexual intercourse is any form of sexual intercourse (vaginal, anal or oral) with any object without consent. Non-consensual sexual contact is any intentional sexual touching, however slight, with any object without a person’s consent.

New Hampshire law provides the following definitions with respect to incidents of sexual assault:

632-A:2 Aggravated Felonious Sexual Assault.
I. A person is guilty of the felony of aggravated felonious sexual assault if such person engages in sexual penetration with another person under any of the following circumstances:
   (a) When the actor overcomes the victim through the actual application of physical force, physical violence or superior physical strength.
   (b) When the victim is physically helpless to resist.
   (c) When the actor coerces the victim to submit by threatening to use physical violence or superior physical strength on the victim, and the victim believes that the actor has the present ability to execute these threats.
   (d) When the actor coerces the victim to submit by threatening to retaliate against the victim, or any other person, and the victim believes that the actor has the ability to execute these threats in the future.
   (e) When the victim submits under circumstances involving false imprisonment, kidnapping or extortion.
   (f) When the actor, without the prior knowledge or consent of the victim, administers or has knowledge of another person administering to the victim any intoxicating substance which mentally incapacitates the victim.
   (g) When the actor provides therapy, medical treatment or examination of the victim and in the course of that therapeutic or treating relationship or within one year of termination of that therapeutic or treating relationship:
      (1) Acts in a manner or for purposes which are not professionally recognized as ethical or acceptable; or
      (2) Uses this position as such provider to coerce the victim to submit.
   (h) When, except as between legally married spouses, the victim has a disability that renders him or her incapable of freely arriving at an independent choice as to whether or not to engage in sexual conduct, and the actor knows or has reason to know that the victim has such a disability.
   (i) When the actor through concealment or by the element of surprise is able to cause sexual penetration with the victim before the victim has an adequate chance to flee or resist.
   (j) When, except as between legally married spouses, the victim is 13 years of age or older and under 16 years of age and:
      (1) the actor is a member of the same household as the victim; or
      (2) the actor is related by blood or affinity to the victim.
   (k) When, except as between legally married spouses, the victim is 13 years of age or older and under 18 years of age and the actor is in a position of authority over the victim and uses this authority to coerce the victim to submit.
   (l) When the victim is less than 13 years of age.
   (m) When at the time of the sexual assault, the victim indicates by speech or conduct that there is not freely given consent to performance of the sexual act.
   (n) When the actor is in a position of authority over the victim and uses this authority to coerce the victim to submit under any of the following circumstances:
      (1) When the actor has direct supervisory or disciplinary authority over the victim by virtue of the victim being incarcerated in a correctional institution, the secure psychiatric unit, or juvenile detention facility where the actor is employed; or
      (2) When the actor is a probation or parole officer or a juvenile probation and parole officer who has direct supervisory or disciplinary authority over the victim while the victim is on parole or probation or under juvenile probation. Consent of the victim under any of the circumstances set forth in subparagraph (n) shall not be considered a defense.
II. A person is guilty of aggravated felonious sexual assault without penetration when he intentionally touches whether directly, through clothing, or otherwise, the genitalia of a person under the age of 13 under circumstances that can be reasonably construed as being for the purpose of sexual arousal or gratification.
III. A person is guilty of aggravated felonious sexual assault when such person engages in a pattern of sexual assault against another person, not the actor's legal spouse, who is less than 16 years of age. The mental state applicable to the underlying acts of sexual assault need not be shown with respect to the element of engaging in a pattern of sexual assault.
IV. A person is guilty of aggravated felonious sexual assault when such person engages in sexual penetration as defined in RSA 632-A:1. V with another person under 18 years of age whom such person knows to be his or her ancestor, descendant, brother or sister of the whole or half blood, uncle, aunt, nephew, or niece. The relationships referred to herein include blood relationships without regard to legitimacy, stepchildren, and relationships of parent and child by adoption.
V. Upon proof that the victim and defendant were intimate partners or family or household members, as those terms are defined in RSA 631:2-b, III, a conviction under this section shall be recorded as "Aggravated Felonious Sexual Assault--Domestic Violence."

632-A:3 Felonious Sexual Assault. -- A person is guilty of a class B felony if such person:
I. Subjects a person to sexual contact and causes serious personal injury to the victim under any of the circumstances named in RSA 632-A:2; or
II. Engages in sexual penetration with a person, other than his legal spouse, who is 13 years of age or older and under 16 years of age where the age difference between the actor and the other person is 4 years or more; or
III. Engages in sexual contact with a person other than his legal spouse who is under 13 years of age.
IV. (a) Engages in sexual contact with the person, or causes the person to engage in sexual contact on himself or herself in the presence of the actor, when the actor is in a position of authority over the person and uses that authority to coerce the victim to submit under any of the following circumstances:
      (1) When the actor has direct supervisory or disciplinary authority over the victim by virtue of the victim being incarcerated in a correctional institution, the secure psychiatric unit, or juvenile detention facility where the actor is employed; or
      (2) When the actor is a probation or parole officer or a juvenile probation and parole officer who has direct supervisory or disciplinary authority over the victim while the victim is on parole or probation or under juvenile
probation.

(b) Consent of the victim under any of the circumstances set forth in this paragraph shall not be considered a defense.

(c) For the purpose of this paragraph, “sexual contact” means the intentional touching of the person's sexual or intimate parts, including genitalia, anus, breasts, and buttocks, where such contact, or the causing of such contact, can reasonably be construed as being for the purpose of sexual arousal or gratification of the person in the position of authority, or the humiliation of the person being touched.

V. Upon proof that the victim and defendant were intimate partners or family or household members, as those terms are defined in RSA 631:2-b, III, a conviction under this section shall be recorded as “Felonious Sexual Assault--Domestic Violence.”

632-A:4 Sexual Assault. --
I. A person is guilty of a class A misdemeanor under any of the following circumstances:

(a) When the actor subjects another person who is 13 years of age or older to sexual contact under any of the circumstances named in RSA 632-A:2.

(b) When the actor subjects another person, other than the actor's legal spouse, who is 13 years of age or older and under 16 years of age to sexual contact where the age difference between the actor and the other person is 5 years or more.

(c) In the absence of any of the circumstances set forth in RSA 632-A:2, when the actor engages in sexual penetration with a person, other than the actor's legal spouse, who is 13 years of age or older and under 16 years of age where the age difference between the actor and the other person is 4 years or less.

