

# wade gordon

## HAIRDRESSING ACADEMY

### AMARILLO CAMPUS

2520 Paramount Blvd.  
Amarillo, TX 79119

### PREPARING ANNUAL SECURITY REPORT

Wade Gordon Hairdressing Academy prepares the Clery Crime Report based on information from the Amarillo Police Department.

### TIMELY WARNING POLICY

Wade Gordon Hairdressing Academy will make an announcement by walking through the school and announcing to all students and staff in the event of an emergency.

### CAMPUS CRIME & SECURITY INFORMATION

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC 1092 f), Wade Gordon Hairdressing Academy has compiled information on crime awareness and campus security for students and prospective students.

- Any student witnessing a criminal act or emergency must report the action to their school director or instructors. The student can report to the Amarillo Police Department as they feel is appropriate, however all reports shall be given to the school director or instructor who will take appropriate action:
  - Calling emergency services or local law enforcement
  - Referring a student or staff member to emergency or law enforcement agency to assist with witness information
- The school is only accessible to students and the public during business hours. Staff members are available during all normal business hours to ensure timely reporting of any reported incidents
- Wade Gordon Hairdressing Academy does not maintain campus residence facilities or campus security/emergency services. Any law enforcement matter or emergency situation is the jurisdiction of local law enforcement/emergency agencies and if a situation arises the proper authorities will be contacted
- The school has a camera monitoring system for the safety of the staff and student body. The cameras are confined to the reception area, clinic floors, small classrooms, big classroom
- This information is provided to all students. This information is also discussed with incoming students at orientation
- Once a year Wade Gordon Hairdressing Academy invites a guest speaker out to do a class/presentation on sex awareness and rape prevention.

**CLERY CRIME REPORT**

| <b><u>CRIMES REPORTED</u></b>  | <b><u>2021</u></b> | <b><u>2022</u></b> | <b><u>2023</u></b> | <b><u>LOCATION:</u></b><br><b><u>C=CAMPUS, P=PUBLIC</u></b> |
|--|--------------------|--------------------|--------------------|---|
| Murder/Non-Negligent Manslaughter  | 0                  | 0                  | 0                  |   |
| Manslaughter by Negligence   | 0                  | 0                  | 0                  |   |
| Rape   | 0                  | 0                  | 0                  |   |
| Fondling   | 0                  | 0                  | 0                  |   |
| Incest   | 0                  | 0                  | 0                  |   |
| Statutory Rape   | 0                  | 0                  | 0                  |   |
| Robbery  | 0                  | 0                  | 0                  |   |
| Aggravated Assault   | 0                  | 0                  | 1=C                | <b><u>CAMPUS</u></b>  |
| Burglary   | 0                  | 0                  | 0                  |   |
| Motor Vehicle Theft (Does not include theft <i>from</i> a motor vehicle) | 0                  | 0                  | 0                  |   |
| Arson  | 0                  | 0                  | 0                  |   |
| <b><u>HATE CRIMES</u></b>  | <b><u>2021</u></b> | <b><u>2022</u></b> | <b><u>2023</u></b> | <b><u>LOCATION:</u></b><br><b><u>C=CAMPUS, P=PUBLIC</u></b> |
| Murder/Non-Negligent Manslaughter  | 0                  | 0                  | 0                  |   |
| Rape   | 0                  | 0                  | 0                  |   |
| Fondling   | 0                  | 0                  | 0                  |   |
| Incest   | 0                  | 0                  | 0                  |   |
| Statutory Rape   | 0                  | 0                  | 0                  |   |
| Robbery  | 0                  | 0                  | 0                  |   |
| Aggravated Assault   | 0                  | 0                  | 0                  |   |
| Burglary   | 0                  | 0                  | 0                  |   |
| Motor Vehicle Theft (Does not include theft <i>from</i> a motor vehicle) | 0                  | 0                  | 0                  |   |
| Arson  | 0                  | 0                  | 0                  |   |
| Simple Assault   | 0                  | 0                  | 0                  |   |
| Larceny-Theft  | 0                  | 0                  | 0                  |   |
| Intimidation   | 0                  | 0                  | 0                  |   |
| Destruction/Damage/Vandalism of Property                                 | 0                  | 0                  | 0                  |   |

| <u>VAWA OFFENSES</u>                         | <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>LOCATION:</u><br><u>C=CAMPUS, P=PUBLIC</u> |
|--|-------------|-------------|-------------|---|
| Domestic Violence                            | 0           | 0           | 0           |   |
| Dating Violence                              | 0           | 0           | 0           |   |
| Stalking                                     | 0           | 0           | 0           |   |
| <u>ARREST: ON CAMPUS</u>                     | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Weapons:carrying, possessing,etc.            | 0           | 1           | 0           |   |
| Drug Abuse Violations                        | 0           | 0           | 0           |   |
| Liquor Law Violations                        | 0           | 0           | 0           |   |
| <u>ARREST: PUBLIC PROPERTY</u>               | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Weapons:carrying, possessing,etc.            | 0           | 0           | 0           |   |
| Drug Abuse Violations                        | 0           | 0           | 0           |   |
| Liquor Law Violations                        | 0           | 0           | 0           |   |
| <u>DISCIPLINARY ACTIONS: ON CAMPUS</u>       | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Weapons:carrying, possessing,etc.            | 0           | 0           | 0           |   |
| Drug Abuse Violations                        | 0           | 0           | 0           |   |
| Liquor Law Violations                        | 0           | 0           | 0           |   |
| <u>DISCIPLINARY ACTIONS: PUBLIC PROPERTY</u> | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Weapons:carrying, possessing,etc.            | 0           | 0           | 0           |   |
| Drug Abuse Violations                        | 0           | 0           | 0           |   |
| Liquor Law Violations                        | 0           | 0           | 0           |   |
| <u>UNFOUNDED CRIMES</u>                      | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Total Unfounded Crimes                       | 0           | 0           | 0           |   |

**\*\*Victims of off campus sex offenses are encouraged to report the incident to the Amarillo Police Department at 806.378.9452 or 911, or the appropriate law enforcement agency within jurisdiction. The Amarillo Police Department will notify the Rape Crisis Center.**

For more information on awareness of rape, acquaintance rape, and other forcible and non forcible sex offenses please visit:

Family Support Services of Amarillo

7136 I-40 Frontage Rd

Park West Building B

Amarillo, TX 79106

806.342.2500

[www.fss-ama.org](http://www.fss-ama.org)

### **LUBBOCK CAMPUS**

7615 University Ave  
Lubbock, TX 79423

#### **PREPARING ANNUAL SECURITY REPORT**

Wade Gordon Hairdressing Academy prepares the Clery Crime Report based on information from the Lubbock Police Department.

#### **TIMELY WARNING POLICY**

Wade Gordon Hairdressing Academy will make an announcement by walking through the school and announcing to all students and staff in the event of an emergency.

#### **CAMPUS CRIME & SECURITY INFORMATION**

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC 1092 f), Wade Gordon Hairdressing Academy has compiled information on crime awareness and campus security for students and prospective students.

