
Aveda Institute, South Florida Campus

OPEID# 041194

4186 S. University Drive

Davie, Florida 33328

CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS

This document has been prepared to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. 1092(f) (“Clery Act”) and the amendments made by section 204 of the Violence Against Women Reauthorization Act of 2013, and is designed to inform all students and employees (staff and faculty) of Aveda Institutes South and its different campuses about its safety and security procedures and policy. Preparation for the annual disclosure of crime statistics and Annual Security Report is obtained by the Institute Director, in cooperation with the local law enforcement agencies surrounding our campuses.

The safety of our students, employees, and guests is an important concern of the administration. This document explicates this institution’s policy regarding crime and accident prevention, public safety, and criminal incident reporting procedures. A copy of this policy and the Clery Act are available upon request to students, employees, and prospective students and employees. The institution distributes this policy at least on an annual basis. In addition, all information is available from the admissions office upon request. The institution does not maintain a police or security department, thus maintaining a crime log is not required.

The Aveda Institute campuses are herein referred to as “school,” “institution,” “institute,” or “campus.”

Reporting Criminal Actions or Other Emergencies Occurring on Campus

This institution does not employ campus security personnel but encourages both its employees and students to immediately report suspected criminal activity or other emergencies to their Institute Director, supervisor, or nearest available institutional official and/or in the event of emergency to directly contact local law enforcement or other emergency response agencies by dialing (911).

If a student or employee wishes to report a crime on a voluntary or confidential basis, the institutional official will be prepared to record and report the crime, but not the name of the informant. The student or employee may, in order to maintain confidentiality, submit the information in writing to his/her institutional official without signature. If the student or employee wishes not to maintain confidentiality, the student or employee will contact his/her teacher, supervisor, or school official who in turn will contact the nearest supervisor to report criminal actions or emergencies to the appropriate agency by calling (911). If possible, in the interim, the institutional official shall attempt to non-violently deal with the crime or emergency on campus. Individual discretion must be used, as undue risk should not be taken.

Security and Access to Campus Facilities

Only students, employees, guests, and other parties having business with this institution should be on institutional property. When the school closes for the night, the school’s official or supervisor will inspect the building to see that it is empty and then set the alarms. Other individuals present on institutional property at anytime without the express permission of the appropriate institutional official(s) shall be viewed as trespassing and may as such be subject to a fine and/or arrest. In addition, students and employees present on institutional property during periods of non-operation

without the express permission of the appropriate institutional official(s) shall also be viewed as trespassing and may also be subject to a fine and/or arrest.

Campus Law Enforcement

Several Aveda Institute campuses are located in shopping centers; security is the responsibility of property owners and or managers. However, aggressive safety practices are strongly advocated by administrators, staff, students, and those who visit the campus.

The institution currently has no procedures for facilitating pastoral or professional counseling (mental health or otherwise), other than the student or employee is encouraged to seek such aid.

Institute officials have no powers of arrest other than the Citizens Arrest Law and are required in the event of a crime or emergency to call the correct agency or dial (911) for the police and emergency services. The Citizens Arrest Law will be invoked only as a last resort, and after all other possibilities have been explored.

Crime Prevention Policies and Programs

The following is a description of policies, rules, and programs designed to inform students and employees about the prevention of crimes on campus.

- Do not leave personal property in classrooms.
- Report to your institutional official, any suspicious persons.
- Always try to walk in groups outside the school premises.
- If you are waiting for a ride, wait within sight of other people.
- Employees (staff and faculty) will close and lock all doors, windows, and blinds and turn off lights when leaving a room.

Information regarding any crimes committed on the campus or adjacent parking lot will be available and posted in a conspicuous place within two (2) business days after the reporting of the crime and be available for sixty (60) business days during normal business hours, unless the disclosure is prohibited by law; would jeopardize the confidentiality of the victim or an ongoing criminal investigation, the safety of an individual, cause a suspect to flee or evade detection; or would result in the destruction of evidence. Once the reason for the lack of disclosure is no longer in force, the institution must disclose the information. If there is a request for information that is older than sixty (60) days, that information must be made available within two (2) business days of the request.

The institution does not offer regularly-scheduled crime awareness or prevention programs other than orientation where all the institution's policies and regulations are properly disclosed to prospective students.

Campus Crime Statistics

The Clery Act requires postsecondary institutions to disclose the number of instances in which certain specific types of crimes have occurred in any building or on any property owned or controlled by this institution or any public property which is used for activities related to or in direct support of the educational purpose of the institution, and/or any building or property owned or controlled by student organizations recognized by this institution.

In compliance with that law, the following campus crime, arrest, and referral statistics include those reported to the Institute Director and/or local law enforcement agencies that occurred on campus or surrounding public property during the most recent calendar year and the two preceding calendar years.

Report Distribution Date: October 1, 2022
Occurrences within the 2019, 2020, and 2021 Calendar Years

<u>Type of Crime</u>	<u>Occurrences</u>	<u>Arrests</u>
Murder	0	0
Sex Offenses (forcible)	0	0
Sex Offenses (non-forcible)	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	1	0
Negligent Manslaughter	0	0
Non-Negligent Manslaughter	0	0
Arson	0	0
Liquor Law Violations	0	0
Referrals for Disciplinary Action	0	0
Drug Law Violations	0	0
Referrals for Disciplinary Action	0	0
Illegal Weapons Possessions	0	0
Referrals for Disciplinary Action	0	0
Hate Crimes*	0	0
Based on Race	0	0
Based on Gender	0	0
Based on Religion	0	0
Based on National Origin	0	0
Based on Sexual Orientation	0	0
Based on Gender Identity	0	0

Based on Ethnicity	0	0
Based on Disability	0	0
Hate Crimes Involving Larceny	0	0
Hate Crimes Involving Theft	0	0
Hate Crimes Involving Simple Assault	0	0
Hate Crimes Involving Intimidation	0	0
Hate Crimes Invol. Destruction/Damage/ Vandalism of Property	0	0
Hate Crimes Involving Bodily Injury	0	0
Sexual Assault	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking Incidents	0	0

*Crimes that manifest evidence of prejudice based on race, gender and gender identity, religion, disability, sexual orientation, or ethnicity as prescribed by the Hate Crime Statistics Act (28 U.S.C 534).

These crime statistics are updated annually and redistributed to all current students and employees no later than October 1 of each calendar year. This institution does not have any off-campus organizations; therefore no statistics are reported regarding criminal activity at off-campus organizations.

Possession, Use, and Sale of Alcoholic Beverages and Enforcement of Drug and Alcohol Laws

This institution does not permit the sale, possession, or consumption of alcoholic beverages on school property and adheres to and enforces all state underage-drinking laws.

The institution does not permit the possession, use, or sale of illegal drugs by its employees and students and adheres to and enforces all state and Federal drug laws. The violations of these policies by students or employees may result in expulsion, termination, and/or arrest.

Information concerning the institution’s Drug and Alcohol Abuse Prevention Program is posted at the campus and is distributed annually to students and staff. Information on agencies that provide counseling and help on drug and alcohol abuse education is included in the Drug and Alcohol Abuse Prevention Program and is posted in a conspicuous location available to students and staff.

Registered Sex Offenders

In accordance with Florida Statute 775.21 (“The Florida Sexual Predators Act”) and Florida Statute 943.0435, convicted sex offenders in Florida must register with the Florida Department of Law Enforcement (FDLE) within 48 hours of establishing permanent or temporary residence. The FDLE makes information concerning the presence of registered sexual offenders/predators available to local law enforcement officials and the public. This information may be obtained from the Florida Department of Law Enforcement by visiting their website at

<http://offender.fdle.state.fl.us/offender/homepage.do>. FDLE also has a toll-free number (1-888-357-7332; TTY Accessibility 1-877-414-7234) for information.

Emergency Response and Evacuation Procedures

Emergency responses and/or evacuation procedures in the event of fire or other emergency occurring on campus are noted during orientation procedures and are publicized at least annually. Additionally, evacuation routes and procedures are posted strategically throughout the facility to expedite emergency action.

Housing accommodations are not available on campus. In the event an enrolled student fails to show up for class or fails to notify school officials of circumstances prohibiting them from attending class, efforts will be made by school officials to contact the student. If unable to contact the student, efforts will be made to contact someone listed in the student's file as a contact person.

In the event of an emergency or dangerous situation involving an immediate threat to the health or safety of students, staff, or clients occurring on campus, institution administration will immediately notify students and employees as appropriate. Educators will direct students and clients out of the building through the nearest exit in an orderly and calm manner. The receptionist will call the police/fire department (911).

Emergency response and evacuation procedures are tested on at least an annual basis.

Prevention of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

This institution prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking, defined by Federal law as follows:

“Domestic violence” means a felony or misdemeanor crime of violence committed by—

- a current or former spouse or intimate partner of the victim,
- a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred, or
- 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 occurred.

“Dating violence” means violence committed by a person—

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - the length of the relationship;
 - the type of relationship; and
 - the frequency of interaction between the persons involved in the relationship.

“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- fear for his or her safety or the safety of others; or
- suffer substantial emotional distress.

“Consent” in reference to sexual activity must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

Florida state law provides the following definitions:

“Domestic violence” means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.

“Family or household member” means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

“Stalking” occurs when a person willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person.

“Harass” means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.

“Cyberstalk” means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

“Course of conduct” means a pattern of conduct composed of a series of acts over a period of time, however short, which evidences a continuity of purpose. The term does not include constitutionally protected activity such as picketing or other organized protests.

“Consent” means intelligent, knowing, and voluntary consent and does not include coerced submission. “Consent” shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender.

Bystander Intervention

Violence affects the entire community and all members have a responsibility to take action against sexual assault and relationship abuse. One major way that you can take action is by being an active bystander. Bystanders are individuals that witness either an act of violence or the actions that lead up to violence.

For instance, in a situation involving sexual assault, domestic violence, dating violence, or stalking, a bystander should minimize risk and:

- Approach everyone as a friend;
- Not be antagonistic;
- Avoid violence;
- Create a distraction;
- Be honest and direct whenever possible;
- Recruit help, if possible;
- Keep safe; and
- If things get out of hand, contact the police.

Examples of warning signs that we may observe that give cause for us to speak up and intervene are:

- A friend telling a sexist joke or saying something degrading or violent towards women.
- A person or group encouraging the excessive use of alcohol or other substances as a means to facilitate sex.
- A friend reporting being the initiator or recipient of controlling behavior in a relationship.
- A person who is sexually harassing someone and making them feel uncomfortable.
- A friend being followed or stalked in person, on the phone, or by use of technology.