II. A person found guilty under subparagraph I(c) of this section shall not be required to register as a sexual offender under RSA 651-B.

III. (a) A person is guilty of a misdemeanor if such person engages in sexual contact or sexual penetration with another person, or causes the person to engage in sexual contact on himself or herself in the presence of the actor, when the actor is in a position of authority over the person under any of the following circumstances:

(1) When the actor has direct supervisory or disciplinary authority over the victim by virtue of the victim being incarcerated in a correctional institution, the secure psychiatric unit, or juvenile detention facility where the actor is employed; or

(2) When the actor is a probation or parole officer or a juvenile probation and parole officer who has direct supervisory or disciplinary authority over the victim while the victim is on parole or probation or under juvenile probation.

(b) Consent of the victim under any of the circumstances set forth in this paragraph shall not be considered a defense.

(c) For the purpose of this paragraph, “sexual contact” means the intentional touching of the person's sexual or intimate parts, including genitalia, anus, breasts, and buttocks, where such contact, or the causing of such contact, can reasonably be construed as being for the purpose of sexual arousal or gratification of the person in the position of authority, or the humiliation of the person being touched.

IV. Upon proof that the victim and defendant were intimate partners or family or household members, as those terms are defined in RSA 631:2-b, III, a conviction under this section shall be recorded as “Sexual Assault--Domestic Violence.”

New Hampshire law provides the following definitions with respect to Stalking:

633:3-a Stalking. --
I. A person commits the offense of stalking if such person:

(a) Purposely, knowingly, or recklessly engages in a course of conduct targeted at a specific person which would cause a reasonable person to fear for his or her personal safety or the safety of a member of that person's immediate family, and the person is actually placed in such fear;

(b) Purposely or knowingly engages in a course of conduct targeted at a specific individual, which the actor knows will place that individual in fear for his or her personal safety or the safety of a member of that individual's immediate family; or

(c) After being served with, or otherwise provided notice of, a protective order pursuant to RSA 173-B, RSA 458:16, or paragraph III-a of this section, or an order pursuant to RSA 597:2 that prohibits contact with a specific individual, purposely, knowingly, or recklessly engages in a single act of conduct that both violates the provisions of the order and is listed in paragraph II(a).

II. As used in this section:

(a) “Course of conduct” means 2 or more acts over a period of time, however short, which evidences a continuity of purpose. A course of conduct shall not include constitutionally protected activity, nor shall it include conduct that was necessary to accomplish a legitimate purpose independent of making contact with the targeted person. A course of conduct may include, but not be limited to, any of the following acts or a combination thereof:

(1) Threatening the safety of the targeted person or an immediate family member.

(2) Following, approaching, or confronting that person, or a member of that person's immediate family.

(3) Appearing in close proximity to, or entering the person's residence, place of employment, school, or other place where the person can be found, or the residence, place of employment or school of a member of that person's immediate family.

(4) Causing damage to the person's residence or property or that of a member of the person's immediate family.

(5) Placing an object on the person's property, either directly or through a third person, or that of an immediate family member.

(6) Causing injury to that person's pet, or to a pet belonging to a member of that person's immediate family.

(7) Any act of communication, as defined in RSA 644:4, II.

(b) “Immediate family” means father, mother, stepparent, child, stepchild, sibling, spouse, or grandparent of the targeted person, any person residing in the household of the targeted person, or any person involved in an intimate relationship with the targeted person.
New Hampshire law provides the following definitions with respect to Domestic Violence:

631:2-b Domestic Violence. –
I. A person is guilty of domestic violence if the person commits any of the following against a family or household member or intimate partner:
   (a) Purposely or knowingly causes bodily injury or unprivileged physical contact against another by use of physical force;
   (b) Recklessly causes bodily injury to another by use of physical force;
   (c) Negligently causes bodily injury to another by means of a deadly weapon;
   (d) Uses or attempts to use physical force, or by physical conduct threatens to use a deadly weapon for the purpose of placing another in fear of imminent bodily injury;
   (e) Threatens to use a deadly weapon against another person for the purpose to terrorize that person;
   (f) Coerces or forces another to submit to sexual contact by using physical force or physical violence;
   (g) Threatens to use physical force or physical violence to cause another to submit to sexual contact and the victim believes the actor has the present ability to execute the threat;
   (h) Threatens to use a deadly weapon to cause another to submit to sexual contact and the victim believes the actor has the present ability to carry out the threat;
   (i) Coerces or forces another to submit to sexual contact and the victim believes the actor has the present ability to carry out the threat;
   (j) Knowingly violates a term of a protective order issued pursuant to RSA 173-B:4, I by means of the use or attempted use of physical force or the threatened use of a deadly weapon;
   (k) Uses physical force or the threatened use of a deadly weapon against another to block that person's access to any cell phone, telephone, or electronic communication device with the purpose of preventing, obstructing, or interfering with:
      (1) The report of any criminal offense, bodily injury, or property damage to a law enforcement agency; or
      (2) A request for an ambulance or emergency medical assistance to any law enforcement agency or emergency medical provider.
II. Domestic violence is a class A misdemeanor unless the person uses or threatens to use a deadly weapon as defined in RSA 625:11, V, in the commission of an offense, in which case it is a class B felony.
III. For purposes of this section:
   (a) "Family or household member" means:
      (1) The actor's spouse or former spouse;
      (2) A person with whom the actor is cohabiting as a spouse, parent, or guardian;
      (3) A person with whom the actor cohabited as a spouse, parent, or guardian but no longer shares the same residence;
      (4) An adult with whom the actor is related by blood or marriage; or
      (5) A person with whom the actor shares a child in common.
   (b) "Intimate partner" means a person with whom the actor is currently or was formerly involved in a romantic relationship, regardless of whether or not the relationship was sexually consummated.

New Hampshire law does not provide a separate definition with respect to Dating Violence.

Bystander Intervention
Empire Beauty Schools’ primary prevention and awareness program includes a description of safe and positive options for bystander intervention. Active bystanders take the initiative to help someone who may be targeted for a sexual assault. They do this in ways that are intended to avoid verbal or physical conflict. Active bystanders also take the initiative to help friends, who are not thinking clearly, from becoming offenders of crime. Intervention does not mean that you directly intervene to stop a crime in progress; rather, these steps are “early intervention” – before a crime begins to occur. There are three important components to consider before taking action that we refer to as the ABCs:

- **Assess for safety.** Ensure that all parties are safe, and whether the situation requires calling authorities. When deciding to intervene, your personal safety should be the #1 priority. When in doubt, call for help.
- **Be with others.** If it is safe to intervene, you are likely to have a greater influence on the parties involved when you work together with someone or several people. Your safety is increased when you stay with a group of friends that you know well.
- **Care for the person.** Ask if the target of the unwanted sexual advance/attention/behavior is okay – does he or she need medical care? Ask if someone they trust can help them get safely home.