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  - Referring a student or staff member to emergency or law enforcement agency to assist with witness information
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- Wade Gordon Hairdressing Academy does not maintain campus residence facilities or campus security/emergency services. Any law enforcement matter or emergency situation is the jurisdiction of local law enforcement/emergency agencies and if a situation arises the proper authorities will be contacted
- The school has a camera monitoring system for the safety of the staff and student body. The cameras are confined to the reception area, clinic floors, small classrooms, big classroom
- This information is provided to all students. This information is also discussed with incoming students at orientation
- Once a year Wade Gordon Hairdressing Academy invites a guest speaker out to do a class/presentation on sex awareness and rape prevention.

**CLERY CRIME REPORT**

| <b><u>CRIMES REPORTED</u></b>  | <b><u>2021</u></b> | <b><u>2022</u></b> | <b><u>2023</u></b> | <b><u>LOCATION:</u></b><br><b><u>C=CAMPUS, P=PUBLIC</u></b> |
|--|--------------------|--------------------|--------------------|---|
| Murder/Non-Negligent Manslaughter  | 0                  | 0                  | 0                  | ██████████  |
| Manslaughter by Negligence   | 0                  | 0                  | 0                  | ██████████  |
| Rape   | 0                  | 0                  | 0                  | ██████████  |
| Fondling   | 0                  | 0                  | 0                  | ██████████  |
| Incest   | 0                  | 0                  | 0                  | ██████████  |
| Statutory Rape   | 0                  | 0                  | 0                  | ██████████  |
| Robbery  | 0                  | 0                  | 0                  | ██████████  |
| Aggravated Assault   | 0                  | 0                  | 0                  | ██████████  |
| Burglary   | 0                  | 0                  | 0                  | ██████████  |
| Motor Vehicle Theft (Does not include theft <i>from</i> a motor vehicle) | 0                  | 0                  | 0                  | ██████████  |
| Arson  | 0                  | 0                  | 0                  | ██████████  |
| <b><u>HATE CRIMES</u></b>  | <b><u>2021</u></b> | <b><u>2022</u></b> | <b><u>2023</u></b> | <b><u>LOCATION:</u></b><br><b><u>C=CAMPUS, P=PUBLIC</u></b> |
| Murder/Non-Negligent Manslaughter  | 0                  | 0                  | 0                  | ██████████  |
| Rape   | 0                  | 0                  | 0                  | ██████████  |
| Fondling   | 0                  | 0                  | 0                  | ██████████  |
| Incest   | 0                  | 0                  | 0                  | ██████████  |
| Statutory Rape   | 0                  | 0                  | 0                  | ██████████  |
| Robbery  | 0                  | 0                  | 0                  | ██████████  |
| Aggravated Assault   | 0                  | 0                  | 0                  | ██████████  |
| Burglary   | 0                  | 0                  | 0                  | ██████████  |
| Motor Vehicle Theft (Does not include theft <i>from</i> a motor vehicle) | 0                  | 0                  | 0                  | ██████████  |
| Arson  | 0                  | 0                  | 0                  | ██████████  |
| Simple Assault   | 0                  | 0                  | 0                  | ██████████  |
| Larceny-Theft  | 0                  | 0                  | 0                  | ██████████  |
| Intimidation   | 0                  | 0                  | 0                  | ██████████  |
| Destruction/Damage/Vandalism of Property                                 | 0                  | 0                  | 0                  | ██████████  |

| <u>VAWA OFFENSES</u>                         | <u>2021</u> | <u>2022</u> | <u>2023</u> | <u>LOCATION:</u><br><u>C=CAMPUS, P=PUBLIC</u> |
|--|-------------|-------------|-------------|---|
| Domestic Violence                            | 0           | 0           | 0           |   |
| Dating Violence                              | 0           | 0           | 0           |   |
| Stalking                                     | 0           | 0           | 0           |   |
| <u>ARREST: ON CAMPUS</u>                     | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Weapons:carrying, possessing,etc.            | 0           | 0           | 0           |   |
| Drug Abuse Violations                        | 0           | 0           | 1           |   |
| Liquor Law Violations                        | 0           | 0           | 0           |   |
| <u>ARREST: PUBLIC PROPERTY</u>               | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Weapons:carrying, possessing,etc.            | 0           | 0           | 0           |   |
| Drug Abuse Violations                        | 0           | 0           | 0           |   |
| Liquor Law Violations                        | 0           | 0           | 0           |   |
| <u>DISCIPLINARY ACTIONS: ON CAMPUS</u>       | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Weapons:carrying, possessing,etc.            | 0           | 0           | 0           |   |
| Drug Abuse Violations                        | 0           | 0           | 0           |   |
| Liquor Law Violations                        | 0           | 0           | 0           |   |
| <u>DISCIPLINARY ACTIONS: PUBLIC PROPERTY</u> | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Weapons:carrying, possessing,etc.            | 0           | 0           | 0           |   |
| Drug Abuse Violations                        | 0           | 0           | 0           |   |
| Liquor Law Violations                        | 0           | 0           | 0           |   |
| <u>UNFOUNDED CRIMES</u>                      | <u>2021</u> | <u>2022</u> | <u>2023</u> |   |
| Total Unfounded Crimes                       | 0           | 0           | 0           |   |

**\*\*Victims of off campus sex offenses are encouraged to report the incident to the Lubbock Police Department at 806.775.2865 or 911, or the appropriate law enforcement agency within jurisdiction. The Lubbock Police Department will notify the Rape Crisis Center.**

For more information on awareness of rape, acquaintance rape, and other forcible and non forcible sex offenses please visit:

Lubbock Rape Crisis Center

P.O. Box 2000

Lubbock, TX 79457

Phone: (806) 763-3232

Executive Director: Kim Stark

[www.voiceofhopelubbock.org](http://www.voiceofhopelubbock.org)

## SEXUAL HARASSMENT POLICIES & GRIEVANCE PROCEDURES

### 1. Introduction

Wade Gordon Hairdressing Academy is committed to providing a working and educational environment for all students, faculty and staff that is free from sex discrimination, including sexual harassment. Every member of Wade Gordon Hairdressing Academy community should be aware that Wade Gordon Hairdressing Academy is strongly opposed to sexual harassment, and that such behavior is prohibited by state and federal laws.

Wade Gordon Hairdressing Academy does not discriminate on the basis of sex in its educational, extracurricular, or other programs or in the context of employment. Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, a federal law that provides:

*No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.*

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

### 2. Scope of the Policy

This Policy governs sexual harassment that occurs in Wade Gordon Hairdressing Academy's education programs or activities. This Policy applies to all students, employees, and third parties conducting business with Wade Gordon Hairdressing Academy, regardless of the person's gender, gender identity, sexual orientation, age, race, nationality, class status, ability, religion or other protected status. Wade Gordon Hairdressing Academy encourages victims of sexual harassment to talk to somebody about what happened – so victims can get the support they need, and so Wade Gordon Hairdressing Academy can respond appropriately. As further described in this Policy, Wade Gordon Hairdressing Academy will seek to respect a victim's request for confidentiality to the extent possible, while remaining ever mindful of the victim's well-being.

### 3. Prohibited Conduct

Sexual harassment comprises a broad range of behaviors focused on sex that may or may not be sexual in nature. Sexual harassment includes an Institute employee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Wade Gordon Hairdressing Academy's education programs or activities also constitutes sexual harassment. Sexual assault, stalking, domestic violence, and dating violence are all forms of sexual harassment. Retaliation following an incident of alleged sexual harassment or attempted sexual harassment is strictly prohibited. The definitions for specific acts of sexual harassment can be found in the Definitions of Key Terms at the end of this Policy statement.