Intervening in these situations may prevent actions and behaviors that lead up to a violent incident and keep you from having to intervene in a more dangerous situation. So not only do you have an opportunity to prevent violence immediately before it happens or during a violent act, but you also have opportunities to intervene on an ongoing basis.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

If a sex offense or incident of domestic violence, dating violence, sexual assault, or stalking has occurred, it should be reported immediately to the Institute's Director or other official. The person who was victimized will be encouraged to seek counseling and to maintain all physical evidence until such a time as that person can be properly transported to a hospital or rape crisis center for proper treatment. This institution has zero tolerance of such assault; the violation of this policy by students or employees may result in expulsion while investigations are being followed, termination, and/or arrest.

Should a student or employee be a victim of domestic violence, dating violence, sexual assault, or stalking, it is the victim's option to notify the appropriate law enforcement authorities, including institute officials and local police. At the student or employee's request, Aveda Institute officials will assist in notifying the proper authorities. The student or employee may also decline to notify such authorities. When an incident of domestic violence, dating violence, sexual assault, or stalking is reported the institution, the victim will be provided with a written explanation of his or her rights and options.

Reporting an incident of domestic violence, dating violence, sexual assault, or stalking to the police is up to the victim, but it is important to remember that reporting of such incidents is not the same as prosecuting them. Victims are strongly encouraged to call the police and report such incidents. If the victim requests, Aveda Institutes South will assist in identifying off-campus counseling or mental health services. After any campus sexual assaults are reported, and regardless of whether the victim chooses to report the crime to local law enforcement, the victims of such crimes have the right to request that Aveda Institutes South personnel take steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including the transfer of classes as appropriate.

Investigating Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

In cases where a student is alleged to have perpetrated an offense of domestic violence, dating violence, sexual assault, or stalking, both the accuser and the accused are entitled to the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Such proceedings shall provide a prompt, fair, and impartial investigation and resolution and shall be conducted by institute officials trained to follow procedures that protect the safety of victims and promotes accountability. The institution will use the "preponderance of the evidence" standard of evaluation during any institutional conduct proceeding arising from a report.

Aveda Institute will simultaneously disclose, in writing, to the alleged victim and perpetrator of domestic violence, dating violence, sexual assault, or stalking the outcome of any institutional disciplinary proceeding, the institution's procedures to appeal the results, any change to the results that occurs prior to the time such results become final, and when such results become final. Aveda Institute will protect the identity and confidentiality of victims in internal and publicly-available documentation to the extent permissible by law. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for these purposes. Violation of this policy by students or employees may result in expulsion, termination, and/or arrest.

Victim Resources

Victims of sexual assault or rape should follow these recommended steps:

- Go to a safe place following the attack.
- Call someone to be with you. You should not be alone.
- Do not shower, bathe, or destroy any of the clothing you were wearing at the time of the attack. It is important that evidence be preserved for proof of a criminal offense at the time of the attack.
- Go to a hospital emergency room for medical care.
- Make sure you are evaluated for the risk of pregnancy and sexually transmitted disease. A medical examination is the only way to ensure that you are not injured, and it could provide valuable evidence should you decide to prosecute.

It is also recommended that victims call a local or national sexual assault hotline, such as those listed below. Advocates can help provide information, counseling, and emotional support for sexual assault victims in complete confidence.

- Broward County Sexual Assault Treatment Center, Ft. Lauderdale: 954-761-7273
- Florida Coalition Against Domestic Violence: 800-500-1119
- Florida Council Against Sexual Violence: 888-956-7273
- Roxcy Bolton Rape Treatment Center, Miami: 305-585-7273
- Women in Distress of Broward County, Lighthouse Point: 954-761-1133
- National Sexual Assault Hotline: 800-656-4673
- National Domestic Violence Hotline: 800-799-7233
- Love Is Respect (Dating Violence Hotline): 866-331-9474

The National Center for Victims of Crime is a national resource and advocacy organization for victims of crime. Its crime victim assistance directory can be found online at <http://www.victimsofcrime.org/help-for-crime-victims/find-local-assistance---connect-directory>.

Students and employees should refer to their Institute Director or immediate supervisor when reporting or seeking help on any criminal incident. Any emergency that requires immediate attention should not be waited upon on to report to the school's official but rather the appropriate agency should be contacted by calling (911).

Aveda Institute, Orlando Campus

OPEID# 041194

495 N. Semoran Blvd.

Winter Park, Florida 32792

CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS

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The institution currently has no procedures for facilitating pastoral or professional counseling (mental health or otherwise), other than the student or employee is encouraged to seek such aid.

Institute officials have no powers of arrest other than the Citizens Arrest Law and are required in the event of a crime or emergency to call the correct agency or dial (911) for the police and emergency services. The Citizens Arrest Law will be invoked only as a last resort, and after all other possibilities have been explored.

Crime Prevention Policies and Programs

The following is a description of policies, rules, and programs designed to inform students and employees about the prevention of crimes on campus.

- Do not leave personal property in classrooms.
- Report to your institutional official, any suspicious persons.
- Always try to walk in groups outside the school premises.
- If you are waiting for a ride, wait within sight of other people.
- Employees (staff and faculty) will close and lock all doors, windows, and blinds and turn off lights when leaving a room.

Information regarding any crimes committed on the campus or adjacent parking lot will be available and posted in a conspicuous place within two (2) business days after the reporting of the crime and be available for sixty (60) business days during normal business hours, unless the disclosure is prohibited by law; would jeopardize the confidentiality of the victim or an ongoing criminal investigation, the safety of an individual, cause a suspect to flee or evade detection; or would result in the destruction of evidence. Once the reason for the lack of disclosure is no longer in force, the institution must disclose the information. If there is a request for information that is older than sixty (60) days, that information must be made available within two (2) business days of the request.

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“Harass” means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.

“Cyberstalk” means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

“Course of conduct” means a pattern of conduct composed of a series of acts over a period of time, however short, which evidences a continuity of purpose. The term does not include constitutionally protected activity such as picketing or other organized protests.

“Consent” means intelligent, knowing, and voluntary consent and does not include coerced submission. “Consent” shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender.

Bystander Intervention

Violence affects the entire community and all members have a responsibility to take action against sexual assault and relationship abuse. One major way that you can take action is by being an active bystander. Bystanders are individuals that witness either an act of violence or the actions that lead up to violence.

For instance, in a situation involving sexual assault, domestic violence, dating violence, or stalking, a bystander should minimize risk and:

- Approach everyone as a friend;
- Not be antagonistic;
- Avoid violence;
- Create a distraction;
- Be honest and direct whenever possible;
- Recruit help, if possible;
- Keep safe; and
- If things get out of hand, contact the police.

Examples of warning signs that we may observe that give cause for us to speak up and intervene are:

- A friend telling a sexist joke or saying something degrading or violent towards women.
- A person or group encouraging the excessive use of alcohol or other substances as a means to facilitate sex.
- A friend reporting being the initiator or recipient of controlling behavior in a relationship.
- A person who is sexually harassing someone and making them feel uncomfortable.
- A friend being followed or stalked in person, on the phone, or by use of technology.

Intervening in these situations may prevent actions and behaviors that lead up to a violent incident and keep you from having to intervene in a more dangerous situation. So not only do you have an opportunity to prevent violence immediately before it happens or during a violent act, but you also have opportunities to intervene on an ongoing basis.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

If a sex offense or incident of domestic violence, dating violence, sexual assault, or stalking has occurred, it should be reported immediately to the Institute's Director or other official. The person who was victimized will be encouraged to seek counseling and to maintain all physical evidence until such a time as that person can be properly transported to a hospital or rape crisis center for proper treatment. This institution has zero tolerance of such assault; the violation of this policy by students or employees may result in expulsion while investigations are being followed, termination, and/or arrest.

Should a student or employee be a victim of domestic violence, dating violence, sexual assault, or stalking, it is the victim's option to notify the appropriate law enforcement authorities, including institute officials and local police. At the student or employee's request, Aveda Institute officials will assist in notifying the proper authorities. The student or employee may also decline to notify such authorities. When an incident of domestic violence, dating violence, sexual assault, or stalking is reported the institution, the victim will be provided with a written explanation of his or her rights and options.

Reporting an incident of domestic violence, dating violence, sexual assault, or stalking to the police is up to the victim, but it is important to remember that reporting of such incidents is not the same as prosecuting them. Victims are strongly encouraged to call the police and report such incidents. If the victim requests, Aveda Institutes South will assist in identifying off-campus counseling or mental health services. After any campus sexual assaults are reported, and regardless of whether the victim chooses to report the crime to local law enforcement, the victims of such crimes have the right to request that Aveda Institutes South personnel take steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including the transfer of classes as appropriate.

Investigating Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

In cases where a student is alleged to have perpetrated an offense of domestic violence, dating violence, sexual assault, or stalking, both the accuser and the accused are entitled to the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Such proceedings shall provide a prompt, fair, and impartial investigation and resolution and shall be conducted by institute officials trained to follow procedures that protect the safety of victims and promotes accountability. The institution will use the "preponderance of the evidence" standard of evaluation during any institutional conduct proceeding arising from a report.

Aveda Institute will simultaneously disclose, in writing, to the alleged victim and perpetrator of domestic violence, dating violence, sexual assault, or stalking the outcome of any institutional disciplinary proceeding, the institution's procedures to appeal the results, any change to the results that occurs prior to the time such results become final, and when such results become final. Aveda Institute will protect the identity and confidentiality of victims in internal and publicly-available documentation to the extent permissible by law. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for these purposes. Violation of this policy by students or employees may result in expulsion, termination, and/or arrest.

Victim Resources

Victims of sexual assault or rape should follow these recommended steps:

- Go to a safe place following the attack.
- Call someone to be with you. You should not be alone.
- Do not shower, bathe, or destroy any of the clothing you were wearing at the time of the attack. It is important that evidence be preserved for proof of a criminal offense at the time of the attack.
- Go to a hospital emergency room for medical care.
- Make sure you are evaluated for the risk of pregnancy and sexually transmitted disease. A medical examination is the only way to ensure that you are not injured, and it could provide valuable evidence should you decide to prosecute.

It is also recommended that victims call a local or national sexual assault hotline, such as those listed below. Advocates can help provide information, counseling, and emotional support for sexual assault victims in complete confidence.

- Florida Coalition Against Domestic Violence: 800-500-1119
- Florida Council Against Sexual Violence: 888-956-7273
- Healing Tree Sexual Trauma Recovery Center, Orlando: 407-317-7430
- Salvation Army Domestic Violence Program, Cocoa: 321-631-2764
- Women In Transition, Winter Park: 407-628-8996
- National Sexual Assault Hotline: 800-656-4673
- National Domestic Violence Hotline: 800-799-7233
- Love Is Respect (Dating Violence Hotline): 866-331-9474

The National Center for Victims of Crime is a national resource and advocacy organization for victims of crime. Its crime victim assistance directory can be found online at <http://www.victimsofcrime.org/help-for-crime-victims/find-local-assistance---connect-directory>.