Information on Bystander Intervention was provided by the Department of Defense Sexual Assault Prevention and Response Office from: www.sapr.mil

Risk Reduction
Empire Beauty Schools’ primary prevention and awareness program includes information on risk reduction. This includes:
Avoiding Dangerous Situations. While you can never completely protect yourself from sexual assault, there are some things you can do to help reduce your risk of being assaulted.

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don’t know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cab money.
- Don't allow yourself to be isolated with someone you don’t trust or someone you don’t know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.

Safety Planning. Things to think about:

- How to get away if there is an emergency? Be conscious of exits or other escape routes. Think about options for transportation (car, bus, subway, etc.).
- Who can help? Friends and/or family, or support centers in your area. Please see Section 4 of this Policy for a list of support organizations.
- Where to go? Options may include a friend’s house or relative’s house, or you may consider going to a domestic violence or homeless shelter. You may also go to the police. Important Safety Note: If the dangerous situation involves a partner, go to the police or a shelter first.
- What to bring? This may include important papers and documents such as birth certificate, social security card, license, passport, medical records, lease, bills, etc. This will also include house keys, car keys, cash, credit cards, medicine, important numbers, and your cell phone. If you are bringing children with you, remember to bring their important papers and legal documents. You can keep all of these things in an emergency bag. You should hide the bag—it is best if it is not in your house or car. If the bag is discovered, you can call it a “tornado” or “fire” bag.

Protecting Your Friends. You have a crucial role to play in keeping your friends safe. No matter what the setting, if you see something that doesn’t feel quite right or see someone who might be in trouble, there are some simple things you can do to help out a friend.

- Distract. If you see a friend in a situation that doesn’t feel quite right, create a distraction to get your friend to safety. This can be as simple as joining or redirecting the conversation: suggest to your friend that you leave the party, or ask them to walk you home. Try asking questions like: “Do you want to head to the bathroom with me?” or “Do you want to head to another party – or grab pizza?”
- Step in. If you see someone who looks uncomfortable or is at risk, step in. If you feel safe, find a way to de-escalate the situation and separate all parties involved. Don’t be shy about directly asking the person if they need help or if they feel uncomfortable.
- Enlist others. You don’t have to go it alone. Call in friends or other people in the area as reinforcements to help defuse a dangerous situation and get the at-risk person home safely. There is safety in numbers.
- Keep an eye out. Use your eyes and ears to observe your surroundings. If you see someone who has had too much to drink or could be vulnerable, try to get them to a safe place. Enlist friends to help you. Even if you weren’t around when the assault occurred, you can still support a friend in the aftermath.

Social Situations. While you can never completely protect yourself from sexual assault, there are some things you can do to help reduce your risk of being assaulted in social situations.

- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately.
- Don’t leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person...
to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from the punch bowls or other large, common open containers.

- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

Information on Risk Reduction was provided by RAINN: Rape, Abuse & Incest National Network: www.rainn.org.

14. Amendments
Empire Beauty Schools may amend the Policy or the Procedures from time to time. Nothing in the Policy or Procedures shall affect the inherent authority of Empire Beauty Schools to take such actions as it deems appropriate to further the educational mission or to protect the safety and security of the school community.
Empire Beauty Schools
Sexual Misconduct Policy

Definitions of Key Terms

- Sexual Harassment - Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment, (ii) submission to or rejection of such conduct by an individual is used as the basis for education or employment decisions affecting such individuals, or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's school or work performance or creating an intimidating, hostile, or offensive educational or working environment.
  - Hostile Environment Caused By Sexual Harassment - refers to a situation where students and/or employees are subject to a pattern of exposure to unwanted sexual behavior that is so severe, persistent, or pervasive that it alters the conditions of education, employment, or participation in a school program or activity, thereby creating an environment that a reasonable person in similar circumstances and with similar identities would find hostile, intimidating, or abusive. An isolated incident, unless sufficiently severe, does not amount to a hostile environment caused by sexual harassment.
  - Quid Pro Quo Harassment – refers to a situation where students and/or employees are subject to unwanted sexual behavior where submission or rejection of such conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual’s education, employment, or participation in a school program or activity.

- Sexual Assault - is any unwanted physical contact of a sexual nature that occurs either without the consent of each participant or when a participant is unable to give consent freely. Sexual assault can occur either forcibly and/or against a person’s will, or when a person is unable to give consent freely. Non-consensual sexual intercourse is any form of sexual intercourse (vaginal, anal or oral) with any object without consent. Non-consensual sexual contact is any intentional sexual touching, however slight, with any object without a person’s consent.

- Domestic Violence - A felony or misdemeanor crime of violence committed (i) by a current or former spouse or intimate partner of the victim; (ii) by a person with whom the victim shares a child in common; (iii) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (iv) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (v) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

- Dating Violence - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purpose of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

- Prohibited Conduct – Empire Beauty Schools prohibit the crimes of Sexual Assault, Sexual Harassment, Sexual Exploitation, Dating Violence, Domestic Violence, and Stalking as defined in these Definitions of Key Terms.

- Sexual Exploitation - Sexual misconduct that occurs when a person takes unjust or abusive sexual advantage of another for his or her own advantage or benefit or for the benefit or advantage of anyone other than the exploited party; and that behavior does not otherwise constitute sexual assault. Examples of sexual exploitation include, but are not limited to, videotaping or photographing of any type (web-cam, camera, Internet exposure, etc.) without knowledge and consent of all persons; prostituting another person; knowingly transmitting HIV or a sexually transmitted disease to an unknowing person or to a person who has not consented to the risk; or inducing incapacitation with the intent to commit sexual assault, without regard to whether sexual activity actually takes place.
• Stalking - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

• Retaliation - means any adverse action, or attempted adverse action, against an individual or group of individuals because of their participation in any manner in an investigation, proceeding, or hearing under this Policy.

• Intimidation - To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

• Consent is a voluntary agreement to engage in sexual activity.
  - Past consent does not imply future consent.
  - Silence or an absence of resistance does not imply consent.
  - Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
  - Consent can be withdrawn at any time.
  - Coercion, force, or threat of either invalidates consent.