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

### 4. Options for Assistance Following an Incident of Sexual Harassment

Wade Gordon Hairdressing Academy strongly encourages any victim of sexual harassment to seek immediate assistance. Seeking prompt assistance may be important to ensure a victim's physical safety or to obtain medical care. Wade Gordon Hairdressing Academy strongly advocates that a victim of sexual harassment report the incident in a timely manner. Time is a critical factor for evidence collection and preservation.

### **Reporting Incidents of Sexual Harassment**

Victims of sexual harassment may file a report with the Austin Police Department. Victims may also file a report with Wade Gordon Hairdressing Academy's Title IX Coordinator. More information about reporting an incident of sexual harassment can be found in Section 6 of this Policy, below.

Wade Gordon Hairdressing Academy will respond promptly when it has actual knowledge of sexual harassment in its education programs or activities. The Title IX Coordinator will promptly contact the complainant to discuss the availability of supportive measures as described below, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. Wade Gordon Hairdressing Academy will also provide the complainant with written notification about assistance available both within and outside of Wade Gordon Hairdressing Academy community.

A complainant may choose for the investigation to be pursued through the criminal justice system and/or through Wade Gordon Hairdressing Academy's disciplinary procedures by filing a formal complaint as described in this Policy. Wade Gordon Hairdressing Academy and the criminal justice system work independently from each other. Law enforcement officers do not determine whether a violation of this Policy has occurred. The Title IX Coordinator will guide the complainant through the available options and support the complainant in his or her decision.

### **Supportive Measures**

Wade Gordon Hairdressing Academy's Title IX Coordinator will work with all students affected by sexual harassment to ensure their safety and support their wellbeing. This assistance may include providing supportive measures to support or protect a student after an incident of sexual harassment and while an investigation or disciplinary proceeding is pending. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to Wade Gordon Hairdressing Academy's education programs and activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or Wade Gordon Hairdressing Academy's educational environment, or deter sexual harassment.

Supportive measures may include:

- counseling,
- extensions of deadlines or other course-related adjustments,
- modifications of work or class schedules,
- campus escort services,
- mutual restrictions on contact between the parties,
- changes in work or housing locations,
- leaves of absence,
- increased security and monitoring of certain areas of the campus, and
- other similar measures.

Wade Gordon Hairdressing Academy will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of Wade Gordon Hairdressing Academy to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

The measures needed by each student may change over time, and the Title IX Coordinator will communicate with each student throughout any investigation to ensure that any supportive measures are necessary and effective based on the students' evolving needs. Students who report an incident of sexual harassment may also be able to obtain a formal protection order from a civil or criminal court. Wade Gordon Hairdressing Academy will work with the student and the applicable court to assist in the enforcement of any such protective orders.



### Support Services Available

Counseling, advocacy and support services are available for complainants, whether or not a complainant chooses to make an official report or participate in Wade Gordon Hairdressing Academy's disciplinary or criminal process. Wade Gordon Hairdressing Academy does not provide counseling or health care services.

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

#### National Resources:

National Sexual Assault Hotline: 800-656-4673

National Domestic Violence Hotline: 800-799-7233

National Institute of Mental Health: [www.nimh.nih.gov](http://www.nimh.nih.gov)

Substance Abuse and Mental Health Administration: [www.samhsa.gov/find-help/national-helpline](http://www.samhsa.gov/find-help/national-helpline), 1-800-662-HELP (4357)

#### Local Resources:

- Family Support Services: 806-342-2500
- Texas Runaway Hotline: 1-888-580-HELP(4357)
- Rape Crisis Line: 1-405-943-7273

### Evidence Preservation

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

### 5. Title IX Coordinator

Wade Gordon Hairdressing Academy's Title IX Coordinator is responsible for monitoring and overseeing Wade Gordon Hairdressing Academy's compliance with Title IX and the prevention of sexual harassment and discrimination. The Title IX Coordinator is:

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

Inquiries or concerns about Title IX may be referred to Wade Gordon Hairdressing Academy's Title IX Coordinator or Deputy Title IX Coordinator:

Title IX Coordinator: Sylvia Rodriguez

2520 Paramount Blvd

Amarillo, TX 79109

Phone (806) 331-9233

Email: [sylviarodriguez@wadegordonacademy.com](mailto:sylviarodriguez@wadegordonacademy.com)

Deputy Title IX Coordinator: Kacy Abram  
7615 University Ave  
Lubbock, TX 79423  
Phone (806) 731-4465  
Email: [kacya@wadegordonacademy.com](mailto:kacya@wadegordonacademy.com)

Deputy Title IX Coordinator: Braxton Hagler  
2209 SW 74th  
Oklahoma City, OK 73159  
Phone (405) 631-6363  
Email: [braxtonh@wadegordonacademy.com](mailto:braxtonh@wadegordonacademy.com)

#### 6. Reporting Policies and Protocols

Wade Gordon Hairdressing Academy strongly encourages all members of Wade Gordon Hairdressing Academy community to report information about any incident of sexual harassment as soon as possible. Reports can be made either to Wade Gordon Hairdressing Academy and/or to law enforcement.

#### Reporting to the School

An incident of sexual harassment may be reported to the Schools Title IX Coordinator, Deputy Title IX Coordinator, or to a designated School official. No other Institute officials or employees have the authority to institute corrective measures under these Policies and Procedures on behalf of Wade Gordon Hairdressing Academy. Wade Gordon Hairdressing Academy will not be deemed to have actual knowledge of alleged sexual harassment unless Wade Gordon Hairdressing Academy's Title IX Coordinator, Deputy Title IX Coordinator or a designated School official possess such knowledge. Reports of sexual harassment to Institute officials or employees other than the Title IX Coordinator, Deputy Title IX Coordinator or a designated school official will not confer actual knowledge to Wade Gordon Hairdressing Academy of such allegations, unless the Title IX Coordinator, Deputy Title IX Coordinator or designated school official subsequently obtain such actual knowledge.

If Wade Gordon Hairdressing Academy's Title IX Coordinator is the alleged perpetrator of the sexual harassment, the report should be submitted to the Deputy Title IX Coordinator or a designated school official. Filing a report with an Institute official will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers.

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed in Section 5 for the Title IX Coordinator and Deputy Title IX Coordinator, or by any other means that results in the Title IX Coordinator, Deputy Title IX Coordinator, or designated school official receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator.

While there is no time limit for reporting, reports of sex discrimination or harassment should be brought forward as soon as possible. All incidents should be reported even if significant time has elapsed, but prompt reporting will better enable Wade Gordon Hairdressing Academy to respond, investigate, provide an appropriate remedy, and impose discipline if appropriate. Note that if a complainant seeks to file a formal complaint for Wade Gordon Hairdressing Academy to initiate an investigation into allegations of sexual harassment, the complainant must be participating in or attempting to participate in Wade Gordon Hairdressing Academy's education programs or activities at the time of filing such formal complaint. Wade Gordon Hairdressing Academy is committed to supporting the rights of a person reporting an incident of sexual harassment to make an informed choice among options and services available.

Wade Gordon Hairdressing Academy will respond to all reports in a manner that treats each individual with dignity and respect and will take prompt responsive action to end any harassment, prevent its recurrence, and address its effects.

