Safety & Security Resource Review

For our Students and Employees



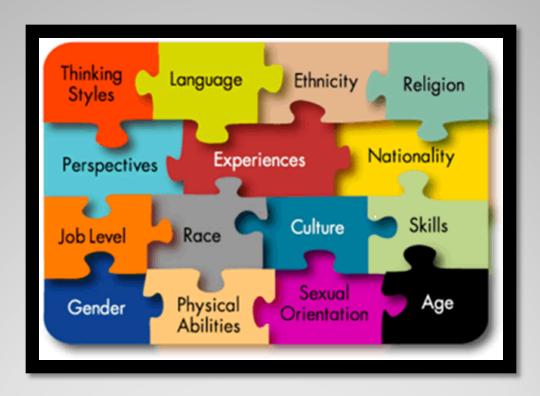
Phagans' Beauty College (Phagans' Cosmetology Colleges)

Phagans' Central Oregon Beauty College (Phagans' Cosmetology Colleges)

Phagans' Grants Pass College of Beauty (Phagans' Cosmetology Colleges)

Phagans' Medford Beauty School (Phagans' Cosmetology Colleges)

Phagans' School of Beauty (Phagans' Cosmetology Colleges)



Phagans' Embraces Diversity



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"No person in the US shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or

activity receiving federal

• 20 u.s.c. &1681

financial assistance"

Title IX States

Non-Discrimination & Non-Harassment Policy

It is the policy of this institution to maintain a learning environment that is free from harassment because of an individuals race, color, sex, ethnic origin, religion, age or disability. The college prohibits any and all forms of harassment because of race, color, sex, national/ethnic origin, religion, age or disability. It shall be a violation of Phagans' Cosmetology Colleges policy for any student, teacher, administrator or other college personnel to discriminate against another individual with regards to race, color, sex, age, religion, ethnic origin or disability. It shall also be a violation of Phagans' Cosmetology Colleges policy for any student, teacher or administrator to tolerate sexual harassment, in any form, that occurs on-campus or at off campus college events.

Non-Discrimination & Non-Harassment Policy

- Phagans' Cosmetology Colleges, in compliance with Title VI and VII of the Civil Rights of 1964, Executive Order 11246, Title IX of Education Amendments of 1972 and section 504 of the Rehabilitation Act of 1972, does not discriminate on the basis of race, color, national/ethnic origin, sex, religion, age or handicap in any of its policies, procedures or practices.
- This non-discrimination policy covers admission and access to, treatment of and employment at Phagans' Cosmetology Colleges including but not limited to academic admissions, financial aid, education, services and employment.

Non-Discrimination: We do not discriminate on the basis of race, color, national/ethic origin, sex, religion, age or handicap.

Non-Harassment: Harassment on the basis of race, color, national/ethic origin, sex, religion, age or handicap will not be tolerated. This includes but is not limited to:

- Name Calling
- Graffiti
- •Written or Electronic inappropriate messages
- Bullying
- •Unwelcome touching/Sexual Harassment
- •Violent Acts, including acts of Sexual Violence
- •Fear or Scare tactics of any kind

Our Learning Environments

Zero Tolerance for Discriminatory or Harassing Behavior

Discrimination on the basis of sex"

- Includes: Sexual Harassment
 - Conduct on the <u>basis of sex</u> that includes one or more of the following:
 - Hostile Environment
 - Sexual Assault
 - VAWA Crimes: Domestic Violence,
 Dating Violence & Stalking
 - Quid Pro Quo

- Written Notice
- Electronic Notice
- Verbally to Title IX Coordinator or other School Authority

Reporting Discrimination & Harassment



What are Abusive Relationships?

Dating Violence, Domestic Violence & Stalking

Definitions:

Dating Violence: is controlling, abusive, and aggressive behavior in a romantic relationship. It can happen in straight or gay relationships. It can include verbal, emotional, physical, or sexual abuse, or a combination.

Domestic Violence: is a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

Stalking: is unwanted or obsessive attention by an individual or group toward another person. Stalking behaviors are related to harassment and intimidation and may include following the victim in person or monitoring them

Relationship Red Flags

- Abuse of alcohol or other drugs.
- Have a history of trouble with the law, get into fights, or break and destroy property.
- Don't work or go to school.
- Blame you for how they treat you, or for anything bad that happens.
- Abuse siblings, other family members, children or pets.
- Put down people, including your family and friends, or call them names.
- Are always angry at someone or something.
- Try to isolate you and control whom you see or where you go.
- Nag you or force you to be sexual when you don't want to be.
- Cheat on you or have lots of partners.
- Are physically rough with you (push, shove, pull, yank, squeeze, restrain).