Someone who is incapacitated cannot consent. Incapacitation refers to a situation in which a person is not capable of providing consent because the person lacks the ability to understand her or his decision. This situation may occur due to the use of drugs or alcohol, when a person is asleep or unconscious, or because of an intellectual or other disability that prevents the student from having the capacity to give consent.

• Complainant – means the person making the allegation(s) of sexual misconduct.
• Respondent – means the person alleged to have committed sexual misconduct.
EMPIRE BEAUTY SCHOOLS
Campus Crime Report

The School Directors prepare this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report is prepared in cooperation with the local law enforcement agencies surrounding our campuses.

Campus crime, arrest, and referral statistics include those reported to the School Directors and local law enforcement agencies. Copies of the report may be obtained from the School Directors at each school location or by calling:

Laconia:
Phone: 603-524-8777

Somersworth:
Phone: 603-692-1515

Portsmouth:
Phone: 603-433-6664

Hooksett:
Phone: 603-792-1400

Three years of crime statistics for incidents occurring on campus, non-campus and public property for each school location are attached to this report.

To Report A Crime
Contact the School Director at the numbers published above (non-emergencies) or dial 9-1-1 (emergencies only). Any suspicious activity or person seen loitering inside or around the school buildings should be reported to the School Director.

Safety & Security Information

Campus Security Procedures
Campus safety and security are important issues at the Empire Beauty Schools. Our goal is to provide students with a safe environment in which to learn and to keep students, parents, and employees well informed about campus security. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act, requires institutions of higher education to provide students and families with the information they need to make informed decisions. The following policies and procedures are established to comply with the Clery Act.

A. Timely Warnings
In the event that a situation arises, either on or off campus, that, in the judgment of the School Director constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. The School Director will immediately notify the school community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring at the school, unless issuing a notification will compromise efforts to contain the emergency. The warning will be issued through the most effective and efficient means available and may include instant messaging to students and school employees. Notices may also be posted in the common areas throughout the school. Anyone with information warranting a timely warning should report the circumstances to the School Director by phone at the phone numbers published on Page 1 of this report or in person at the school. In the event a situation arises and the School Director was unable to be reached please see the Assistant Director and then any Instructor.

B. Reporting the Annual Disclosure of Crime Statistics
Empire Beauty Schools prepare this report to comply with the Clery Act. The full text of this report can be located on our web site at: www.empirebeautyschools.com. This report is
prepared in cooperation with the local law enforcement agencies around our campuses.

Campus crime, arrest and referral statistics include those reported to the local police, designated campus officials (including but not limited to the School Director), and other law enforcement agencies.

Each year notification is made to all enrolled students and employees that provides the web site to access this report. Copies of the report may also be obtained in person from the School Director or by calling phone numbers published on Page 1, above. All prospective employees may obtain a copy from the Director in-person or by calling the phone numbers published on Page 1, above.

C. Reporting of Criminal Offenses
The Empire Beauty Schools encourage anyone who is the victim or witness to any crime or other emergency to report the incident as soon as possible. Contact the School Director for your school at the phone number published on Page 1, above, (non-emergencies) or dial 9-1-1 (emergencies only). Any suspicious activity or person seen loitering inside or around the school buildings should be reported to the School Director

For off campus options you may contact the local police department for non-emergencies:

- Laconia Police Department: Phone: 603-524-5252
- Somersworth Police Department: Phone: 603-692-3131
- Portsmouth Police Department: Phone: (603) 427-1500
- Hooksett Police Department: Phone: 603-624-1560

You should always dial 9-1-1 for emergency situations.

The Empire Beauty Schools encourage anyone who is the victim or witness to any crime to promptly report the incident to the police. Because police reports are public records under state law, your local police department cannot hold reports of crime in confidence.

D. Confidential Reporting
The Empire Beauty Schools encourage anyone who is the victim or witness to any crime to report the incident as soon as possible. All reports will be investigated. The school does not have procedures for voluntary, confidential reporting of crime statistics. Violations of the law will be referred to the local police department. When a potentially dangerous threat to the school community arises, timely reports or warnings will be issued through email messages, text messages, the posting of flyers in the school buildings, in-class announcements, or other appropriate means.

E. Access Policy
During business hours, the school will be open to students, employees, contractors, guests, and invitees. During non-business hours access to all school facilities is by key and security code, if issued, or by admittance via the School Director. Emergencies may necessitate changes or alterations to any posted schedules.
F. Campus Security Authority and Jurisdiction
The schools’ administration attempts to provide a safe, secure educational environment for all students and employees. The schools do not provide security guards on its campus premises. The ultimate authority for law enforcement at the schools is the local police department. The schools do not have any written agreements with local police departments for the investigation of alleged criminal offenses. School officials have the authority to contact the local police to request assistance in preventing or reacting to crime within or in the immediate vicinity of school facilities. The School Director is each school’s coordinator of security issues. The individuals mentioned above are not authorized to arrest individuals but do have the authority to detain suspected criminal offenders if it is deemed safe to do so. The administration at the Empire Beauty Schools has a strong, working relationship with the local police and work in partnership to offer students and employees the safest possible environment.

G. Security Awareness Programs
All new enrolled students participate in a general school orientation class. During the orientation class, the need and procedure of reporting emergencies and criminal activities, campus security measures and crime prevention is discussed. Similar information is presented to new employees. In addition, information is disseminated to students and employees through tips posted in the school buildings, in-class announcements, and announcements through social media.

H. Criminal Activity Off Campus
The Empire Beauty Schools do not provide law enforcement services to off-campus activities on behalf of the schools.

I. Emergency Response Preparation and Evacuation
The School Director has overall responsibility for coordinating and implementing the Emergency and Response Evacuation Plan. The School Director will ensure that the school’s emergency evacuation procedures have been informed to the students and staff. The School Director will conduct fire drills annually which may be both announced and unannounced. Feedback from these drills will be used to determine the modifications necessary to the evacuation plans.

Evacuation Procedure. Evacuation should take place if it is determined that it is safer outside than inside the building (fire, explosion, intruder) and staff, students and visitors can safely reach the evacuation location without danger.

The School Director will call or designate another to immediately call public safety (911) (police, fire and emergency responders) to give notice the school has been evacuated. The School Director will communicate the need to evacuate the building to the occupants by activating the fire alarm or by in-class announcements. The School Director will determine evacuation routes based on location of the incident and type of emergency, and communicate changes in evacuation routes based on location and type of emergency. The School Director will communicate when it is safe to re-enter the building.