#### Reporting to Law Enforcement

An incident of sexual harassment can be reported to law enforcement at any time, 24 hours a day/ 7 days a week, by calling 911. At the complainant's request, Wade Gordon Hairdressing Academy will assist the complainant in contacting law enforcement. If the

complainant decides to pursue the criminal process, Wade Gordon Hairdressing Academy will cooperate with law enforcement agencies to the extent permitted by law. A complainant has the option to decide whether or not to participate in any investigation conducted by law enforcement. Filing a police report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests; and
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam).

### **Reporting of Crimes & Annual Security Reports**

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

Each year Wade Gordon Hairdressing Academy prepares this annual security report to comply with the Clery Act. The full text of this report can be located on Wade Gordon Hairdressing Academy's website at [www.wadegordonacademy.com](http://www.wadegordonacademy.com). This report is prepared in cooperation with the local law enforcement agencies around our campus. Each year notification is made to all enrolled students and employees that provides the website to access this report. Copies of the report may also be obtained in person from the Campus Director or by calling ( All prospective employees may also obtain a copy from the Campus Director.

### **Timely Warnings**

In the event that a situation arises, either on or off campus, that, in the judgment of a Campus Security Authority constitutes an ongoing or continuing threat, a campus wide "timely warning" will be issued. The Campus Security Authority will immediately notify Wade Gordon Hairdressing Academy community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring at Wade Gordon Hairdressing Academy, unless issuing a notification will compromise efforts to contain the emergency. The warning will be issued through the most effective and efficient means available and may include instant messaging to students and Institute employees. Notices may also be posted in the common areas throughout Wade Gordon Hairdressing Academy. Anyone with information warranting a timely warning should report the circumstances to the Campus Director by phone at (806) 331-9233 or in person at Wade Gordon Hairdressing Academy. Wade Gordon Hairdressing Academy will provide adequate follow-up information to the community as needed.

### **Third-Party and Anonymous Reporting**

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

### **No Retaliation**

Wade Gordon Hairdressing Academy prohibits retaliation against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in a Title IX investigation, proceeding, or hearing. Wade Gordon Hairdressing Academy will take strong responsive action if retaliation occurs. Any incident of retaliation should be promptly reported to the Title IX Coordinator, Deputy Title IX Coordinator, or a designated school official.

Except as may otherwise be required by law, Wade Gordon Hairdressing Academy will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness.

Charging an individual with a violation of Wade Gordon Hairdressing Academy's code of conduct for making a materially false statement in bad faith in the course of a grievance proceeding does not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

### Coordination With Drug Free School Policy

Students may be reluctant to report instances of sexual harassment because they fear being disciplined pursuant to Wade Gordon Hairdressing Academy's alcohol or drug policies. Wade Gordon Hairdressing Academy encourages students to report all instances of sexual harassment and will take into consideration the importance of reporting sexual harassment in addressing violations of Wade Gordon Hairdressing Academy's alcohol and drug policies. This means that, whenever possible, Wade Gordon Hairdressing Academy will respond educationally rather than punitively to student alcohol or drug policy violations associated with reported sexual harassment.

### 7. Institute Policy on Confidentiality

Wade Gordon Hairdressing Academy encourages victims of sexual harassment to talk to somebody about what happened – so victims can get the support they need, and so Wade Gordon Hairdressing Academy can respond appropriately.

This Policy is intended to make students aware of the various reporting and confidential disclosure options available to them – so they can make informed choices about where to turn should they become a victim of sexual harassment. Wade Gordon Hairdressing Academy encourages victims to talk to someone identified in one or more of these groups.

#### Privileged and Confidential Communications – Professional & Pastoral Counselors

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

NOTE: While these professional and pastoral counselors and advocates may maintain a victim's confidentiality vis-à-vis Wade Gordon Hairdressing Academy, they may have reporting or other obligations under state law.

ALSO NOTE: If Wade Gordon Hairdressing Academy determines that the alleged perpetrator(s) pose a serious and immediate threat to Wade Gordon Hairdressing Academy community, a Campus Security Authority may be called upon to issue a timely warning to the community. Any such warning should not include any information that identifies the victim.

### Reporting to a Designated School Official

A "designated school official" is an Institute employee who has the authority to institute corrective measures on behalf of Wade Gordon Hairdressing Academy upon actual notice of sexual harassment.

A designated school official will report to the Title IX Coordinator all relevant details about the alleged sexual harassment shared by the complainant – including the names of the complainant and respondent, any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

To the extent possible, information reported to a designated school official will be shared only with people responsible for handling Wade Gordon Hairdressing Academy's response to the report. Designated school officials should not share information with law enforcement without the complainant's consent or unless the complainant has also reported the incident to law enforcement.

In addition to the Title IX Coordinator and Deputy Title IX Coordinator, Wade Gordon Hairdressing Academy's designated school officials include Wade Gordon Hairdressing Academy's Chief Executive Officer, Director of Operations, and Campus Directors.

Before a complainant reveals any information to a designated school official, the official should ensure that the complainant understands the official's reporting obligations – and, if the complainant wants to maintain confidentiality, direct the complainant to confidential resources.

If the complainant wants to tell the designated school official what happened but also maintain confidentiality, the official should tell the complainant that Wade Gordon Hairdressing Academy will consider the request but cannot guarantee that Wade Gordon Hairdressing Academy will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the official will also inform the Coordinator of the complainant's request for confidentiality.

Designated school officials will not pressure a complainant to request confidentiality, but will honor and support the complainant's wishes, including for Wade Gordon Hairdressing Academy to fully investigate an incident. By the same token, designated school officials will not pressure a complainant to make a formal complaint and initiate an Institute investigation if the complainant is not ready to do so.

A complainant who at first requests confidentiality may later decide to file a formal complaint with Wade Gordon Hairdressing Academy or report the incident to local law enforcement, and thus have the incident fully investigated.

#### **Reporting to Title IX Coordinator**

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

Before a complainant reveals any information to the Title IX Coordinator, the Coordinator should ensure that the complainant understands the Coordinator's reporting obligations – and, if the complainant wants to maintain confidentiality, direct the complainant to confidential resources. If the complainant wants to tell the Title IX Coordinator what happened but also maintain confidentiality, the Coordinator should tell the complainant that Wade Gordon Hairdressing Academy will consider the request but cannot guarantee that Wade Gordon Hairdressing Academy will be able to honor it.

The Title IX Coordinator will not pressure a complainant to request confidentiality, but will honor and support the complainant's wishes, including for Wade Gordon Hairdressing Academy to fully investigate an incident. By the same token, the Title IX Coordinator will not pressure a complainant to make a formal complaint and initiate an Institute investigation if the complainant is not ready to do so.

#### **Requesting Confidentiality: How Wade Gordon Hairdressing Academy Will Weigh the Request and Respond**

If a complainant discloses an incident to the Title IX Coordinator but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, Wade Gordon Hairdressing Academy must weigh that request against Wade Gordon Hairdressing Academy's obligation to provide a safe, non-discriminatory environment for all students, including the complainant.