Students and employees should refer to their Institute Director or immediate supervisor when reporting or seeking help on any criminal incident. Any emergency that requires immediate attention should not be waited upon on to report to the school's official but rather the appropriate agency should be contacted by calling (911).

Aveda Institute, Brandon Campus

OPEID# 041194

1516 Brandon Blvd

Brandon, Florida 33511

CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS

This document has been prepared to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. 1092(f) (“Clery Act”) and the amendments made by section 204 of the Violence Against Women Reauthorization Act of 2013, and is designed to inform all students and employees (staff and faculty) of Aveda Institutes South and its different campuses about its safety and security procedures and policy. Preparation for the annual disclosure of crime statistics and Annual Security Report is obtained by the Institute Director, in cooperation with the local law enforcement agencies surrounding our campuses.

The safety of our students, employees, and guests is an important concern of the administration. This document explicates this institution’s policy regarding crime and accident prevention, public safety, and criminal incident reporting procedures. A copy of this policy and the Clery Act are available upon request to students, employees, and prospective students and employees. The institution distributes this policy at least on an annual basis. In addition, all information is available from the admissions office upon request. The institution does not maintain a police or security department, thus maintaining a crime log is not required.

The Aveda Institute campuses are herein referred to as “school,” “institution,” “institute,” or “campus.”

Reporting Criminal Actions or Other Emergencies Occurring on Campus

This institution does not employ campus security personnel but encourages both its employees and students to immediately report suspected criminal activity or other emergencies to their Institute Director, supervisor, or nearest available institutional official and/or in the event of emergency to directly contact local law enforcement or other emergency response agencies by dialing (911).

If a student or employee wishes to report a crime on a voluntary or confidential basis, the institutional official will be prepared to record and report the crime, but not the name of the informant. The student or employee may, in order to maintain confidentiality, submit the information in writing to his/her institutional official without signature. If the student or employee wishes not to maintain confidentiality, the student or employee will contact his/her teacher, supervisor, or school official who in turn will contact the nearest supervisor to report criminal actions or emergencies to the appropriate agency by calling (911). If possible, in the interim, the institutional official shall attempt to non-violently deal with the crime or emergency on campus. Individual discretion must be used, as undue risk should not be taken.

Security and Access to Campus Facilities

Only students, employees, guests, and other parties having business with this institution should be on institutional property. When the school closes for the night, the school’s official or supervisor will inspect the building to see that it is empty and then set the alarms. Other individuals present on institutional property at anytime without the express permission of the appropriate institutional official(s) shall be viewed as trespassing and may as such be subject to a fine and/or arrest. In addition, students and employees present on institutional property during periods of non-operation

without the express permission of the appropriate institutional official(s) shall also be viewed as trespassing and may also be subject to a fine and/or arrest.

Campus Law Enforcement

Several Aveda Institute campuses are located in shopping centers; security is the responsibility of property owners and or managers. However, aggressive safety practices are strongly advocated by administrators, staff, students, and those who visit the campus.

The institution currently has no procedures for facilitating pastoral or professional counseling (mental health or otherwise), other than the student or employee is encouraged to seek such aid.

Institute officials have no powers of arrest other than the Citizens Arrest Law and are required in the event of a crime or emergency to call the correct agency or dial (911) for the police and emergency services. The Citizens Arrest Law will be invoked only as a last resort, and after all other possibilities have been explored.

Crime Prevention Policies and Programs

The following is a description of policies, rules, and programs designed to inform students and employees about the prevention of crimes on campus.

- Do not leave personal property in classrooms.
- Report to your institutional official, any suspicious persons.
- Always try to walk in groups outside the school premises.
- If you are waiting for a ride, wait within sight of other people.
- Employees (staff and faculty) will close and lock all doors, windows, and blinds and turn off lights when leaving a room.

Information regarding any crimes committed on the campus or adjacent parking lot will be available and posted in a conspicuous place within two (2) business days after the reporting of the crime and be available for sixty (60) business days during normal business hours, unless the disclosure is prohibited by law; would jeopardize the confidentiality of the victim or an ongoing criminal investigation, the safety of an individual, cause a suspect to flee or evade detection; or would result in the destruction of evidence. Once the reason for the lack of disclosure is no longer in force, the institution must disclose the information. If there is a request for information that is older than sixty (60) days, that information must be made available within two (2) business days of the request.

The institution does not offer regularly-scheduled crime awareness or prevention programs other than orientation where all the institution's policies and regulations are properly disclosed to prospective students.

Campus Crime Statistics

The Clery Act requires postsecondary institutions to disclose the number of instances in which certain specific types of crimes have occurred in any building or on any property owned or controlled by this institution or any public property which is used for activities related to or in direct support of the educational purpose of the institution, and/or any building or property owned or controlled by student organizations recognized by this institution.

In compliance with that law, the following campus crime, arrest, and referral statistics include those reported to the Institute Director and/or local law enforcement agencies that occurred on campus or surrounding public property during the most recent calendar year and the two preceding calendar years.

Report Distribution Date: October 1, 2022
Occurrences within the 2020 (Partial), and 2021 Calendar Years

<u>Type of Crime</u>	<u>Occurrences</u>	<u>Arrests</u>
Murder	0	0
Sex Offenses (forcible)	0	0
Sex Offenses (non-forcible)	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Negligent Manslaughter	0	0
Non-Negligent Manslaughter	0	0
Arson	0	0
Liquor Law Violations	0	0
Referrals for Disciplinary Action	0	0
Drug Law Violations	0	0
Referrals for Disciplinary Action	0	0
Illegal Weapons Possessions	0	0
Referrals for Disciplinary Action	0	0
Hate Crimes*	0	0
Based on Race	0	0
Based on Gender	0	0
Based on Religion	0	0
Based on National Origin	0	0
Based on Sexual Orientation	0	0
Based on Gender Identity	0	0

Based on Ethnicity	0	0
Based on Disability	0	0
Hate Crimes Involving Larceny	0	0
Hate Crimes Involving Theft	0	0
Hate Crimes Involving Simple Assault	0	0
Hate Crimes Involving Intimidation	0	0
Hate Crimes Invol. Destruction/Damage/ Vandalism of Property	0	0
Hate Crimes Involving Bodily Injury	0	0
Sexual Assault	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking Incidents	0	0

*Crimes that manifest evidence of prejudice based on race, gender and gender identity, religion, disability, sexual orientation, or ethnicity as prescribed by the Hate Crime Statistics Act (28 U.S.C 534).

These crime statistics are updated annually and redistributed to all current students and employees no later than October 1 of each calendar year. This institution does not have any off-campus organizations; therefore no statistics are reported regarding criminal activity at off-campus organizations.

Possession, Use, and Sale of Alcoholic Beverages and Enforcement of Drug and Alcohol Laws

This institution does not permit the sale, possession, or consumption of alcoholic beverages on school property and adheres to and enforces all state underage-drinking laws.

The institution does not permit the possession, use, or sale of illegal drugs by its employees and students and adheres to and enforces all state and Federal drug laws. The violations of these policies by students or employees may result in expulsion, termination, and/or arrest.

Information concerning the institution’s Drug and Alcohol Abuse Prevention Program is posted at the campus and is distributed annually to students and staff. Information on agencies that provide counseling and help on drug and alcohol abuse education is included in the Drug and Alcohol Abuse Prevention Program and is posted in a conspicuous location available to students and staff.

Registered Sex Offenders

In accordance with Florida Statute 775.21 (“The Florida Sexual Predators Act”) and Florida Statute 943.0435, convicted sex offenders in Florida must register with the Florida Department of Law Enforcement (FDLE) within 48 hours of establishing permanent or temporary residence. The FDLE makes information concerning the presence of registered sexual offenders/predators available to local law enforcement officials and the public. This information may be obtained from the Florida Department of Law Enforcement by visiting their website at

<http://offender.fdle.state.fl.us/offender/homepage.do>. FDLE also has a toll-free number (1-888-357-7332; TTY Accessibility 1-877-414-7234) for information.

Emergency Response and Evacuation Procedures

Emergency responses and/or evacuation procedures in the event of fire or other emergency occurring on campus are noted during orientation procedures and are publicized at least annually. Additionally, evacuation routes and procedures are posted strategically throughout the facility to expedite emergency action.

Housing accommodations are not available on campus. In the event an enrolled student fails to show up for class or fails to notify school officials of circumstances prohibiting them from attending class, efforts will be made by school officials to contact the student. If unable to contact the student, efforts will be made to contact someone listed in the student's file as a contact person.

In the event of an emergency or dangerous situation involving an immediate threat to the health or safety of students, staff, or clients occurring on campus, institution administration will immediately notify students and employees as appropriate. Educators will direct students and clients out of the building through the nearest exit in an orderly and calm manner. The receptionist will call the police/fire department (911).

Emergency response and evacuation procedures are tested on at least an annual basis.

Prevention of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

This institution prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking, defined by Federal law as follows:

“Domestic violence” means a felony or misdemeanor crime of violence committed by—

- a current or former spouse or intimate partner of the victim,
- a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred, or
- 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 occurred.

“Dating violence” means violence committed by a person—

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - the length of the relationship;
 - the type of relationship; and
 - the frequency of interaction between the persons involved in the relationship.

“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- fear for his or her safety or the safety of others; or
- suffer substantial emotional distress.

“Consent” in reference to sexual activity must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

Florida state law provides the following definitions:

“Domestic violence” means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.

“Family or household member” means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

“Stalking” occurs when a person willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person.

“Harass” means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.

“Cyberstalk” means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

“Course of conduct” means a pattern of conduct composed of a series of acts over a period of time, however short, which evidences a continuity of purpose. The term does not include constitutionally protected activity such as picketing or other organized protests.

“Consent” means intelligent, knowing, and voluntary consent and does not include coerced submission. “Consent” shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender.

Bystander Intervention

Violence affects the entire community and all members have a responsibility to take action against sexual assault and relationship abuse. One major way that you can take action is by being an active bystander. Bystanders are individuals that witness either an act of violence or the actions that lead up to violence.

For instance, in a situation involving sexual assault, domestic violence, dating violence, or stalking, a bystander should minimize risk and:

- Approach everyone as a friend;
- Not be antagonistic;
- Avoid violence;
- Create a distraction;
- Be honest and direct whenever possible;
- Recruit help, if possible;
- Keep safe; and
- If things get out of hand, contact the police.

Examples of warning signs that we may observe that give cause for us to speak up and intervene are:

- A friend telling a sexist joke or saying something degrading or violent towards women.
- A person or group encouraging the excessive use of alcohol or other substances as a means to facilitate sex.
- A friend reporting being the initiator or recipient of controlling behavior in a relationship.
- A person who is sexually harassing someone and making them feel uncomfortable.
- A friend being followed or stalked in person, on the phone, or by use of technology.