School team member responsibilities:
• Instruct students and guests to exit the building using the designated emergency exit routes or as directed by the School Director. Emergency exit routes should be diagramed on the school floor plan drawing posted near the light switch inside each room.
- Use a secondary route if the primary route is blocked or hazardous.
- Help those needing special assistance.
- Do not lock classroom doors when leaving, close door and turn off lights.
- Do not stop for student or staff belongings.
- Take class roster, phone lists, first-aid kit and other emergency supplies with you. Check the bathrooms, hallways and common areas for visitors, staff or students while exiting.
- Go to designated evacuation assembly area (minimum of 50 feet from building is required in fire evacuation and 300 feet from building for bomb threat, chemical spill inside building, or other directed evacuations).
- When outside the building, check for injuries.
- Account for all students. Immediately report any missing or injured students to the Director.
- Wait for additional instructions.

**Lockdown Procedure.** Lockdown is the initial physical response to provide a time barrier during an active shooter/intruder event. Lockdown is not a stand-alone defensive strategy. When securing in place, this procedure should involve barricading the door and readying a plan of evacuation or counter tactics should the need arise.

The School Director will make an announcement that the school is experiencing an emergency situation and that it is now under lockdown. The School Director will designate staff to call 9-1-1, identify the name and address of the school, describe the emergency, state the school is locking down, and provide intruder description and weapon(s) if known. The School Director will instruct staff to stay on the phone to provide updates and additional information.

**School team member responsibilities:**
- Clear the hallway and bathrooms by your room, moving everyone into the classroom.
- Lock your doors.
- Move any large objects in front of the door to barricade door. All moveable items such as chairs should be used as well.
- Take attendance and be prepared to notify the School Director or local law enforcement of missing students or additional students, staff or guests sheltered in your classroom.
- Do not place students in one location within the room. In the event that entry is gained by a shooter or intruder, students should consider exiting by running past the shooter/intruder.
- Staff and students may utilize methods to distract the shooter/intruder’s ability to accurately shoot or cause harm, such as loud noises or aiming and throwing objects at the shooter/intruder’s face or person.
- Allow no one outside of the classroom until the School Director or local law enforcement gives the “All Clear” signal unless a life-threatening situation exists and a means to safe exit is available (through a window or other safe passage).
- If students and school personnel are outside of the school building at the time of a lockdown, school personnel will move students to the designated off-site assembly location.

**Shelter-In-Place Procedure.** The shelter-in-place procedure provides a refuge for students, staff and the public inside the school building during an emergency. Shelters are located in areas of the building that maximize the safety of occupants. Shelter-in-place is used when evacuation would place people at risk. Shelters may change depending on the emergency.
The School Director will announce that the school is experiencing an emergency situation and needs to implement shelter-in-place procedures. Students, guests and staff will be directed to move to the designated shelter locations in the school. All students, guests and staff outside will be directed to immediately move to an inside room.

The School Director and school staff will instruct school staff to close all windows and doors and, if warranted, order the shut-off of heating, ventilation and air conditioning systems to stop the inflow of outside air into the building. The School Director will also designate staff to monitor radio, Internet, and other media for information on incident conditions that caused the shelter-in-place. The School Director will contact and consult with public safety officials as appropriate, and be prepared to announce additional procedures due to changing conditions of the incident, or to announce an “All Clear”.

School team member responsibilities:
- Move students into designated safe areas such as inside rooms with no windows, bathrooms, utility closets or hallways without large windows or doors.
- Close classroom doors and windows when leaving.
- Have everyone kneel down and be ready to cover their heads to protect from debris, if appropriate.
- All persons must remain in the shelter until notified by the School Director or public safety official that it is safe to exit.

**Bomb Threat Procedure.** The school has developed these procedures to protect staff, students, guests and school property in the event of a communicated threat regarding the presence of destructive devises on school property. This may include any explosive devise of an incendiary, chemical, biological, or radioactive nature. A bomb threat will result in law enforcement and other safety and emergency services responding to the scene.

Once law enforcement arrives, it is critical to follow the instructions of, and cooperate with, the law enforcement officers who will have jurisdiction over the scene. The school is a crime scene and will require a thorough search and processing.

Staff who received a message that a bomb has been placed in the school should:
- Make a record of the exact wording of the threat.
- Ask in a clear and calm voice: Where the bomb is located; What does it look like; What materials are in the bomb (type of bomb); How is it activated; When will the bomb explode; Who is calling, name and address; Did you place the bomb; Why are you doing this.
- If the threat is made by phone, listen closely to caller’s voice and speech patterns and to noises in background. Make a record of that information.
- If the threat is made by phone and the caller hangs up, immediately dial *57 to trace the call.
- Notify the School Director and/or call 911.

The School Director will notify law enforcement, fire and emergency services by calling 911 if not already notified. The School Director will assign staff to meet and brief emergency responder agencies. The School Director will notify staff and students that a building emergency is in effect, and that all staff and students should remain in their rooms until advised otherwise. If a suspicious item is located, the School Director will determine if evacuation procedures should be activated, selecting routes and assembly areas away from the suspicious item. THE
SCHOOL DIRECTOR WILL NOT ACTIVATE THE FIRE ALARM. The School Director should determine if further response should await arrival of law enforcement and other emergency services.

Once emergency responders are on scene, decisions must be made to:
- Evacuate immediately, if this has not already occurred and if warranted, selecting routes and assembly areas away from the suspicious item. DO NOT ACTIVATE THE FIRE ALARM.
- Speak to staff who received the threat and obtain information.
- Search the building.
- If a search is to be conducted, assemble and brief a search team at the interior command post. Assign search areas within the building, the emergency exit routes and the outside assembly areas.
- If a suspicious item is located, order an evacuation, if that has not already occurred.
- No one may re-enter the building(s) until fire or police personnel declare it is safe to do so.
- After consulting with local law enforcement, the School Director shall determine if staff and students should be relocated to an alternative safe site.
- If danger is over, the School Director will notify staff, students and guests of the termination of the emergency and to resume normal operations.

If an evacuation occurs, students, guests and staff must be evacuated to a safe distance outside of school building(s).