If Wade Gordon Hairdressing Academy honors the request for confidentiality, a complainant must understand that Wade Gordon Hairdressing Academy's ability to investigate the incident and pursue disciplinary action against the respondent will be limited. A complainant may provide the Title IX Coordinator with confidential knowledge of alleged sexual harassment and receive supportive measures from Wade Gordon Hairdressing Academy without the complainant filing a formal complaint and initiating an investigation. Although rare, there are times when Wade Gordon Hairdressing Academy may not be able to honor a complainant's request in order to provide a safe, non-discriminatory environment for all students.

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

- The increased risk that the respondent will commit additional acts of sexual harassment or other violence, such as:
  - o whether there have been other sexual harassment complaints about the same respondent;
  - o whether the respondent has a history of arrests or records from a prior Institute indicating a history of violence;
  - o whether the respondent threatened further sexual harassment or other violence against the complainant or others;
  - o whether the sexual harassment was committed by multiple respondents;
- Whether the sexual harassment was perpetrated with a weapon;
- Whether the complainant is a minor;
- Whether Wade Gordon Hairdressing Academy possesses other means to obtain relevant evidence of the sexual harassment (e.g., security cameras or personnel, physical evidence); and
- Whether the complainant's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the Title IX Coordinator to file a formal complaint to investigate and, if appropriate, pursue disciplinary action. If none of these factors are present, Wade Gordon Hairdressing Academy will likely respect the complainant's request for confidentiality.

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

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

Wade Gordon Hairdressing Academy may not require a complainant to participate in any investigation or disciplinary proceeding.

Because Wade Gordon Hairdressing Academy is under a continuing obligation to address the issue of sexual harassment campus-wide, reports of sexual harassment (including non-identifying reports) will also prompt Wade Gordon Hairdressing Academy to consider broader remedial action – such as increased monitoring, supervision, or security at locations where the reported sexual harassment occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/ victimization surveys; and/or revisiting its policies and practices.

If Wade Gordon Hairdressing Academy determines that it can respect a complainant's request for confidentiality, Wade Gordon Hairdressing Academy will also take immediate action as necessary to protect and assist the complainant. This includes the Title IX Coordinator promptly contacting the complainant to discuss the availability of supportive measures. A complainant's request for confidentiality will limit Wade Gordon Hairdressing Academy's ability to investigate a particular matter.

Wade Gordon Hairdressing Academy may take steps to limit the effects of the alleged sexual harassment and prevent its recurrence without initiating formal action against the respondent or revealing the identity of the student complainant. Examples include providing increased monitoring, supervision, or security at locations or activities where the harassment occurred; providing training and education materials for students and employees; revising and publicizing Wade Gordon Hairdressing Academy's policies on sexual harassment; and conducting climate surveys regarding sexual harassment.

#### **Off-campus Counselors and Advocates**

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

#### **8. Formal Complaint Investigation Procedures and Protocols**

Wade Gordon Hairdressing Academy will investigate all formal complaints of sexual harassment. A formal complaint must be in writing filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that Wade Gordon Hairdressing Academy investigate the allegation of sexual harassment. A formal complaint form may be obtained from the Title IX Coordinator, although no particular form is required to submit a formal complaint so long as the complaint is in writing, signed by a complainant, alleges sexual harassment against a respondent, and requests an investigation. Wade Gordon Hairdressing Academy's Title IX Coordinator oversees Wade Gordon Hairdressing Academy's investigation, response to, and resolution of all reports of prohibited sexual harassment, and of related retaliation, involving students, faculty, and staff. As soon as practicable after receiving a formal complaint, the Title IX Coordinator will make an initial assessment of the formal complaint to determine whether the formal complaint, on its face, alleges an act prohibited by this Policy. If the Title IX Coordinator determines the formal complaint states facts which, if true, could constitute sexual harassment in violation of this Policy, the Title IX Coordinator will proceed through the formal investigation process (see below). If the Title IX Coordinator determines the complainant's report does not state facts that, if true, could constitute a violation of this Policy, the Title IX Coordinator will

communicate this determination in writing to the complainant. In such circumstances the complainant may still file a report with the federal Office for Civil Rights, the police, or seek available civil remedies through the judicial system. The complainant may also re-file the report with Wade Gordon Hairdressing Academy upon discovery of additional facts.

Wade Gordon Hairdressing Academy will dismiss a formal complaint if the conduct alleged in the formal complaint would not constitute sexual harassment under Title IX even if proved, did not occur in Wade Gordon Hairdressing Academy's education program or activity, or did not occur against a person in the United States. *Such dismissal does not preclude action under another provision of Wade Gordon Hairdressing Academy's code of conduct.* Wade Gordon Hairdressing Academy may dismiss the formal complaint if a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint; the respondent is no longer enrolled or employed by Wade Gordon Hairdressing Academy; or specific circumstances prevent Wade Gordon Hairdressing Academy from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein. Wade Gordon Hairdressing Academy will promptly send written notice of the dismissal and reasons therefore simultaneously to the parties.

Notice Upon receipt of a formal complaint, Wade Gordon Hairdressing Academy will provide written notice of Wade Gordon Hairdressing Academy's grievance process to the parties who are known. Wade Gordon Hairdressing Academy will also provide the parties with notice of the allegations of sexual harassment potentially constituting sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known; the conduct allegedly constituting sexual harassment; and the date and location of the alleged incident, if known. The written notice will include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The written notice will inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence that is submitted to and/or collected by Wade Gordon Hairdressing Academy in connection with the investigation. The written notice will also inform the parties of any provision in Wade Gordon Hairdressing Academy's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If, in the course of an investigation, Wade Gordon Hairdressing Academy decides to investigate allegations about the complainant or respondent that are not included in a prior notice provided to the parties, Wade Gordon Hairdressing Academy will provide notice of the additional allegations to the parties whose identities are known.

### **Voluntary Resolution**

Voluntary resolution, when selected by all parties and deemed appropriate by the Title IX Coordinator, is a path designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the safety and welfare needs of Wade Gordon Hairdressing Academy community. If all parties voluntarily agree to participate in an informal resolution that does not involve a full investigation and adjudication after receiving notice of a formal complaint, and if Wade Gordon Hairdressing Academy determines that the particular formal complaint is appropriate for such a process, Wade Gordon Hairdressing Academy will facilitate an informal resolution to assist the parties in reaching a voluntary resolution. Wade Gordon Hairdressing Academy retains the discretion to determine which cases are appropriate for voluntary resolution.

Voluntary resolution may include: conducting targeted or broad-based educational programming or training for relevant individuals or groups; providing increased monitoring, supervision, or security at locations or activities where the harassment occurred; facilitating a meeting with the respondent and the complainant present; and any other remedy that can be tailored to the involved individuals to achieve the goals of the Policy.

Voluntary resolution may also include restorative principles that are designed to allow a respondent to accept responsibility for harassment and acknowledge harm to the complainant or to Wade Gordon Hairdressing Academy community. Restorative models will be used only with the consent of both parties and following a determination by the Title IX Coordinator that the matter is appropriate for a restorative approach. Wade Gordon Hairdressing Academy will not compel parties to engage in mediation or to participate in any particular form of informal resolution. As the title implies, participation in voluntary resolution is a choice, and either party can request to end this manner of resolution and pursue an investigation and adjudication at any time, including if voluntary resolution is unsuccessful at resolving the complaint.