Intervening in these situations may prevent actions and behaviors that lead up to a violent incident and keep you from having to intervene in a more dangerous situation. So not only do you have an opportunity to prevent violence immediately before it happens or during a violent act, but you also have opportunities to intervene on an ongoing basis.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

If a sex offense or incident of domestic violence, dating violence, sexual assault, or stalking has occurred, it should be reported immediately to the Institute's Director or other official. The person who was victimized will be encouraged to seek counseling and to maintain all physical evidence until such a time as that person can be properly transported to a hospital or rape crisis center for proper treatment. This institution has zero tolerance of such assault; the violation of this policy by students or employees may result in expulsion while investigations are being followed, termination, and/or arrest.

Should a student or employee be a victim of domestic violence, dating violence, sexual assault, or stalking, it is the victim's option to notify the appropriate law enforcement authorities, including institute officials and local police. At the student or employee's request, Aveda Institute officials will assist in notifying the proper authorities. The student or employee may also decline to notify such authorities. When an incident of domestic violence, dating violence, sexual assault, or stalking is reported the institution, the victim will be provided with a written explanation of his or her rights and options.

Reporting an incident of domestic violence, dating violence, sexual assault, or stalking to the police is up to the victim, but it is important to remember that reporting of such incidents is not the same as prosecuting them. Victims are strongly encouraged to call the police and report such incidents. If the victim requests, Aveda Institutes South will assist in identifying off-campus counseling or mental health services. After any campus sexual assaults are reported, and regardless of whether the victim chooses to report the crime to local law enforcement, the victims of such crimes have the right to request that Aveda Institutes South personnel take steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including the transfer of classes as appropriate.

Investigating Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

In cases where a student is alleged to have perpetrated an offense of domestic violence, dating violence, sexual assault, or stalking, both the accuser and the accused are entitled to the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Such proceedings shall provide a prompt, fair, and impartial investigation and resolution and shall be conducted by institute officials trained to follow procedures that protect the safety of victims and promotes accountability. The institution will use the "preponderance of the evidence" standard of evaluation during any institutional conduct proceeding arising from a report.

Aveda Institute will simultaneously disclose, in writing, to the alleged victim and perpetrator of domestic violence, dating violence, sexual assault, or stalking the outcome of any institutional disciplinary proceeding, the institution's procedures to appeal the results, any change to the results that occurs prior to the time such results become final, and when such results become final. Aveda Institute will protect the identity and confidentiality of victims in internal and publicly-available documentation to the extent permissible by law. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for these purposes. Violation of this policy by students or employees may result in expulsion, termination, and/or arrest.

Victim Resources

Victims of sexual assault or rape should follow these recommended steps:

- Go to a safe place following the attack.
- Call someone to be with you. You should not be alone.
- Do not shower, bathe, or destroy any of the clothing you were wearing at the time of the attack. It is important that evidence be preserved for proof of a criminal offense at the time of the attack.
- Go to a hospital emergency room for medical care.
- Make sure you are evaluated for the risk of pregnancy and sexually transmitted disease. A medical examination is the only way to ensure that you are not injured, and it could provide valuable evidence should you decide to prosecute.

It is also recommended that victims call a local or national sexual assault hotline, such as those listed below. Advocates can help provide information, counseling, and emotional support for sexual assault victims in complete confidence.

- Florida Council Against Sexual Violence: 888-956-7273
- The Spring of Tampa Bay, Tampa: 813-247-SAFE (1050)
- Crisis Center of Tampa Bay, Tampa: Dial 211
- Florida Coalition Against Domestic Violence: 800-500-1119
- Safe Place and Rape Crisis Center (SPARCC), Sarasota: 941-365-1976
- National Sexual Assault Hotline: 800-656-4673
- National Domestic Violence Hotline: 800-799-7233
- Love Is Respect (Dating Violence Hotline): 866-331-9474

The National Center for Victims of Crime is a national resource and advocacy organization for victims of crime. Its crime victim assistance directory can be found online at <http://www.victimsofcrime.org/help-for-crime-victims/find-local-assistance---connect-directory>.

Students and employees should refer to their Institute Director or immediate supervisor when reporting or seeking help on any criminal incident. Any emergency that requires immediate attention should not be waited upon on to report to the school's official but rather the appropriate agency should be contacted by calling (911).

Aveda Institute Tallahassee Campus**OPEID# 041348****2020 W. Pensacola St.****Tallahassee, Florida 32304****CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS**

This document has been prepared to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. 1092(f) ("Clery Act") and the amendments made by section 204 of the Violence Against Women Reauthorization Act of 2013, and is designed to inform all students and employees (staff and faculty) of Aveda Institutes South and its different campuses about its safety and security procedures and policy. Preparation for the annual disclosure of crime statistics and Annual Security Report is obtained by the Institute Director, in cooperation with the local law enforcement agencies surrounding our campuses.

The safety of our students, employees, and guests is an important concern of the administration. This document explicates this institution's policy regarding crime and accident prevention, public safety, and criminal incident reporting procedures. A copy of this policy and the Clery Act are available upon request to students, employees, and prospective students and employees. The institution distributes this policy at least on an annual basis. In addition, all information is available from the admissions office upon request. The institution does not maintain a police or security department, thus maintaining a crime log is not required.

The Aveda Institute campuses are herein referred to as "school," "institution," "institute," or "campus."

Reporting Criminal Actions or Other Emergencies Occurring on Campus

This institution does not employ campus security personnel but encourages both its employees and students to immediately report suspected criminal activity or other emergencies to their Institute Director, supervisor, or nearest available institutional official and/or in the event of emergency to directly contact local law enforcement or other emergency response agencies by dialing (911).

If a student or employee wishes to report a crime on a voluntary or confidential basis, the institutional official will be prepared to record and report the crime, but not the name of the informant. The student or employee may, in order to maintain confidentiality, submit the information in writing to his/her institutional official without signature. If the student or employee wishes not to maintain confidentiality, the student or employee will contact his/her teacher, supervisor, or school official who in turn will contact the nearest supervisor to report criminal actions or emergencies to the appropriate agency by calling (911). If possible, in the interim, the institutional official shall attempt to non-violently deal with the crime or emergency on campus. Individual discretion must be used, as undue risk should not be taken.

Security and Access to Campus Facilities

Only students, employees, guests, and other parties having business with this institution should be on institutional property. When the school closes for the night, the school's official or supervisor will inspect the building to see that it is empty and then set the alarms. Other individuals present on institutional property at anytime without the express permission of the appropriate institutional official(s) shall be viewed as trespassing and may as such be subject to a fine and/or arrest. In addition, students and employees present on institutional property during periods of non-operation

without the express permission of the appropriate institutional official(s) shall also be viewed as trespassing and may also be subject to a fine and/or arrest.

Campus Law Enforcement

Several Aveda Institute campuses are located in shopping centers; security is the responsibility of property owners and or managers. However, aggressive safety practices are strongly advocated by administrators, staff, students, and those who visit the campus.

The institution currently has no procedures for facilitating pastoral or professional counseling (mental health or otherwise), other than the student or employee is encouraged to seek such aid.

Institute officials have no powers of arrest other than the Citizens Arrest Law, and are required in the event of a crime or emergency to call the correct agency or dial (911) for the police and emergency services. The Citizens Arrest Law will be invoked only as a last resort, and after all other possibilities have been explored.

Crime Prevention Policies and Programs

The following is a description of policies, rules, and programs designed to inform students and employees about the prevention of crimes on campus.

- Do not leave personal property in classrooms.
- Report to your institutional official, any suspicious persons.
- Always try to walk in groups outside the school premises.
- If you are waiting for a ride, wait within sight of other people.
- Employees (staff and faculty) will close and lock all doors, windows, and blinds and turn off lights when leaving a room.

Information regarding any crimes committed on the campus or adjacent parking lot will be available and posted in a conspicuous place within two (2) business days after the reporting of the crime and be available for sixty (60) business days during normal business hours, unless the disclosure is prohibited by law; would jeopardize the confidentiality of the victim or an ongoing criminal investigation, the safety of an individual, cause a suspect to flee or evade detection; or would result in the destruction of evidence. Once the reason for the lack of disclosure is no longer in force, the institution must disclose the information. If there is a request for information that is older than sixty (60) days, that information must be made available within two (2) business days of the request.

The institution does not offer regularly-scheduled crime awareness or prevention programs other than orientation where all the institution's policies and regulations are properly disclosed to prospective students.

Campus Crime Statistics

The Clery Act requires postsecondary institutions to disclose the number of instances in which certain specific types of crimes have occurred in any building or on any property owned or controlled by this institution or any public property which is used for activities related to or in direct support of the educational purpose of the institution, and/or any building or property owned or controlled by student organizations recognized by this institution.

In compliance with that law, the following campus crime, arrest, and referral statistics include those reported to the Institute Director and/or local law enforcement agencies that occurred on campus or surrounding public property during the most recent calendar year and the two preceding calendar years.

Report Distribution Date: October 1, 2022
Occurrences within the 2019, 2020, and 2021 Calendar Years

<u>Type of Crime</u>	<u>Occurrences</u>	<u>Arrests</u>
Murder	0	0
Sex Offenses (forcible)	0	0
Sex Offenses (non-forcible)	0	0
Robbery	1	0
Aggravated Assault	2	0
Burglary	0	0
Motor Vehicle Theft	2	0
Negligent Manslaughter	0	0
Non-Negligent Manslaughter	0	0
Arson	0	0
Liquor Law Violations	0	0
Referrals for Disciplinary Action	0	0
Drug Law Violations	3	3
Referrals for Disciplinary Action	0	0
Illegal Weapons Possessions	0	0
Referrals for Disciplinary Action	0	0
Hate Crimes*	0	0
Based on Race	0	0
Based on Gender	0	0
Based on Religion	0	0
Based on National Origin	0	0
Based on Sexual Orientation	0	0
Based on Gender Identity	0	0

Based on Ethnicity	0	0
Based on Disability	0	0
Hate Crimes Involving Larceny	0	0
Hate Crimes Involving Theft	0	0
Hate Crimes Involving Simple Assault	0	0
Hate Crimes Involving Intimidation	0	0
Hate Crimes Invol. Destruction/Damage/ Vandalism of Property	0	0
Hate Crimes Involving Bodily Injury	0	0
Sexual Assault	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking Incidents	1	0

*Crimes that manifest evidence of prejudice based on race, gender and gender identity, religion, disability, sexual orientation, or ethnicity as prescribed by the Hate Crime Statistics Act (28 U.S.C 534).

These crime statistics are updated annually and redistributed to all current students and employees no later than October 1. This institution does not have any off-campus organizations; therefore no statistics are reported regarding criminal activity at off-campus organizations.