- Take your money or take advantage of you in other ways.
- Accuse you of flirting or "coming on" to others or accuse you of cheating on them.
- Don't listen to you or show interest in your opinions or feelings. . .things always have to be done their way.
- Ignore you, give you the silent treatment, or hang up on you.
- Lie to you, don't show up for dates, maybe even disappear for days.
- Blame all arguments and problems on you.
- Tell you how to dress or act.
- Threaten to kill themselves if you break up with them, or tell you that they cannot live without you.
- Experience extreme mood swings. . .tell you you're the greatest one minute and rip you apart the next minute.
- Tell you to shut up or tell you you're dumb, stupid, fat, or call you some other name (directly or indirectly).



Report: School Harassment and Discrimination Violations

What: If you or a classmate you know is experiencing Dating Violence, Domestic Violence and/or Stalking

<u>To Whom</u>: The Title IX coordinator, other School Authority, to the authorities and/or a support service organization

If you or a loved one is in a violent relationship, please get help. Visit <u>loveisrespect.org</u> for more information. Chat with a peer advocate online by texting "loveis" to 22522, or you can call 866.331.9474

The National Domestic Violence HOTLINE

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If you or a loved one is in a violent relationship, please get help. Visit **thehotline.org** for more information. Chat with an advocate **call 800-799-7233 (SAFE)**

MEANS NO

In every way, in every language, NO MEANS NO.

How to Avoid Potential sexual violence

Strategies for Avoiding and Resisting Sexual Coercion

- Communicate well. It won't stop someone from being coercive, but it will help you identify coercion faster and more confidently. (And your encounters with non-coercive people will be much more likely to be mutually pleasing.)
- If you encounter pressure, act swiftly. Don't get pulled into a debate, or a long effort to clarify your limits. These are tactics by which sexually coercive people try to wear you down. Disengage; get help if necessary. Phagans' is a supportive place—let people know you need help.
- Build a strong network of friends. Go to social events with those friends. Talk in advance about what you do and don't want; check in if someone seems to be changing his/her mind. Don't disappear; don't abandon each other.
- Be able to leave, wherever, whenever. Know where you are and how to get back home; don't go far without money and a phone.
- Avoid isolation. You're much more vulnerable if there's nobody around to intervene. Be wary of anyone who seems in a hurry to get you alone. You can find privacy without isolation, too.

How to Avoid Potential Sexual Violence

- Trust your feelings. Many people learn to set aside their discomfort in sexual situations; don't. If you're getting a bad vibe, walk away.
- Avoid excessive alcohol and/or drugs. If you are really out of it, you won't
 be able to protect yourself—or your friends. Know what's in your drink and
 don't leave it unattended. Be skeptical of anyone who is trying to get you
 drunk.
- Stand with survivors when they speak out. There is a lot of pressure on survivors to stay silent. Many only ever tell a friend; very few speak in public. Do what you can to listen and offer support.
- Respond when you see someone in need of help. There's a lot you can do:
 help an intoxicated classmate get home; challenge a friend over his
 pressure tactics; support a roommate who wants to end an increasingly
 controlling relationship; speak up against disrespectful language. You might
 even call the police from a party. It's your community—do what's necessary
 to make it safe.

What if these strategies fail? Remember: it is not your fault. The problem is coercion, not vulnerability. Sexual assault is a crime. Talk to someone, get help, report. You don't have to handle this alone.

Bystanders Can Make a Difference

- In general, people are unlikely to step in during a potentially dangerous situation, usually because of the fear of misreading what could be a red flag.
- Studies show that in large group settings, people feel less obligated to take action when they notice something suspicious since their responsibility is diffused among multiple bystanders.
- Being an empowered bystander starts with identifying an at-risk person.
- Explain your concern to the people involved, redirect a person's focus in order to separate them, or tell her she must accompany you to the bathroom. If a situation becomes aggressive or violent, call the police.
- If a friend shows signs of physical abuse or restraint, it's imperative to address it with them.
- As a bystander, if you find yourself questioning a situation, take action; there's no harm in being wrong. You should never assume, and always trust your instinct.
- Being an empowered bystander is one way to begin to change the numbers. It could mean positively impacting the course of someone's life.
- Unfortunately, sexual assault and rape can and does happen.
 Fortunately, every individual has the capability to change the statistics if they just step in.