In connection with any informal resolution process, Wade Gordon Hairdressing Academy will provide written notice to the parties disclosing the allegations and the requirements of the informal resolution process. Wade Gordon Hairdressing Academy will notify the parties that any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint. Wade Gordon Hairdressing Academy must obtain the parties' voluntary, written consent to the informal resolution process. The informal resolution process may not be utilized to resolve allegations that an Institute employee sexually harassed a student.

The time frame for completion of voluntary resolution may vary, but Wade Gordon Hairdressing Academy will seek to complete the process within 15 days of all the parties' request for voluntary resolution.

#### **Formal Investigation Process**

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on Wade Gordon Hairdressing Academy and not on the parties. The Title IX Coordinator is responsible for the investigation of a formal complaint. The Title IX Coordinator may designate a specially trained investigator (or team of investigators) to conduct the investigation.

Wade Gordon Hairdressing Academy's process for responding to, investigating, and adjudicating sexual harassment reports will continue during any law enforcement proceeding. The investigator may need to temporarily delay an investigation while the police are gathering evidence but will resume the investigation after learning that the police department has completed its evidence-gathering and will generally not wait for the conclusion of any related criminal proceeding.

The investigator will interview the complainant, respondent, and any witnesses. They will also gather pertinent documentary materials (if any) and other information. Wade Gordon Hairdressing Academy will provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate. Each party shall have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. Wade Gordon Hairdressing Academy will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

#### **Time Frame for Investigation**

Consistent with the goal to maximize educational opportunities and minimize the disruptive nature of the investigation and resolution, the Title IX Coordinator seeks to resolve all reports in a timely manner. In general, an investigation may last up to 30 days, from receipt of a formal complaint from the complainant or the Title IX Coordinator of the request to proceed with an investigation. Adjudication will generally take up to 30 days from the date the investigative report is provided to both the complainant and the respondent.

The Title IX Coordinator may set reasonable time frames for required actions under the Policy. Those time frames may be extended for good cause as necessary to ensure the integrity and completeness of the investigation, comply with a request by external law enforcement, accommodate the availability of witnesses, accommodate absences or delays by the parties, the need for language assistance or accommodation of disabilities, account for Institute breaks or vacations, or address other legitimate reasons, including the complexity of the investigation (including the number of witnesses and volume of information provided by the parties) and the severity and extent of the alleged conduct. Any extension of the timeframes, and the reason for the extension, will be shared simultaneously with the parties in writing. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.

Where necessary, Wade Gordon Hairdressing Academy will take prompt steps to protect complainants pending the final outcome of an investigation, including the provision of supportive measures to the complainant and/or the respondent. Wade Gordon Hairdressing Academy may remove a respondent from Wade Gordon Hairdressing Academy's education programs or activities on an emergency basis, provided that Wade Gordon Hairdressing Academy undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. Wade Gordon Hairdressing Academy may place a non-student employee respondent on administrative leave during the pendency of a grievance process.



Wade Gordon Hairdressing Academy will provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which Wade Gordon Hairdressing Academy does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence, whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

Prior to completion of the investigative report, Wade Gordon Hairdressing Academy will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have at least 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. Wade Gordon Hairdressing Academy will make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination

### **Investigation Report**

The investigator will prepare an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Such report will include a statement of the allegations and issues, the positions of the complainant and respondent, a summary of the evidence (including from interviews and documentation gathered), an explanation why any proffered evidence was not investigated, assessment of individual credibility, findings of fact, and an analysis of whether a violation of the Policy has occurred. The investigator will use "preponderance of the evidence" as the standard of proof to determine whether a violation of the Policy occurred. Preponderance of the evidence means that the investigator must be convinced based on the information it considers that the respondent was more likely than not to have engaged in the conduct at issue in order to find the respondent responsible for violating the Policy. The complainant and respondent will be simultaneously notified of the completion of the investigation and provided with the investigator's report.

## **9. Grievance/Adjudication Procedures**

### **Hearing Panel**

Wade Gordon Hairdressing Academy will convene a hearing panel following the end of the investigation. The hearing panel determines whether the respondent is responsible or not responsible for a violation of the Policy

The hearing panel will consist of three members. The Title IX Coordinator will designate the members of the hearing panel but will not serve as a panel member. The investigator responsible for Wade Gordon Hairdressing Academy's investigation of the formal complaint may not serve as a panel member. The hearing panel members may include administrators, officers, lawyers, or other individuals with relevant experience and special training. Panel members may participate remotely so long as Wade Gordon Hairdressing Academy utilizes technology enabling the panel members and parties to simultaneously see and hear the party or witness answering questions.

All panelists will receive training from experts in the field at least once a year. In addition to training on how the adjudicatory process works, the training will include specific instruction about how to approach students about sensitive issues that may arise in the context of sexual harassment. The complainant and respondent will be informed of the panel's membership before the hearing process begins. A complainant and/or respondent may challenge the participation of a panel member because of perceived conflict of interest, bias, or prejudice. Such challenges, including rationale, must be made to the Title IX Coordinator at least three days prior to the commencement of the hearing. At its discretion, the Title IX Coordinator will determine whether such a conflict of interest exists and whether a panel member should be replaced. Postponement of a hearing may occur if a replacement panelist cannot be immediately identified.

### **Advisors**

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

### **Written Submissions**

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

The hearing panel will review the investigation report and written submissions.

### **Hearing Procedures**

The Title IX Coordinator will give the complainant and respondent at least 10 calendar days' advance notice of the hearing. The Title IX Coordinator may arrange to hold the hearing at an off-campus location. The hearing is a closed proceeding, meaning that no one other than the panel members, the complainant and respondent, their respective advisors, witnesses (when called), and necessary Institute personnel may be present during the proceeding. The Campus Director will work with Institute staff so that any student whose presence is required may participate in the hearing.

In general, hearings will proceed as follows:

- The Title IX Coordinator may set reasonable time limits for any part of the hearing. Each of the complainant and respondent will have the opportunity to present witnesses and other information consistent with the Policy and these Procedures. The panel may determine the relevance of, place restrictions on, or exclude any witnesses or information. When the complainant and respondent are not able to be present for the hearing panel, arrangements will be made for participation virtually, with technology enabling the participants to see and hear each other simultaneously.
- In cases where either the complainant or respondent opts not to participate in the hearing, the panel may still hear from the other.
- Additional hearing rules include:
  - Cross Examination. At the hearing, the hearing panel shall permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally. o At the request of either party, Wade Gordon Hairdressing Academy will provide for the hearing to occur with the parties located in separate rooms with technology enabling the hearing panel members and parties to simultaneously see and hear the party or the witness answering questions.
  - Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing panel must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
  - If a party does not have an advisor present at the live hearing, Wade Gordon Hairdressing Academy will provide without fee or charge to that party, an advisor of Wade Gordon Hairdressing Academy's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.
  - Information Regarding Romantic or Sexual History. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. The existence of a prior consensual dating or sexual relationship between the complainant and respondent by itself does not support an inference of consent to alleged sexual harassment.
  - Prior Conduct Violations. The hearing panel will not consider the respondent's prior conduct violations, unless the investigator provided that information to the hearing panel because the respondent was previously found to be responsible, and the previous incident was substantially similar to the present allegation(s) and/or the information indicates a pattern of behavior by the respondent.