Possession, Use, and Sale of Alcoholic Beverages and Enforcement of Drug and Alcohol Laws

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Information concerning the institution’s Drug and Alcohol Abuse Prevention Program is posted at the campus and is distributed annually to students and staff. Information on agencies that provide counseling and help on drug and alcohol abuse education is included in the Drug and Alcohol Abuse Prevention Program and is posted in a conspicuous location available to students and staff.

Registered Sex Offenders

In accordance with Florida Statute 775.21 (“The Florida Sexual Predators Act”) and Florida Statute 943.0435, convicted sex offenders in Florida must register with the Florida Department of Law Enforcement (FDLE) within 48 hours of establishing permanent or temporary residence. The FDLE makes information concerning the presence of registered sexual offenders/predators available to local law enforcement officials and the public. This information may be obtained from the Florida Department of Law Enforcement by visiting their website at

<http://offender.fdle.state.fl.us/offender/homepage.do>. FDLE also has a toll-free number (1-888-357-7332; TTY Accessibility 1-877-414-7234) for information.

Emergency Response and Evacuation Procedures

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Housing accommodations are not available on campus. In the event an enrolled student fails to show up for class or fails to notify school officials of circumstances prohibiting them from attending class, efforts will be made by school officials to contact the student. If unable to contact the student, efforts will be made to contact someone listed in the student's file as a contact person.

In the event of an emergency or dangerous situation involving an immediate threat to the health or safety of students, staff, or clients occurring on campus, institution administration will immediately notify students and employees as appropriate. Educators will direct students and clients out of the building through the nearest exit in an orderly and calm manner. The receptionist will call the police/fire department (911).

Emergency response and evacuation procedures are tested on at least an annual basis.

Prevention of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

This institution prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking, defined by Federal law as follows:

"Domestic violence" means a felony or misdemeanor crime of violence committed by—

- a current or former spouse or intimate partner of the victim,
- a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred, or
- 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 occurred.

"Dating violence" means violence committed by a person—

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - the length of the relationship;
 - the type of relationship; and
 - the frequency of interaction between the persons involved in the relationship.

"Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- fear for his or her safety or the safety of others; or
- suffer substantial emotional distress.

"Consent" in reference to sexual activity must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

Florida state law provides the following definitions:

“Domestic violence” means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.

“Family or household member” means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

“Stalking” occurs when a person willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person.

“Harass” means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.

“Cyberstalk” means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

“Course of conduct” means a pattern of conduct composed of a series of acts over a period of time, however short, which evidences a continuity of purpose. The term does not include constitutionally protected activity such as picketing or other organized protests.

“Consent” means intelligent, knowing, and voluntary consent and does not include coerced submission. “Consent” shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender.

Bystander Intervention

Violence affects the entire community and all members have a responsibility to take action against sexual assault and relationship abuse. One major way that you can take action is by being an active bystander. Bystanders are individuals that witness either an act of violence or the actions that lead up to violence.

For instance, in a situation involving sexual assault, domestic violence, dating violence, or stalking, a bystander should minimize risk and:

- Approach everyone as a friend;
- Not be antagonistic;
- Avoid violence;
- Create a distraction;
- Be honest and direct whenever possible;
- Recruit help, if possible;
- Keep safe; and
- If things get out of hand, contact the police.

Examples of warning signs that we may observe that give cause for us to speak up and intervene are:

- A friend telling a sexist joke or saying something degrading or violent towards women.
- A person or group encouraging the excessive use of alcohol or other substances as a means to facilitate sex.
- A friend reporting being the initiator or recipient of controlling behavior in a relationship.
- A person who is sexually harassing someone and making them feel uncomfortable.
- A friend being followed or stalked in person, on the phone, or by use of technology.

Intervening in these situations may prevent actions and behaviors that lead up to a violent incident and keep you from having to intervene in a more dangerous situation. So not only do you have an opportunity to prevent violence immediately before it happens or during a violent act, but you also have opportunities to intervene on an ongoing basis.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

If a sex offense or incident of domestic violence, dating violence, sexual assault, or stalking has occurred, it should be reported immediately to the Institute's Director or other official. The person who was victimized will be encouraged to seek counseling and to maintain all physical evidence until such a time as that person can be properly transported to a hospital or rape crisis center for proper treatment. This institution has zero tolerance of such assault; the violation of this policy by students or employees may result in expulsion while investigations are being followed, termination, and/or arrest.

Should a student or employee be a victim of domestic violence, dating violence, sexual assault, or stalking, it is the victim's option to notify the appropriate law enforcement authorities, including institute officials and local police. At the student or employee's request, Aveda Institute officials will assist in notifying the proper authorities. The student or employee may also decline to notify such authorities. When an incident of domestic violence, dating violence, sexual assault, or stalking is reported the institution, the victim will be provided with a written explanation of his or her rights and options.

Reporting an incident of domestic violence, dating violence, sexual assault, or stalking to the police is up to the victim, but it is important to remember that reporting of such incidents is not the same as prosecuting them. Victims are strongly encouraged to call the police and report such incidents. If the victim requests, Aveda Institutes South will assist in identifying off-campus counseling or mental health services. After any campus sexual assaults are reported, and regardless of whether the victim chooses to report the crime to local law enforcement, the victims of such crimes have the right to request that Aveda Institutes South personnel take steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including the transfer of classes as appropriate.

Investigating Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

In cases where a student is alleged to have perpetrated an offense of domestic violence, dating violence, sexual assault, or stalking, both the accuser and the accused are entitled to the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Such proceedings shall provide a prompt, fair, and impartial investigation and resolution and shall be conducted by institute officials trained to follow procedures that protect the safety of victims and promotes accountability. The institution will use the "preponderance of the evidence" standard of evaluation during any institutional conduct proceeding arising from a report.

Aveda Institute will simultaneously disclose, in writing, to the alleged victim and perpetrator of domestic violence, dating violence, sexual assault, or stalking the outcome of any institutional disciplinary proceeding, the institution's procedures to appeal the results, any change to the results that occurs prior to the time such results become final, and when such results become final. Aveda Institute will protect the identity and confidentiality of victims in internal and publicly-available documentation to the extent permissible by law. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for these purposes. Violation of this policy by students or employees may result in expulsion, termination, and/or arrest.

Victim Resources

Victims of sexual assault or rape should follow these recommended steps:

- Go to a safe place following the attack.
- Call someone to be with you. You should not be alone.
- Do not shower, bathe, or destroy any of the clothing you were wearing at the time of the attack. It is important that evidence be preserved for proof of a criminal offense at the time of the attack.
- Go to a hospital emergency room for medical care.
- Make sure you are evaluated for the risk of pregnancy and sexually transmitted disease. A medical examination is the only way to ensure that you are not injured, and it could provide valuable evidence should you decide to prosecute.

It is also recommended that victims call a local or national sexual assault hotline, such as those listed below. Advocates can help provide information, counseling, and emotional support for sexual assault victims in complete confidence.

- Department of Children and Family/Office of Family Safety/Domestic Violence Unit, Tallahassee: 800-962-2873
- Florida Coalition Against Domestic Violence: 800-500-1119
- Florida Council Against Sexual Violence: 888-956-7273
- Refuge House, Tallahassee: 850-681-2111

- National Sexual Assault Hotline: 800-656-4673
- National Domestic Violence Hotline: 800-799-7233
- Love Is Respect (Dating Violence Hotline): 866-331-9474

The National Center for Victims of Crime is a national resource and advocacy organization for victims of crime. Its crime victim assistance directory can be found online at <http://www.victimsofcrime.org/help-for-crime-victims/find-local-assistance---connect-directory>.

Students and employees should refer to their Institute Director or immediate supervisor when reporting or seeking help on any criminal incident. Any emergency that requires immediate attention should not be waited upon on to report to the school's official but rather the appropriate agency should be contacted by calling (911).

Aveda Institute, Jacksonville Campus

OPEID# 041348

10601 San Jose Blvd.

Jacksonville, Florida 32257

CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS

This document has been prepared to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. 1092(f) (“Clery Act”) and the amendments made by section 204 of the Violence Against Women Reauthorization Act of 2013, and is designed to inform all students and employees (staff and faculty) of Aveda Institutes South and its different campuses about its safety and security procedures and policy. Preparation for the annual disclosure of crime statistics and Annual Security Report is obtained by the Institute Director, in cooperation with the local law enforcement agencies surrounding our campuses.

The safety of our students, employees, and guests is an important concern of the administration. This document explicates this institution’s policy regarding crime and accident prevention, public safety, and criminal incident reporting procedures. A copy of this policy and the Clery Act are available upon request to students, employees, and prospective students and employees. The institution distributes this policy at least on an annual basis. In addition, all information is available from the admissions office upon request. The institution does not maintain a police or security department, thus maintaining a crime log is not required.

The Aveda Institute campuses are herein referred to as “school,” “institution,” “institute,” or “campus.”

Reporting Criminal Actions or Other Emergencies Occurring on Campus

This institution does not employ campus security personnel but encourages both its employees and students to immediately report suspected criminal activity or other emergencies to their Institute Director, supervisor, or nearest available institutional official and/or in the event of emergency to directly contact local law enforcement or other emergency response agencies by dialing (911).

If a student or employee wishes to report a crime on a voluntary or confidential basis, the institutional official will be prepared to record and report the crime, but not the name of the informant. The student or employee may, in order to maintain confidentiality, submit the information in writing to his/her institutional official without signature. If the student or employee wishes not to maintain confidentiality, the student or employee will contact his/her teacher, supervisor, or school official who in turn will contact the nearest supervisor to report criminal actions or emergencies to the appropriate agency by calling (911). If possible, in the interim, the institutional official shall attempt to non-violently deal with the crime or emergency on campus. Individual discretion must be used, as undue risk should not be taken.

Security and Access to Campus Facilities

Only students, employees, guests, and other parties having business with this institution should be on institutional property. When the school closes for the night, the school’s official or supervisor will inspect the building to see that it is empty and then set the alarms. Other individuals present on institutional property at anytime without the express permission of the appropriate institutional official(s) shall be viewed as trespassing and may as such be subject to a fine and/or arrest. In addition, students and employees present on institutional property during periods of non-operation

without the express permission of the appropriate institutional official(s) shall also be viewed as trespassing and may also be subject to a fine and/or arrest.

Campus Law Enforcement

Several Aveda Institute campuses are located in shopping centers; security is the responsibility of property owners and or managers. However, aggressive safety practices are strongly advocated by administrators, staff, students, and those who visit the campus.

The institution currently has no procedures for facilitating pastoral or professional counseling (mental health or otherwise), other than the student or employee is encouraged to seek such aid.

Institute officials have no powers of arrest other than the Citizens Arrest Law and are required in the event of a crime or emergency to call the correct agency or dial (911) for the police and emergency services. The Citizens Arrest Law will be invoked only as a last resort, and after all other possibilities have been explored.