School team member responsibilities:
- Check classrooms, offices and work area for suspicious items and report any findings to the School Director. If a suspicious item is found-DO NOT TOUCH IT. Secure the area where the item is located.
- Account for students and be prepared to evacuate if ordered.
- Evacuate using standard procedures and exit routes to assembly area. Open classroom windows and leave classroom doors open when exiting. Take roll after being evacuated. Be prepared to report the names of any missing persons to school administration.
- Keep students together at the assembly area until given further instructions. Be prepared to go to off-site relocation if ordered.
- If given the “All Clear” signal, return to the building and resume normal operations.

Fire Response Procedure. The school has a policy and procedures governing fire drills and conducts fire drills as required by law. All staff are trained on how to respond in the event of a fire.

Any staff discovering fire or smoke will activate the fire alarm, and report the fire to the School Director, or call 911 if conditions require and/or injured are in need of medical assistance. Staff, students and visitors will immediately evacuate the building using prescribed routes or alternate routes to the assembly areas.

No one may re-enter building(s) until it is declared safe by the fire department.

Once the fire department arrives, it is critical to follow the instructions of, and cooperate with, the fire department personnel who have jurisdiction at the scene.
The School Director will call or direct staff to call 911 to confirm the alarm is active, identify the school name and location, provide exact location of the fire or smoke, if any staff or students are injured, and state the building is being evacuated. The School Director will ensure that staff, students and visitors immediately evacuate the building using prescribed routes or alternate routes due to building debris to the assembly areas. Assembly areas may need to be relocated because of the building collapse or unsafe areas from the fire. The School Director will designate staff to obtain student roll from instructors and identify any missing students.

The School Director will not allow staff, students or guests to return to the building until the fire department with jurisdiction over the scene has determined that it is safe to do so and given the “All Clear”.

School team member responsibilities:
- Take the class roster and first-aid kit and any other supplies or resources relevant to the incident and lead students as quickly and quietly as possible out of the building to the designated assembly area.
- Use alternate escape routes if the regular route is blocked or there is a safety hazard.
- Assist or designate others to assist students with functional needs.
- Close the classroom door and turn out the lights upon exiting and confirm all students and personnel are out of the classroom.
- Take attendance at the assembly area. Report any missing students or staff members and/or any injuries to the School Director or the emergency response personnel at the scene.
- Keep class together and wait for further instructions.
- Remain in safe area until the “All Clear” signal has been issued.
- No one may re-enter building(s) until it is declared safe by the fire department.

Medical Emergency Procedure. These procedures are in place to assist staff, students and guests in the event of a medical emergency.

The school’s staff should:
- Quickly assess the situation. Make sure the situation is safe for you to approach (i.e., live electric wires, gas leak, building damage, etc.).
- Immediately notify the School Director.
- Assess the seriousness of the injury or illness.
- Call or have someone call 9-1-1 immediately. Be prepared to provide the school name and address, exact location (floor, room number); describe illness or type of injury; and age of the victim(s).
- Protect yourself against contact with body fluids (blood borne pathogens).
- Administer appropriate first-aid according to your level of training until help arrives.
- Comfort and reassure the injured person. Do Not Move an injured person unless the scene is unsafe.

The School Director will direct staff to call 9-1-1, if necessary, and provide appropriate information to emergency responders. The School Director will send school staff with first responder/ first-aid training to the scene if this has not already occurred. The School Director will assign a staff member to meet emergency medical service responders and lead them to the injured person, and assign a staff member to remain with the injured person if they are transported to the hospital. If the injured person is a member of school personnel or a student, the School Director will notify parent, guardian, or other appropriate family member of the
situation, include type of injury or illness, medical care given and location where the injured person has been transported. The School Director will ensure that student or staff medical information from administrative records is sent to the hospital. The School Director will develop and maintain written documentation of the incident.

**J. Fire Prevention and Workplace Hazards**

It is the responsibility of all faculty and staff to alert the School Director of any and all conditions that could potentially pose a fire hazard or other unsafe condition in or around the building. No smoking is permitted in the building and flammable chemicals are confined and stored in a locked area, meeting all OSHA requirements. Good housekeeping practices will be the responsibility of all faculty, staff and students. Waste materials are to be discarded in their proper places and all aisles, doorways, hallways and exit doors are to be kept clear at all times.

**K. Alcoholic Beverages or Controlled Substances**

It is the policy of the Empire Beauty Schools that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or alcohol is prohibited while in the workplace, on school premises, or as part of any school sponsored activities. Any employee or student violating this policy will be subject to disciplinary action up to and including termination or expulsion and referral for prosecution. The specifics of this policy can be found in the Drug Free School Policy.

**L. Alcohol and Substance Abuse Education**

The Empire Beauty Schools have developed a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program provides services related to drug use and abuse including dissemination of information materials, referrals, and school disciplinary actions.

A violation of any law regarding drugs or alcohol is also a violation of the school’s Drug Free School Policy and will be treated as a separate disciplinary matter by the school.

Local mental health and substance abuse services are available at:

Southeastern New Hampshire Alcohol & Drug Abuse Services
272 County Farm Rd.
Dover, NH 03820
603-516-8160

Behavioral Health Sciences
333 Borthwick Ave.
Portsmouth, NH 03801
603-436-6000

The National Help Hotline
1-800-317-9038

New Hampshire Alcoholics Anonymous
800-593-3330

Phoenix House Franklin Center

Concord Metro Treatment Center
100 Hall Street
46 S. Main St.
Concord, NH 03301
603-229-4260

Farnum Center
140 Queen City Ave.
Manchester, NH 03103
603-622-4043

New Hampshire Narcotics Anonymous
1-888-624-3578

New Hampshire Bureau of Drug & Alcohol Service
603-271-6110

Horizons Counseling Center
Additional information about drug and alcohol abuse, health risks, addiction and prevention can be accessed at the National Academy on Alcohol Abuse and Alcoholism (www.collegedrinkingprevention.gov) as well as the National Academy on Drug Abuse (www.drugabuse.gov/DrugPages/DrugsofAbuse.html).

M. Sexual Misconduct Policies & Procedures
The Empire Beauty Schools are committed to providing a working and educational environment for all students, faculty and staff that is free from sex discrimination, including sexual misconduct. Sexual misconduct includes sexual assault, sexual harassment and exploitation, domestic violence, dating violence and stalking. Every member of the Empire Beauty Schools community should be aware that the schools are strongly opposed to sexual misconduct, and that such behavior is prohibited by state and federal laws.