- If a party or witness does not submit to cross-examination at live hearing, the hearing panel will not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing panel will not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer cross-examination or other questions.
- Wade Gordon Hairdressing Academy will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
- Live hearings may be conducted with all parties physically present in the same geographic location or, at Wade Gordon Hairdressing Academy's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants to see and hear each other simultaneously.

Wade Gordon Hairdressing Academy will create an audio or audiovisual recording, or transcript, of any hearing and make it available to the parties for inspection and review. The panelists may request a copy or transcript of the recording. Cell phones and recording devices may not be used in the hearing room(s) unless approved by the panel in advance.

#### **Panel Determinations/Standard of Proof**

The hearing panel will issue a written determination regarding responsibility. The panel will use "preponderance of the evidence" as the standard of proof to determine whether a violation of the Policy occurred. Preponderance of the evidence means that a panel must be convinced based on the information it considers that the respondent was more likely than not to have engaged in the conduct at issue in order to find the respondent responsible for violating the Policy. The panel will find a student responsible, or not responsible, based on a majority vote. The panel will generally render a written determination within 10 calendar days after the conclusion of a hearing.

The panel's written determination will include:

- a) Identification of the allegations potentially constituting sexual harassment;
- b) A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- c) Findings of fact supporting the determination;
- d) Conclusions regarding the application of Wade Gordon Hairdressing Academy's code of conduct to the facts;
- e) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions Wade Gordon Hairdressing Academy imposes on the respondent, and whether remedies designed to restore or preserve equal access to Wade Gordon Hairdressing Academy's education program or activity will be provided by Wade Gordon Hairdressing Academy to the complainant; and
- f) Wade Gordon Hairdressing Academy's procedures and permissible bases for the complainant and respondent to appeal.

The parties will be informed of the results of the adjudication hearing by simultaneous written notice to both parties of the outcome of the formal complaint. The determination regarding responsibility becomes final either on the date that Wade Gordon Hairdressing Academy provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

#### **10. Sanctions and Other Remedies**

The hearing panel shall be responsible for imposing sanctions that are:

- Fair and appropriate given the facts of the particular case;

- Consistent with Wade Gordon Hairdressing Academy's handling of similar cases;
- Adequate to protect the safety of the campus community; and
- Reflective of the seriousness of sexual harassment.

No disciplinary sanctions or other actions that are not supportive measures will be imposed against a respondent until the completion of Wade Gordon Hairdressing Academy's grievance procedures, including any applicable appeal. The hearing panel will consider relevant factors, including if applicable: (1) the specific sexual harassment at issue (such as penetration, touching under clothing, touching over clothing, unauthorized recording, etc.); (2) the circumstances accompanying the lack of consent (such as force, threat, coercion, intentional incapacitation, etc.); (3) the respondent's state of mind (intentional, knowing, bias-motivated, reckless, negligent, etc.); (4) the impact of the offense on the complainant; (5) the respondent's prior disciplinary history; (6) the safety of Wade Gordon Hairdressing Academy community; and (7) the respondent's conduct during the disciplinary process. The sanctioning decision will be communicated in writing to the complainant and the respondent as part of the hearing panel's written determination.

Wade Gordon Hairdressing Academy may impose any one or more of the following sanctions on a student determined to have violated the Policy:

- Reprimand/warning;
- Changing the respondent's academic schedule;
- Disciplinary probation;
- Restricting access to Institute facilities or activities;
- Community service;
- Issuing a "no contact" order to the respondent or requiring that such an order remain in place; ● Dismissal or restriction from Institute employment;
- Suspension (limited time or indefinite); and
- Expulsion.

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

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

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

Wade Gordon Hairdressing Academy may also determine that additional measures are appropriate to respond to the effects of the incident on Wade Gordon Hairdressing Academy community. Additional responses for the benefit of Wade Gordon Hairdressing Academy community may include:

- Increased monitoring, supervision, or security at locations or activities where the harassment occurred;
- Additional training and educational materials for students and employees;

- Revision of Wade Gordon Hairdressing Academy's policies relating to sexual harassment; and
- Climate surveys regarding sexual harassment.

### 11. Appeals

Either the respondent or the complainant or both may appeal from a determination regarding responsibility, and from a recipient's dismissal of a formal complaint or any allegations therein, on the following bases:

1. A procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal, that could affect the outcome of the matter; and
3. The Title IX Coordinator, investigator(s), or hearing panel member(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

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

The decision maker(s) for the appeal may not be the same person as the hearing panel members, the investigator(s), or the Title IX Coordinator. The appealing party must submit the appeal in writing to Wade Gordon Hairdressing Academy within seven calendar days after receiving the written determination regarding responsibility. If either the complainant or respondent submits an appeal, the Title IX Coordinator will notify the other that an appeal has been filed and the grounds of the appeal. The non-appealing party may submit a written response within seven days after notice of an appeal.

If the decision-maker concludes that a change in the hearing panel's determination is warranted, Wade Gordon Hairdressing Academy may enter a revised determination, reconvene the panel to reconsider the determination, or return the matter for additional investigation. If both the complainant and respondent appeal, the appeals will be considered concurrently.

The decision maker will issue a written decision describing the result of the appeal and the rationale for the result, and provide the written decision simultaneously to both parties. Appeals decisions will be rendered within 15 calendar days after the receipt of the written appeal. All appeal decisions are final.

### 12. Records Disclosure & Recordkeeping

Disciplinary proceedings conducted by Wade Gordon Hairdressing Academy are subject to the Family Educational Records and Privacy Act (FERPA), a federal law governing the privacy of student information. FERPA generally limits disclosure of student information outside Wade Gordon Hairdressing Academy without the student's consent, but it does provide for release of student disciplinary information without a student's consent in certain circumstances. Any information gathered in the course of an investigation may be subpoenaed by law enforcement authorities as part of a parallel investigation into the same conduct or required to be produced through other compulsory legal processes.

Additional information about FERPA can be found on Wade Gordon Hairdressing Academy's website at [www.wadegordonacademy.com](http://www.wadegordonacademy.com).

Wade Gordon Hairdressing Academy will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, a report on the results of any disciplinary proceeding conducted by Wade Gordon Hairdressing Academy against a student who is the alleged perpetrator of such crime or offense. 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 purposes of this paragraph.

Wade Gordon Hairdressing Academy will maintain for a period of not less than seven years records of:

- a) Each sexual harassment investigation including any determination regarding responsibility; any audio, audiovisual recording, or transcript from a hearing conducted in response to a formal complaint; any disciplinary sanctions imposed on the respondent; and any remedies provided to the complainant designed to restore or preserve equal access to Wade Gordon Hairdressing Academy's education programs or activities;

- b) Any appeal and the result therefrom;
- c) Any informal resolution and the result therefrom; and
- d) All materials used to train Title IX Coordinators, investigators, hearing panel members, decision-makers, and any person who facilitates an informal resolution process.

Wade Gordon Hairdressing Academy will create and maintain for a period of not less than seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, Wade Gordon Hairdressing Academy will document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to Wade Gordon Hairdressing Academy's education program or activity. If Wade Gordon Hairdressing Academy does not provide a complainant with supportive measures, then Wade Gordon Hairdressing Academy will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit Wade Gordon Hairdressing Academy in the future from providing additional explanations or detailing additional measures taken.