Crime Prevention Policies and Programs

The following is a description of policies, rules, and programs designed to inform students and employees about the prevention of crimes on campus.

- Do not leave personal property in classrooms.
- Report to your institutional official, any suspicious persons.
- Always try to walk in groups outside the school premises.
- If you are waiting for a ride, wait within sight of other people.
- Employees (staff and faculty) will close and lock all doors, windows, and blinds and turn off lights when leaving a room.

Information regarding any crimes committed on the campus or adjacent parking lot will be available and posted in a conspicuous place within two (2) business days after the reporting of the crime and be available for sixty (60) business days during normal business hours, unless the disclosure is prohibited by law; would jeopardize the confidentiality of the victim or an ongoing criminal investigation, the safety of an individual, cause a suspect to flee or evade detection; or would result in the destruction of evidence. Once the reason for the lack of disclosure is no longer in force, the institution must disclose the information. If there is a request for information that is older than sixty (60) days, that information must be made available within two (2) business days of the request.

The institution does not offer regularly-scheduled crime awareness or prevention programs other than orientation where all the institution's policies and regulations are properly disclosed to prospective students.

Campus Crime Statistics

The Clery Act requires postsecondary institutions to disclose the number of instances in which certain specific types of crimes have occurred in any building or on any property owned or controlled by this institution or any public property which is used for activities related to or in direct support of the educational purpose of the institution, and/or any building or property owned or controlled by student organizations recognized by this institution.

In compliance with that law, the following campus crime, arrest, and referral statistics include those reported to the Institute Director and/or local law enforcement agencies that occurred on campus or surrounding public property during the most recent calendar year and the two preceding calendar years.

Report Distribution Date: September 30, 2022
Occurrences within the 2019, 2020, and 2021 Calendar Years

<u>Type of Crime</u>	<u>Occurrences</u>	<u>Arrests</u>
Murder	0	0
Sex Offenses (forcible)	0	0
Sex Offenses (non-forcible)	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	2	0
Negligent Manslaughter	0	0
Non-Negligent Manslaughter	0	0
Arson	0	0
Liquor Law Violations	0	0
Referrals for Disciplinary Action	0	0
Drug Law Violations	0	0
Referrals for Disciplinary Action	0	0
Illegal Weapons Possessions	0	0
Referrals for Disciplinary Action	0	0
Hate Crimes*	0	0
Based on Race	0	0
Based on Gender	0	0
Based on Religion	0	0
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Sexual Assault	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking Incidents	0	0

*Crimes that manifest evidence of prejudice based on race, gender and gender identity, religion, disability, sexual orientation, or ethnicity as prescribed by the Hate Crime Statistics Act (28 U.S.C 534).

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- Be honest and direct whenever possible;
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- Keep safe; and
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Should a student or employee be a victim of domestic violence, dating violence, sexual assault, or stalking, it is the victim's option to notify the appropriate law enforcement authorities, including institute officials and local police. At the student or employee's request, Aveda Institute officials will assist in notifying the proper authorities. The student or employee may also decline to notify such authorities. When an incident of domestic violence, dating violence, sexual assault, or stalking is reported the institution, the victim will be provided with a written explanation of his or her rights and options.

Reporting an incident of domestic violence, dating violence, sexual assault, or stalking to the police is up to the victim, but it is important to remember that reporting of such incidents is not the same as prosecuting them. Victims are strongly encouraged to call the police and report such incidents. If the victim requests, Aveda Institutes South will assist in identifying off-campus counseling or mental health services. After any campus sexual assaults are reported, and regardless of whether the victim chooses to report the crime to local law enforcement, the victims of such crimes have the right to request that Aveda Institutes South personnel take steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including the transfer of classes as appropriate.

Investigating Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

In cases where a student is alleged to have perpetrated an offense of domestic violence, dating violence, sexual assault, or stalking, both the accuser and the accused are entitled to the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Such proceedings shall provide a prompt, fair, and impartial investigation and resolution and shall be conducted by institute officials trained to follow procedures that protect the safety of victims and promotes accountability. The institution will use the "preponderance of the evidence" standard of evaluation during any institutional conduct proceeding arising from a report.

Aveda Institute will simultaneously disclose, in writing, to the alleged victim and perpetrator of domestic violence, dating violence, sexual assault, or stalking the outcome of any institutional disciplinary proceeding, the institution's procedures to appeal the results, any change to the results that occurs prior to the time such results become final, and when such results become final. Aveda Institute will protect the identity and confidentiality of victims in internal and publicly-available documentation to the extent permissible by law. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for these purposes. Violation of this policy by students or employees may result in expulsion, termination, and/or arrest.

Victim Resources

Victims of sexual assault or rape should follow these recommended steps:

- Go to a safe place following the attack.
- Call someone to be with you. You should not be alone.
- Do not shower, bathe, or destroy any of the clothing you were wearing at the time of the attack. It is important that evidence be preserved for proof of a criminal offense at the time of the attack.
- Go to a hospital emergency room for medical care.
- Make sure you are evaluated for the risk of pregnancy and sexually transmitted disease. A medical examination is the only way to ensure that you are not injured, and it could provide valuable evidence should you decide to prosecute.

It is also recommended that victims call a local or national sexual assault hotline, such as those listed below. Advocates can help provide information, counseling, and emotional support for sexual assault victims in complete confidence.

- Florida Coalition Against Domestic Violence: 800-500-1119
- Florida Council Against Sexual Violence: 888-956-7273
- Hubbard House, Inc., Jacksonville; 904-354-3114
- Sexual Assault Response Center, Jacksonville: 904-616-0884
- National Sexual Assault Hotline: 800-656-4673
- National Domestic Violence Hotline: 800-799-7233
- Love Is Respect (Dating Violence Hotline): 866-331-9474

The National Center for Victims of Crime is a national resource and advocacy organization for victims of crime. Its crime victim assistance directory can be found online at <http://www.victimsofcrime.org/help-for-crime-victims/find-local-assistance---connect-directory>.

Students and employees should refer to their Institute Director or immediate supervisor when reporting or seeking help on any criminal incident. Any emergency that requires immediate attention should not be waited upon on to report to the school's official but rather the appropriate agency should be contacted by calling (911).

Aveda Institute, Tampa Bay Campus

OPEID# 041348

28272 US Highway 19 N.

Clearwater, Florida 33761

CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS

This document has been prepared to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. 1092(f) (“Clery Act”) and the amendments made by section 204 of the Violence Against Women Reauthorization Act of 2013, and is designed to inform all students and employees (staff and faculty) of Aveda Institutes South and its different campuses about its safety and security procedures and policy. Preparation for the annual disclosure of crime statistics and Annual Security Report is obtained by the Institute Director, in cooperation with the local law enforcement agencies surrounding our campuses.

The safety of our students, employees, and guests is an important concern of the administration. This document explicates this institution’s policy regarding crime and accident prevention, public safety, and criminal incident reporting procedures. A copy of this policy and the Clery Act are available upon request to students, employees, and prospective students and employees. The institution distributes this policy at least on an annual basis. In addition, all information is available from the admissions office upon request. The institution does not maintain a police or security department, thus maintaining a crime log is not required.

The Aveda Institute campuses are herein referred to as “school,” “institution,” “institute,” or “campus.”

Reporting Criminal Actions or Other Emergencies Occurring on Campus

This institution does not employ campus security personnel but encourages both its employees and students to immediately report suspected criminal activity or other emergencies to their Institute Director, supervisor, or nearest available institutional official and/or in the event of emergency to directly contact local law enforcement or other emergency response agencies by dialing (911).

If a student or employee wishes to report a crime on a voluntary or confidential basis, the institutional official will be prepared to record and report the crime, but not the name of the informant. The student or employee may, in order to maintain confidentiality, submit the information in writing to his/her institutional official without signature. If the student or employee wishes not to maintain confidentiality, the student or employee will contact his/her teacher, supervisor, or school official who in turn will contact the nearest supervisor to report criminal actions or emergencies to the appropriate agency by calling (911). If possible, in the interim, the institutional official shall attempt to non-violently deal with the crime or emergency on campus. Individual discretion must be used, as undue risk should not be taken.

Security and Access to Campus Facilities

Only students, employees, guests, and other parties having business with this institution should be on institutional property. When the school closes for the night, the school’s official or supervisor will inspect the building to see that it is empty and then set the alarms. Other individuals present on institutional property at anytime without the express permission of the appropriate institutional official(s) shall be viewed as trespassing and may as such be subject to a fine and/or arrest. In addition, students and employees present on institutional property during periods of non-operation

without the express permission of the appropriate institutional official(s) shall also be viewed as trespassing and may also be subject to a fine and/or arrest.

Campus Law Enforcement

Several Aveda Institute campuses are located in shopping centers; security is the responsibility of property owners and or managers. However, aggressive safety practices are strongly advocated by administrators, staff, students, and those who visit the campus.

The institution currently has no procedures for facilitating pastoral or professional counseling (mental health or otherwise), other than the student or employee is encouraged to seek such aid.

Institute officials have no powers of arrest other than the Citizens Arrest Law and are required in the event of a crime or emergency to call the correct agency or dial (911) for the police and emergency services. The Citizens Arrest Law will be invoked only as a last resort, and after all other possibilities have been explored.

Crime Prevention Policies and Programs

The following is a description of policies, rules, and programs designed to inform students and employees about the prevention of crimes on campus.

- Do not leave personal property in classrooms.
- Report to your institutional official, any suspicious persons.
- Always try to walk in groups outside the school premises.
- If you are waiting for a ride, wait within sight of other people.
- Employees (staff and faculty) will close and lock all doors, windows, and blinds and turn off lights when leaving a room.

Information regarding any crimes committed on the campus or adjacent parking lot will be available and posted in a conspicuous place within two (2) business days after the reporting of the crime and be available for sixty (60) business days during normal business hours, unless the disclosure is prohibited by law; would jeopardize the confidentiality of the victim or an ongoing criminal investigation, the safety of an individual, cause a suspect to flee or evade detection; or would result in the destruction of evidence. Once the reason for the lack of disclosure is no longer in force, the institution must disclose the information. If there is a request for information that is older than sixty (60) days, that information must be made available within two (2) business days of the request.

The institution does not offer regularly-scheduled crime awareness or prevention programs other than orientation where all the institution's policies and regulations are properly disclosed to prospective students.

Campus Crime Statistics

The Clery Act requires postsecondary institutions to disclose the number of instances in which certain specific types of crimes have occurred in any building or on any property owned or controlled by this institution or any public property which is used for activities related to or in direct support of the educational purpose of the institution, and/or any building or property owned or controlled by student organizations recognized by this institution.

In compliance with that law, the following campus crime, arrest, and referral statistics include those reported to the Institute Director and/or local law enforcement agencies that occurred on campus or surrounding public property during the most recent calendar year and the two preceding calendar years.