The Empire Beauty Schools’ Sexual Misconduct Policy describes the schools’ programs to prevent sexual misconduct, and the procedures that the schools will follow once an incident of sexual misconduct has been reported. This Policy is disseminated widely to the Empire Beauty Schools community through publications, the school website, new employee orientations, student orientations, and other appropriate channels of communication. Copies of the Policy can be obtained from the School Director in-person or by calling the phone number published on Page 1, above, or downloading from the schools’ website at www.empirebeautyschools.com. Empire Beauty Schools provide training to key staff members to enable the schools to handle any allegations of sexual misconduct promptly and effectively. Empire Beauty Schools will respond quickly to all reports of sexual harassment, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy.

The Empire Beauty Schools’ Sexual Misconduct Policy governs sexual misconduct involving students that occurs on any school property or in connection with any school-sponsored program or event. This Policy applies to all students, employees, and third parties conducting business with the school, regardless of the person’s gender, gender identity, sexual orientation, age, race, nationality, class status, ability, religion or other protected status. The schools encourage victims of sexual violence to talk to somebody about what happened – so victims can get the support they need, and so the school can respond appropriately. As further described in the Policy, Empire Beauty Schools will seek to respect a victim’s request for confidentiality to the extent possible, while remaining ever mindful of the victim’s well-being.

Counseling, advocacy and support services are available for victims of sexual misconduct, whether or not a victim chooses to make an official report or participate in the Empire Beauty Schools’ disciplinary or criminal process. Personal counseling offered by the schools will be limited to initial crisis assessment and referral.

Sexual misconduct crisis and counseling options are available locally and nationally through a number of agencies. Contact information for these agencies is included in the Empire Beauty Schools’ Sexual Misconduct Policies and Procedures.

The School Title IX Coordinator will work with all students affected by sexual misconduct to
ensure their safety and support their wellbeing. This assistance may include providing accommodations to support or protect a student after an incident of sexual misconduct and while an investigation or disciplinary proceeding is pending. Such accommodations may include the ability to alter class schedules, withdraw from/retake a class without penalty, and access academic support (e.g., tutoring). Empire Beauty Schools may be able to provide additional interim measures to victims while an investigation is pending, such as no contact orders and changing the alleged perpetrator’s class schedule.

**N. Sexual Offender Registration**

In accordance to the Campus Sex Crimes Prevention Act of 2000, the Clery Act, and the Family Rights and Privacy Act of 1974, Empire Beauty Schools are providing information for where students and employees may obtain information regarding registered sex offenders. The New Hampshire Sex Offenders Registry may be found at:

http://business.nh.gov/nsor/

The Campus Sex Crimes Prevention Act requires institutions of higher education to provide a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders can be obtained.
Laconia

Campus Crime Statistics

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Non Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses – Forcible</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses - Non-Forcible</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Illegal Weapons Possession Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Illegal Weapons Possession Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Hate Crimes** – There were no reported hate crimes for the years 2012, 2013 or 2014.
### Portsmouth

#### Campus Crime Statistics

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Non Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses – Forcible</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses - Non-Forcible</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Illegal Weapons Possession Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Illegal Weapons Possession Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Hate Crimes – There were no reported hate crimes for the years 2012, 2013 or 2014.
## Somersworth

### Campus Crime Statistics

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Non Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses – Forcible</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses - Non-Forcible</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Illegal Weapons Possession Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Illegal Weapons Possession Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Hate Crimes – There were no reported hate crimes for the years 2012, 2013 or 2014.
### Hooksett

#### Campus Crime Statistics

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Non Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses – Forcible</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses - Non-Forcible</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Illegal Weapons Possession Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Illegal Weapons Possession Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Hate Crimes** – There were no reported hate crimes for the years 2012, 2013 or 2014.
EMPIRE BEAUTY SCHOOLS
DRUG FREE SCHOOL POLICY

The Empire Beauty Schools believe that it is very important to provide a safe environment for all of its students and employees. Substance abuse, while at work, school or otherwise, seriously endangers the safety of students and employees, as well as the general public, and creates a variety of problems including increased theft, decreased morale, decreased productivity, and a decline in the quality of services provided. It is also our Policy to prevent the use and/or presence of these substances in the school. The Empire Beauty Schools will strive to provide an environment conducive to making conscientious and healthy decisions when students are faced with difficult choices associated with the use of legal and illegal drugs.

It is a violation of school policy for any student to:
- Use illegal drugs or misuse prescription drugs;
- Misuse alcohol;
- Possess, trade, manufacture, distribute, dispense, buy or offer for sale alcohol, illegal and/or prescription drugs while on duty, during break periods, or on school property;
- Arrive or return to school intoxicated from use of illegal drugs, misused prescription drugs or alcohol;
- Engage in the use of illegal drugs, misuse of prescription drugs or alcohol during school hours or while on school property (including parking lots);
- Use prescription drugs or non-prescription drugs that may affect the safety of the student or fellow students, and members of the public;
- Have tampered or attempted to alter or attempt to interfere with the testing procedure; or
- Otherwise has refused to be tested.

For the purpose of this Policy, a student is presumed to be under the influence of drugs and/or alcohol if a urine test, blood test or other scientifically acceptable testing procedures shows a forensically acceptable positive quantum of proof of drugs and/or alcohol usage.

Any student who is taking any prescription or non-prescription drug which might impair safety, performance, or any motor functions must advise his/her instructor or the School Director before providing services under such medication.

Students are individually responsible for being aware of applicable laws, regulations, ordinances, and the Empire Beauty Schools’ policy for complying with them. The Empire Beauty Schools will assist in that endeavor by providing current information on an ongoing basis to all students.

Drug & Alcohol Testing
Reasonable Suspicion Testing:
Reasonable suspicion testing will occur when an instructor or the School Director has reason to suspect that a student may be in violation of this Policy. The suspicion must be documented in writing within 24 hours of the event or prior to the release of the test findings. Reasonable suspicion testing may be based upon, among other things:
• Observed behavior, such as direct observation of drug/alcohol use or possession and/or the physical symptoms of drug and/or alcohol use;
• A pattern of abnormal conduct or erratic behavior;
• Arrest or conviction for a drug-related offense, or the identification of a student as the focus of a criminal investigation into illegal drug possession, use, or trafficking. The student is responsible for notifying the Empire Beauty Schools within five (5) business days, of any drug-related conviction;
• Information provided either by reliable and credible sources or independently corroborated regarding a student’s substance use; or
• Newly discovered evidence that the student has tampered with a previous drug or alcohol test.