Download the app today!

Go to:

www.circleof6app.com

Prevent Violence Before it Happens

Visit the Safety Resources Section of our Website

RAINN National Sexual Assault Hotline:

• 1-800-656-HOPE

National Domestic Violence Hotline:

• 1-800-799-SAFE

Love Is Respect:

1-866-331-9474

National Suicide Prevention Lifeline:

• 1-800-273-TALK

Circle of 6

Circleof6app.com

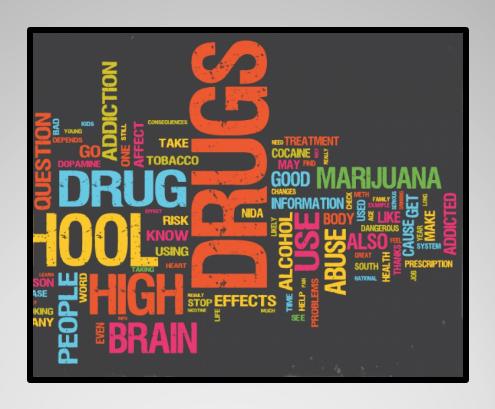
Find more resources on our website at: www.phagans-schools.com/consumer-information

www.phagans-schools.com/safety-resources



Title IX Coordinators:

- The Campus Director
- Report incidents of sexual harassment, violence and any form of sexual misconduct to the school Title IX Coordinator. You can also report directly to:
- tracys@phagans-schools.com
- concerns@phagans-schools.com



Drug & Alcohol

Our Policy and Resources

Our Drug & Alcohol Policy

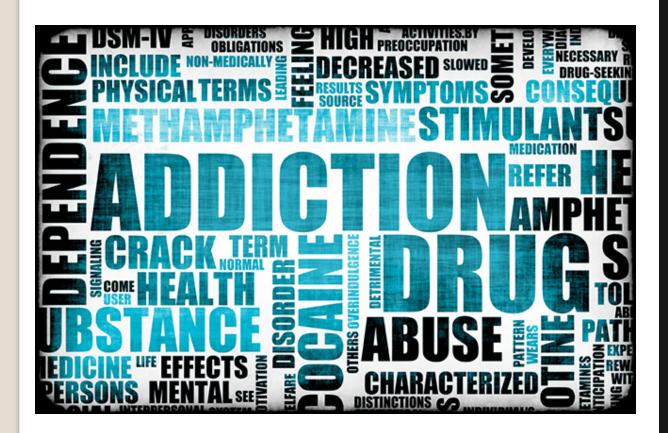
The illegal use, possession, distribution, manufacture or sale of alcohol and/or other drugs (legal or illegal) and/or being under the influence of alcohol and/or other drugs (legal or illegal), including prescription drugs that imparis one's ability to function properly are not permitted on college property, college campus use areas such as parking lots or while representing the college during college activities and events regardless of their location.



The use of Marijuana in schools and/or during your enrollment in school is still a Federal crime.

Title IV Aid is Federal money, therefore all marijuana (medical or recreational) is considered illegal and is prohibited in our colleges.

Marijuana is PROHIBITED



24/7 Treatment Referral Line

ALCOHOL, SUBSTANCE OR DRUG ADDICTION ARE INCREDIBLY CONFUSING, OVERWHELMING AND EXTREMELY PAINFUL TIMES FOR BOTH THE PERSON ADDICTED AND THEIR LOVED ONES.
IT CAN BE DIFFICULT TO KNOW WHERE TO TURN AND HOW TO GO ABOUT GETTING HELP. WE ENCOURAGE YOU TO PICK UP THE PHONE.

Alcohol & Drug Help Line 206.722.3700

Campus Security & Crime Data Report:

You can access the latest crime data report information and statistics for any college, including ours at:

www.ope.ed.gov/security

In addition we post the report data for our schools on the student bulletin board for the most current year available.



Our ability to reach unity in diversity will be the beauty and the test of our civilization.

Mahatma Gandhi