Report Distribution Date: October 1, 2022
Occurrences within the 2019, 2020, and 2021 Calendar Years

<u>Type of Crime</u>	<u>Occurrences</u>	<u>Arrests</u>
Murder	0	0
Sex Offenses (forcible)	0	0
Sex Offenses (non-forcible)	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Negligent Manslaughter	0	0
Non-Negligent Manslaughter	0	0
Arson	0	0
Liquor Law Violations	0	0
Referrals for Disciplinary Action	0	0
Drug Law Violations	1	1
Referrals for Disciplinary Action	0	0
Illegal Weapons Possessions	0	0
Referrals for Disciplinary Action	0	0
Hate Crimes*	0	0
Based on Race	0	0
Based on Gender	0	0
Based on Religion	0	0
Based on National Origin	0	0
Based on Sexual Orientation	0	0
Based on Gender Identity	0	0

Based on Ethnicity	0	0
Based on Disability	0	0
Hate Crimes Involving Larceny	0	0
Hate Crimes Involving Theft	0	0
Hate Crimes Involving Simple Assault	0	0
Hate Crimes Involving Intimidation	0	0
Hate Crimes Invol. Destruction/Damage/ Vandalism of Property	0	0
Hate Crimes Involving Bodily Injury	0	0
Sexual Assault	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking Incidents	0	0

*Crimes that manifest evidence of prejudice based on race, gender and gender identity, religion, disability, sexual orientation, or ethnicity as prescribed by the Hate Crime Statistics Act (28 U.S.C 534).

These crime statistics are updated annually and redistributed to all current students and employees no later than October 1 of each calendar year. This institution does not have any off-campus organizations; therefore no statistics are reported regarding criminal activity at off-campus organizations.

Possession, Use, and Sale of Alcoholic Beverages and Enforcement of Drug and Alcohol Laws

This institution does not permit the sale, possession, or consumption of alcoholic beverages on school property and adheres to and enforces all state underage-drinking laws.

The institution does not permit the possession, use, or sale of illegal drugs by its employees and students and adheres to and enforces all state and Federal drug laws. The violations of these policies by students or employees may result in expulsion, termination, and/or arrest.

Information concerning the institution’s Drug and Alcohol Abuse Prevention Program is posted at the campus and is distributed annually to students and staff. Information on agencies that provide counseling and help on drug and alcohol abuse education is included in the Drug and Alcohol Abuse Prevention Program and is posted in a conspicuous location available to students and staff.

Registered Sex Offenders

In accordance with Florida Statute 775.21 (“The Florida Sexual Predators Act”) and Florida Statute 943.0435, convicted sex offenders in Florida must register with the Florida Department of Law Enforcement (FDLE) within 48 hours of establishing permanent or temporary residence. The FDLE makes information concerning the presence of registered sexual offenders/predators available to local law enforcement officials and the public. This information may be obtained from the Florida Department of Law Enforcement by visiting their website at

<http://offender.fdle.state.fl.us/offender/homepage.do>. FDLE also has a toll-free number (1-888-357-7332; TTY Accessibility 1-877-414-7234) for information.

Emergency Response and Evacuation Procedures

Emergency responses and/or evacuation procedures in the event of fire or other emergency occurring on campus are noted during orientation procedures and are publicized at least annually. Additionally, evacuation routes and procedures are posted strategically throughout the facility to expedite emergency action.

Housing accommodations are not available on campus. In the event an enrolled student fails to show up for class or fails to notify school officials of circumstances prohibiting them from attending class, efforts will be made by school officials to contact the student. If unable to contact the student, efforts will be made to contact someone listed in the student's file as a contact person.

In the event of an emergency or dangerous situation involving an immediate threat to the health or safety of students, staff, or clients occurring on campus, institution administration will immediately notify students and employees as appropriate. Educators will direct students and clients out of the building through the nearest exit in an orderly and calm manner. The receptionist will call the police/fire department (911).

Emergency response and evacuation procedures are tested on at least an annual basis.

Prevention of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

This institution prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking, defined by Federal law as follows:

“Domestic violence” means a felony or misdemeanor crime of violence committed by—

- a current or former spouse or intimate partner of the victim,
- a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred, or
- 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 occurred.

“Dating violence” means violence committed by a person—

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - the length of the relationship;
 - the type of relationship; and
 - the frequency of interaction between the persons involved in the relationship.

“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- fear for his or her safety or the safety of others; or
- suffer substantial emotional distress.

“Consent” in reference to sexual activity must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.

Florida state law provides the following definitions:

“Domestic violence” means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.

“Family or household member” means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

“Stalking” occurs when a person willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person.

“Harass” means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.

“Cyberstalk” means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

“Course of conduct” means a pattern of conduct composed of a series of acts over a period of time, however short, which evidences a continuity of purpose. The term does not include constitutionally protected activity such as picketing or other organized protests.

“Consent” means intelligent, knowing, and voluntary consent and does not include coerced submission. “Consent” shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender.

Bystander Intervention

Violence affects the entire community and all members have a responsibility to take action against sexual assault and relationship abuse. One major way that you can take action is by being an active bystander. Bystanders are individuals that witness either an act of violence or the actions that lead up to violence.

For instance, in a situation involving sexual assault, domestic violence, dating violence, or stalking, a bystander should minimize risk and:

- Approach everyone as a friend;
- Not be antagonistic;
- Avoid violence;
- Create a distraction;
- Be honest and direct whenever possible;
- Recruit help, if possible;
- Keep safe; and
- If things get out of hand, contact the police.

Examples of warning signs that we may observe that give cause for us to speak up and intervene are:

- A friend telling a sexist joke or saying something degrading or violent towards women.
- A person or group encouraging the excessive use of alcohol or other substances as a means to facilitate sex.
- A friend reporting being the initiator or recipient of controlling behavior in a relationship.
- A person who is sexually harassing someone and making them feel uncomfortable.
- A friend being followed or stalked in person, on the phone, or by use of technology.

Intervening in these situations may prevent actions and behaviors that lead up to a violent incident and keep you from having to intervene in a more dangerous situation. So not only do you have an opportunity to prevent violence immediately before it happens or during a violent act, but you also have opportunities to intervene on an ongoing basis.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

If a sex offense or incident of domestic violence, dating violence, sexual assault, or stalking has occurred, it should be reported immediately to the Institute's Director or other official. The person who was victimized will be encouraged to seek counseling and to maintain all physical evidence until such a time as that person can be properly transported to a hospital or rape crisis center for proper treatment. This institution has zero tolerance of such assault; the violation of this policy by students or employees may result in expulsion while investigations are being followed, termination, and/or arrest.

Should a student or employee be a victim of domestic violence, dating violence, sexual assault, or stalking, it is the victim's option to notify the appropriate law enforcement authorities, including institute officials and local police. At the student or employee's request, Aveda Institute officials will assist in notifying the proper authorities. The student or employee may also decline to notify such authorities. When an incident of domestic violence, dating violence, sexual assault, or stalking is reported the institution, the victim will be provided with a written explanation of his or her rights and options.

Reporting an incident of domestic violence, dating violence, sexual assault, or stalking to the police is up to the victim, but it is important to remember that reporting of such incidents is not the same as prosecuting them. Victims are strongly encouraged to call the police and report such incidents. If the victim requests, Aveda Institutes South will assist in identifying off-campus counseling or mental health services. After any campus sexual assaults are reported, and regardless of whether the victim chooses to report the crime to local law enforcement, the victims of such crimes have the right to request that Aveda Institutes South personnel take steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including the transfer of classes as appropriate.

Investigating Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

In cases where a student is alleged to have perpetrated an offense of domestic violence, dating violence, sexual assault, or stalking, both the accuser and the accused are entitled to the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Such proceedings shall provide a prompt, fair, and impartial investigation and resolution and shall be conducted by institute officials trained to follow procedures that protect the safety of victims and promotes accountability. The institution will use the "preponderance of the evidence" standard of evaluation during any institutional conduct proceeding arising from a report.

Aveda Institute will simultaneously disclose, in writing, to the alleged victim and perpetrator of domestic violence, dating violence, sexual assault, or stalking the outcome of any institutional disciplinary proceeding, the institution's procedures to appeal the results, any change to the results that occurs prior to the time such results become final, and when such results become final. Aveda Institute will protect the identity and confidentiality of victims in internal and publicly-available documentation to the extent permissible by law. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for these purposes. Violation of this policy by students or employees may result in expulsion, termination, and/or arrest.

Victim Resources

Victims of sexual assault or rape should follow these recommended steps:

- Go to a safe place following the attack.
- Call someone to be with you. You should not be alone.
- Do not shower, bathe, or destroy any of the clothing you were wearing at the time of the attack. It is important that evidence be preserved for proof of a criminal offense at the time of the attack.
- Go to a hospital emergency room for medical care.
- Make sure you are evaluated for the risk of pregnancy and sexually transmitted disease. A medical examination is the only way to ensure that you are not injured, and it could provide valuable evidence should you decide to prosecute.

It is also recommended that victims call a local or national sexual assault hotline, such as those listed below. Advocates can help provide information, counseling, and emotional support for sexual assault victims in complete confidence.

- Center Against Spouse Abuse (CASA), St. Petersburg: 727-898-3671
- Florida Coalition Against Domestic Violence: 800-500-1119
- Florida Council Against Sexual Violence: 888-956-7273
- Psychological Consultation and Education Services, Clearwater: 813-535-1114
- Safe Place and Rape Crisis Center (SPARCC), Sarasota: 941-365-1976
- National Sexual Assault Hotline: 800-656-4673
- National Domestic Violence Hotline: 800-799-7233
- Love Is Respect (Dating Violence Hotline): 866-331-9474

The National Center for Victims of Crime is a national resource and advocacy organization for victims of crime. Its crime victim assistance directory can be found online at <http://www.victimsofcrime.org/help-for-crime-victims/find-local-assistance---connect-directory>.

Students and employees should refer to their Institute Director or immediate supervisor when reporting or seeking help on any criminal incident. Any emergency that requires immediate attention should not be waited upon on to report to the school's official but rather the appropriate agency should be contacted by calling (911).

Aveda Institute, Fort Myers Campus

OPEID# 023269

2040 Colonial Blvd.

Fort Myers, Florida 33907

CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS

This document has been prepared to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. 1092(f) (“Clery Act”) and the amendments made by section 204 of the Violence Against Women Reauthorization Act of 2013, and is designed to inform all students and employees (staff and faculty) of Aveda Institutes South and its different campuses about its safety and security procedures and policy. Preparation for the annual disclosure of crime statistics and Annual Security Report is obtained by the Institute Director, in cooperation with the local law enforcement agencies surrounding our campuses.