Reasonable suspicion testing does not require certainty, but mere “hunches” are not sufficient to justify testing. Testing may be for drugs or alcohol or both.

Reasonable Search:
To ensure that illegal drugs and alcohol do not enter or affect the school, the Empire Beauty Schools reserve the right to search all vehicles, containers, lockers, or other items on school property in furtherance of this Policy. Individuals may be requested to display personal property for visual inspection upon the school’s request. Searches will be conducted only where the Empire Beauty Schools have reason to believe that the student has violated the school’s Policy. Failure to consent to a search or display of personal property for visual inspection will be grounds for discipline, up to and including termination from the program or denial of access to school premises. Searches of a student’s personal property will take place only in the student’s presence. All searches under this Policy will occur with the utmost discretion and consideration for the student involved. Individuals may be required to empty their pockets, but under no circumstances will a student be required to remove articles of clothing to be physically searched.

Student Assistance:
The Empire Beauty Schools hold all students accountable in terms of substance use but also supports getting help for students. Students who come forward voluntarily to identify that they have a substance problem will not be reprimanded. It is important for the student to come to an understanding regarding the extent of the problem in order to correct the problem and be able to avoid future usage in violation of the Empire Beauty Schools’ Policy. This is required in order to correct the problem and be able to avoid violating the school’s Policy in the future. If the student is willing to actively engage in resolving the substance use problem, the Empire Beauty Schools will refer the student to a Substance Abuse Professional for an assessment and possible outpatient counseling at the student’s expense. This leave will be conditioned upon receipt of reports from the treatment providers that the student is cooperating and making reasonable progress in the treatment program. The student will be permitted to return to school only if (s)he passes a drug/alcohol test and has satisfactory medical evidence that (s)he is fit for attendance.

This protection does not cover a student who confesses a problem after an incident or accident that requires a substance use test, or after being notified that a reasonable suspicion test is required.

Specimen Collection, Testing, and Results:
Testing shall be conducted by a trained collection person, who meets quality assurance and
chain-of-custody requirements. A student who tests positive will be given an opportunity to explain the findings to the testing professional reviewing the test results. If it is proven the substances are medically necessary to the standards of the testing professional, the test result will be negative. A failure on the part of the student to provide such evidence will result in the issuance of a positive report.

All records of drug/alcohol testing will be stored separately and apart from the student's general files. These records shall be maintained under lock and key at all times. Access is limited to designated officials. Those designated officials that shall have access to these records are charged with the responsibility of maintaining the confidentiality of these records.

**Disciplinary Action:**
Violation of this Policy will result in the student’s immediate termination. Re-admittance may be considered after 60 days. To be considered for re-admittance, the student must provide proof of having satisfactorily attended treatment that is provided by a Substance Abuse Professional (SAP) and/or prescribed by a SAP and completed a drug and/or alcohol test, determined by which test was previously positive, with a negative test result. If the student is re-admitted, (s)he must complete the prescribed follow-up testing by the SAP or by law, as applicable, to continue attending the Empire Beauty Schools. Treatment and follow-up testing will be at the expense of the student. The Empire Beauty Schools may terminate a student who has entered a rehabilitation program for violations of the Drug Free School Policy or any other school policy in accordance with the procedures set forth in the Student Catalog.

**Confidentiality:**
All information, interviews, reports, statement memoranda and drug test results, written or otherwise, received by the Empire Beauty Schools as part of this drug testing program are confidential communications. Unless authorized by state laws, rules or regulations, Empire Beauty Schools will not release such information without a written consent form signed voluntarily by the person tested. Information on drug testing results will not be released unless such information or records are compelled by a court or a professional or occupational licensing board.

**Biennial Review:**
Empire Beauty Schools will review the drug and alcohol prevention program every two years. Any recommendations/data and or assistance available to substance abusers will be updated and distributed to all students and staff of the schools.

**Notice of Federal Student Aid (FSA) Penalties for Drug Law Violations:**
The Higher Education Opportunity Act requires institutions to provide to every student upon enrollment a separate, clear and conspicuous written notice with information on the penalties associated with drug-related offenses under existing section 484(r) of the HEA. It also requires an institution to provide a timely notice to each student who has lost eligibility for any grant, loan, or work-study assistance as a result of penalties under 484(r)(1) of the HEA a separate clear, and conspicuous written notice that notifies the student of the loss of eligibility and advises the student of the ways in which to regain eligibility under section 484(r)(2) of the HEA. Students are hereby notified that federal guidelines mandate that a federal or state drug conviction can disqualify a student for Federal Student Aid funds. Convictions only count if they were for an offense that occurred during a period of enrollment for which the student was receiving Title IV aid—they do not count if the offense was not during such a period. Also, a conviction that was reversed, set aside, or removed from the student’s record does not count, nor does one received when he/she was a juvenile, unless the student was tried as an adult.
The Higher Education Act of 1965 as amended (HEA) suspends aid eligibility for students who have been convicted under federal or state law of the sale or possession of drugs, if the offense occurred during a period of enrollment for which the student was receiving federal student aid (grants, loans, and/or work-study). If you have a conviction(s) for these offenses, call the Federal Student Aid Information Center at 1-800-4-FED-AID (1-800-433-3243) to complete the "Student Aid Eligibility Worksheet" to find out how this law applies to you.

If you have lost federal student aid eligibility due to a drug conviction, you can regain eligibility if you pass two unannounced drug tests conducted by a drug rehabilitation program that complies with criteria established by the U.S. Department of Education.

By completing the FAFSA, you may be eligible for nonfederal aid from states and private institutions even if ineligible for Federal Aid. If you regain eligibility during the award year, notify your financial aid office immediately. If you are convicted of a drug-related offense after you submit the FAFSA, you might lose eligibility for federal student aid, and you may be liable for returning any financial aid you received during a period of ineligibility.

**School Flexibility:**
The Empire Beauty Schools reserve the right to alter or amend any portion of this policy at any time without prior notice. The schools reserve the right to alter or modify this policy in a given situation depending on the totality of the circumstances. Time periods stated herein for the performance of any act or provision of any notice by the schools are for guidance only and failure of the Empire Beauty Schools to strictly meet any time frame provided herein shall not preclude the schools from taking any action provided herein. Under no circumstances shall failure to perform any act within the time frames herein excuse or relieve any student from his or her obligations, act to nullify any positive test, or relieve any student from the consequences of any positive test, or any other violation of this Policy.