The safety of our students, employees, and guests is an important concern of the administration. This document explicates this institution’s policy regarding crime and accident prevention, public safety, and criminal incident reporting procedures. A copy of this policy and the Clery Act are available upon request to students, employees, and prospective students and employees. The institution distributes this policy at least on an annual basis. In addition, all information is available from the admissions office upon request. The institution does not maintain a police or security department, thus maintaining a crime log is not required.

The Aveda Institute campuses are herein referred to as “school,” “institution,” “institute,” or “campus.”

Reporting Criminal Actions or Other Emergencies Occurring on Campus

This institution does not employ campus security personnel but encourages both its employees and students to immediately report suspected criminal activity or other emergencies to their Institute Director, supervisor, or nearest available institutional official and/or in the event of emergency to directly contact local law enforcement or other emergency response agencies by dialing (911).

If a student or employee wishes to report a crime on a voluntary or confidential basis, the institutional official will be prepared to record and report the crime, but not the name of the informant. The student or employee may, in order to maintain confidentiality, submit the information in writing to his/her institutional official without signature. If the student or employee wishes not to maintain confidentiality, the student or employee will contact his/her teacher, supervisor, or school official who in turn will contact the nearest supervisor to report criminal actions or emergencies to the appropriate agency by calling (911). If possible, in the interim, the institutional official shall attempt to non-violently deal with the crime or emergency on campus. Individual discretion must be used, as undue risk should not be taken.

Security and Access to Campus Facilities

Only students, employees, guests, and other parties having business with this institution should be on institutional property. When the school closes for the night, the school’s official or supervisor will inspect the building to see that it is empty and then set the alarms. Other individuals present on institutional property at anytime without the express permission of the appropriate institutional official(s) shall be viewed as trespassing and may as such be subject to a fine and/or arrest. In addition, students and employees present on institutional property during periods of non-operation

without the express permission of the appropriate institutional official(s) shall also be viewed as trespassing and may also be subject to a fine and/or arrest.

Campus Law Enforcement

Several Aveda Institute campuses are located in shopping centers; security is the responsibility of property owners and or managers. However, aggressive safety practices are strongly advocated by administrators, staff, students, and those who visit the campus.

The institution currently has no procedures for facilitating pastoral or professional counseling (mental health or otherwise), other than the student or employee is encouraged to seek such aid.

Institute officials have no powers of arrest other than the Citizens Arrest Law and are required in the event of a crime or emergency to call the correct agency or dial (911) for the police and emergency services. The Citizens Arrest Law will be invoked only as a last resort, and after all other possibilities have been explored.

Crime Prevention Policies and Programs

The following is a description of policies, rules, and programs designed to inform students and employees about the prevention of crimes on campus.

- Do not leave personal property in classrooms.
- Report to your institutional official, any suspicious persons.
- Always try to walk in groups outside the school premises.
- If you are waiting for a ride, wait within sight of other people.
- Employees (staff and faculty) will close and lock all doors, windows, and blinds and turn off lights when leaving a room.

Information regarding any crimes committed on the campus or adjacent parking lot will be available and posted in a conspicuous place within two (2) business days after the reporting of the crime and be available for sixty (60) business days during normal business hours, unless the disclosure is prohibited by law; would jeopardize the confidentiality of the victim or an ongoing criminal investigation, the safety of an individual, cause a suspect to flee or evade detection; or would result in the destruction of evidence. Once the reason for the lack of disclosure is no longer in force, the institution must disclose the information. If there is a request for information that is older than sixty (60) days, that information must be made available within two (2) business days of the request.

The institution does not offer regularly-scheduled crime awareness or prevention programs other than orientation where all the institution's policies and regulations are properly disclosed to prospective students.

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In compliance with that law, the following campus crime, arrest, and referral statistics include those reported to the Institute Director and/or local law enforcement agencies that occurred on campus or surrounding public property during the most recent calendar year and the two preceding calendar years.

Report Distribution Date: October 1, 2022
Occurrences within the 2019, 2020, and 2021 Calendar Years

<u>Type of Crime</u>	<u>Occurrences</u>	<u>Arrests</u>
Murder	0	0
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Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Negligent Manslaughter	0	0
Non-Negligent Manslaughter	0	0
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Drug Law Violations	0	0
Referrals for Disciplinary Action	0	0
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Referrals for Disciplinary Action	0	0
Hate Crimes*	0	0
Based on Race	0	0
Based on Gender	0	0
Based on Religion	0	0
Based on National Origin	0	0
Based on Sexual Orientation	0	0
Based on Gender Identity	0	0

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Hate Crimes Involving Bodily Injury	0	0
Sexual Assault	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking Incidents	0	0

*Crimes that manifest evidence of prejudice based on race, gender and gender identity, religion, disability, sexual orientation, or ethnicity as prescribed by the Hate Crime Statistics Act (28 U.S.C 534).

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Emergency response and evacuation procedures are tested on at least an annual basis.

Prevention of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

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- a current or former spouse or intimate partner of the victim,
- a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred, or
- 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 occurred.

“Dating violence” means violence committed by a person—

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - the length of the relationship;
 - the type of relationship; and
 - the frequency of interaction between the persons involved in the relationship.

“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

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- suffer substantial emotional distress.

“Consent” in reference to sexual activity must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

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“Domestic violence” means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.

“Family or household member” means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

“Stalking” occurs when a person willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another person.

“Harass” means to engage in a course of conduct directed at a specific person which causes substantial emotional distress to that person and serves no legitimate purpose.

“Cyberstalk” means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

“Course of conduct” means a pattern of conduct composed of a series of acts over a period of time, however short, which evidences a continuity of purpose. The term does not include constitutionally protected activity such as picketing or other organized protests.

“Consent” means intelligent, knowing, and voluntary consent and does not include coerced submission. “Consent” shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender.

Bystander Intervention

Violence affects the entire community and all members have a responsibility to take action against sexual assault and relationship abuse. One major way that you can take action is by being an active bystander. Bystanders are individuals that witness either an act of violence or the actions that lead up to violence.

For instance, in a situation involving sexual assault, domestic violence, dating violence, or stalking, a bystander should minimize risk and:

- Approach everyone as a friend;
- Not be antagonistic;
- Avoid violence;
- Create a distraction;
- Be honest and direct whenever possible;
- Recruit help, if possible;
- Keep safe; and
- If things get out of hand, contact the police.

Examples of warning signs that we may observe that give cause for us to speak up and intervene are:

- A friend telling a sexist joke or saying something degrading or violent towards women.
- A person or group encouraging the excessive use of alcohol or other substances as a means to facilitate sex.
- A friend reporting being the initiator or recipient of controlling behavior in a relationship.
- A person who is sexually harassing someone and making them feel uncomfortable.
- A friend being followed or stalked in person, on the phone, or by use of technology.

Intervening in these situations may prevent actions and behaviors that lead up to a violent incident and keep you from having to intervene in a more dangerous situation. So not only do you have an opportunity to prevent violence immediately before it happens or during a violent act, but you also have opportunities to intervene on an ongoing basis.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

If a sex offense or incident of domestic violence, dating violence, sexual assault, or stalking has occurred, it should be reported immediately to the Institute's Director or other official. The person who was victimized will be encouraged to seek counseling and to maintain all physical evidence until such a time as that person can be properly transported to a hospital or rape crisis center for proper treatment. This institution has zero tolerance of such assault; the violation of this policy by students or employees may result in expulsion while investigations are being followed, termination, and/or arrest.

Should a student or employee be a victim of domestic violence, dating violence, sexual assault, or stalking, it is the victim's option to notify the appropriate law enforcement authorities, including institute officials and local police. At the student or employee's request, Aveda Institute officials will assist in notifying the proper authorities. The student or employee may also decline to notify such authorities. When an incident of domestic violence, dating violence, sexual assault, or stalking is reported the institution, the victim will be provided with a written explanation of his or her rights and options.

Reporting an incident of domestic violence, dating violence, sexual assault, or stalking to the police is up to the victim, but it is important to remember that reporting of such incidents is not the same as prosecuting them. Victims are strongly encouraged to call the police and report such incidents. If the victim requests, Aveda Institutes South will assist in identifying off-campus counseling or mental health services. After any campus sexual assaults are reported, and regardless of whether the victim chooses to report the crime to local law enforcement, the victims of such crimes have the right to request that Aveda Institutes South personnel take steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including the transfer of classes as appropriate.

Investigating Incidents of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

In cases where a student is alleged to have perpetrated an offense of domestic violence, dating violence, sexual assault, or stalking, both the accuser and the accused are entitled to the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Such proceedings shall provide a prompt, fair, and impartial investigation and resolution and shall be conducted by institute officials trained to follow procedures that protect the safety of victims and promotes accountability. The institution will use the "preponderance of the evidence" standard of evaluation during any institutional conduct proceeding arising from a report.

Aveda Institute will simultaneously disclose, in writing, to the alleged victim and perpetrator of domestic violence, dating violence, sexual assault, or stalking the outcome of any institutional disciplinary proceeding, the institution's procedures to appeal the results, any change to the results that occurs prior to the time such results become final, and when such results become final. Aveda Institute will protect the identity and confidentiality of victims in internal and publicly-available documentation to the extent permissible by law. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for these purposes. Violation of this policy by students or employees may result in expulsion, termination, and/or arrest.

Victim Resources

Victims of sexual assault or rape should follow these recommended steps:

- Go to a safe place following the attack.
- Call someone to be with you. You should not be alone.
- Do not shower, bathe, or destroy any of the clothing you were wearing at the time of the attack. It is important that evidence be preserved for proof of a criminal offense at the time of the attack.
- Go to a hospital emergency room for medical care.
- Make sure you are evaluated for the risk of pregnancy and sexually transmitted disease. A medical examination is the only way to ensure that you are not injured, and it could provide valuable evidence should you decide to prosecute.

It is also recommended that victims call a local or national sexual assault hotline, such as those listed below. Advocates can help provide information, counseling, and emotional support for sexual assault victims in complete confidence.

- Abuse Counseling and Treatment Inc, Fort Myers: 239-939-3112
- Florida Coalition Against Domestic Violence: 800-500-1119
- Florida Council Against Sexual Violence: 888-956-7273
- Southwest Florida Addiction Services, Fort Myers: 239-332-6937
- Safe Place and Rape Crisis Center (SPARCC), Sarasota: 941-365-1976
- National Sexual Assault Hotline: 800-656-4673
- National Domestic Violence Hotline: 800-799-7233
- Love Is Respect (Dating Violence Hotline): 866-331-9474

The National Center for Victims of Crime is a national resource and advocacy organization for victims of crime. Its crime victim assistance directory can be found online at <http://www.victimsofcrime.org/help-for-crime-victims/find-local-assistance---connect-directory>.

Students and employees should refer to their Institute Director or immediate supervisor when reporting or seeking help on any criminal incident. Any emergency that requires immediate attention should not be waited upon on to report to the school's official but rather the appropriate agency should be contacted by calling (911).