### 13. Education and Prevention Programs

As set forth in Section 3 of this Policy statement, sexual assault, sexual harassment, dating violence, domestic violence, and stalking are all forms of prohibited conduct.

Wade Gordon Hairdressing Academy is committed to offering educational programs to promote awareness and prevention of prohibited conduct. Educational programs include an overview of Wade Gordon Hairdressing Academies policies and procedures; relevant definitions, including prohibited conduct; discussion of the impact of alcohol and illegal drug use; consent; safe and positive options for bystander intervention; review of resources and reporting options available for students, faculty, and staff; and information about risk reduction. Incoming students and new employees will receive primary prevention and awareness programming as part of their orientation.

As part of Wade Gordon Hairdressing Academy's commitment to provide an educational and work environment free from prohibited conduct, this Policy will be disseminated widely to Wade Gordon Hairdressing Academy community through e-mail communication, publications, websites, new employee orientations, student orientations, and other appropriate channels of communication.

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

### Definitions of Sexual Harassment under Texas Law

Tex. Educ. Code Ann. § 51.281(4)(B). "Sexual harassment" means unwelcome, sex-based verbal or physical conduct that: . . . is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities at a postsecondary educational institution. Tex. Penal Code Ann. § 22.011. Sexual Assault:

a) A person commits an offense if: (1) the person intentionally or knowingly:

(A) causes the penetration of the anus or sexual organ of another person by any means, without that person's consent;

(B) causes the penetration of the mouth of another person by the sexual organ of the actor, without that person's consent; or

(C) causes the sexual organ of another person, without that person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or \*\*\* (b) A sexual assault under Subsection (a)(1) is without the consent of the other person if: (1) the actor compels the other person to submit or participate by the use of physical force, violence, or coercion;

(2) the actor compels the other person to submit or participate by threatening to use force or violence against the other person or to cause harm to the other person, and the other person believes that the actor has the present ability to execute the threat;

(3) the other person has not consented and the actor knows the other person is unconscious or physically unable to resist;

- (4) the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it;
- (5) the other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring;
- (6) the actor has intentionally impaired the other person's power to appraise or control the other person's conduct by administering any substance without the other person's knowledge;
- (7) the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat;

\*\*\* Tex. Fam. Code Ann. § 71.004. "Family violence" means:

- (1) an act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself;
- (2) abuse, as that term is defined by Sections 261.001(1)(C), (E), (G), (H), (I), (J), (K), and (M), by a member of a family or household toward a child of the family or household; or (3) dating violence, as that term is defined by Section 71.0021. Tex. Fam. Code Ann. § 71.0021.

(a) "Dating violence" means an act, other than a defensive measure to protect oneself, by an actor that: (1) is committed against a victim or applicant for a protective order: (A) with whom the actor has or has had a dating relationship; or (B) because of the victim's or applicant's marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and (2) is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim or applicant in fear of imminent physical harm, bodily injury, assault, or sexual assault. (b) For purposes of this title, "dating relationship" means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of: (1) the length of the relationship; (2) the nature of the relationship; and (3) the frequency and type of interaction between the persons involved in the relationship. (c) A casual acquaintanceship or ordinary fraternization in a business or social context does not constitute a "dating relationship" under Subsection (b). Tex. Penal Code Ann. § 42.072. Stalking: (a) A person commits an offense if the person, on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that: (1) constitutes an offense under Section 42.07, or that the actor knows or reasonably should know the other person will regard as threatening: (A) bodily injury or death for the other person; (B) bodily injury or death for a member of the other person's family or household or for an individual with whom the other person has a dating relationship; or (C) that an offense will be committed against the other person's property; (2) causes the other person, a member of the other person's family or household, or an individual with whom the other person has a dating relationship to be placed in fear of bodily injury or death or in fear that an offense will be committed against the other person's property, or to feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended; and (3) would cause a reasonable person to: (A) fear bodily injury or death for himself or herself; (B) fear bodily injury or death for a member of the person's family or household or for an individual with whom the person has a dating relationship; (C) fear that an offense will be committed against the person's property; or (D) feel harassed, annoyed, alarmed, abused, tormented, embarrassed, or offended. \*\*\*

### **Bystander Intervention**

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

- Assess for safety. Ensure that all parties are safe, and whether the situation requires calling authorities. When deciding to intervene, your personal safety should be the #1 priority. When in doubt, call for help.

- Be with others. If it is safe to intervene, you are likely to have a greater influence on the parties involved when you work together with someone or several people. Your safety is increased when you stay with a group of friends that you know well.

- Care for the person. Ask if the target of the unwanted sexual advance/attention/behavior is okay – does he or she need medical care? Ask if someone they trust can help them get home safely.

### **Risk Reduction**

Wade Gordon Hairdressing Academy's primary prevention and awareness program includes information on risk reduction. This includes:

*Avoiding Dangerous Situations.* While you can never completely protect yourself from sexual assault, there are some things you can do to help reduce your risk of being assaulted.

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

*Safety Planning.* Things to think about:

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

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

- Distract. If you see a friend in a situation that doesn't feel quite right, create a distraction to get your friend to safety. This can be as simple as joining or redirecting the conversation: suggest to your friend that you leave the party, or ask them to walk you home. Try asking questions like: "Do you want to head to the bathroom with me?" or "Do you want to head to another party – or grab pizza?"



- Step in. If you see someone who looks uncomfortable or is at risk, step in. If you feel safe, find a way to de-escalate the situation and separate all parties involved. Don't be shy about directly asking the person if they need help or if they feel uncomfortable.
- Enlist others. You don't have to go it alone. Call in friends or other people in the area as reinforcements to help defuse a dangerous situation and get the at-risk person home safely. There is safety in numbers.
- Keep an eye out. Use your eyes and ears to observe your surroundings. If you see someone who has had too much to drink or could be vulnerable, try to get them to a safe place. Enlist friends to help you. Even if you weren't around when the assault occurred, you can still support a friend in the aftermath.

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

- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately.
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others). Information on Risk Reduction was provided by RAINN: Rape, Abuse & Incest National Network: [www.rainn.org](http://www.rainn.org).

#### 14. Amendments

Wade Gordon Hairdressing Academy may amend the Policy or the Procedures from time to time. Nothing in the Policy or Procedures shall affect the inherent authority of Wade Gordon Hairdressing Academy to take such actions as it deems appropriate to further the educational mission or to protect the safety and security of Wade Gordon Hairdressing Academy community.

#### Definitions of Key Terms

- Sexual Harassment - means conduct on the basis of sex that satisfies one or more of the following:
  - 1) An employee of Wade Gordon Hairdressing Academy conditioning the provision of an aid, benefit, or service of Wade Gordon Hairdressing Academy on an individual's participation in unwelcome sexual conduct;
  - 2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Wade Gordon Hairdressing Academy's education programs or activities; or
  - 3) "Sexual assault," "dating violence," "domestic violence," or "stalking" as defined herein.
- Sexual Assault - An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Unified Crime Reporting ("UCR") program.
  - Rape - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - Sex Offenses - Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, without the

consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

- Incest—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- Statutory Rape—Sexual intercourse with a person who is under the statutory age of consent.

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

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

- "Education program or activity" includes locations, events, or circumstances over which Wade Gordon Hairdressing Academy exercises substantial control over both the respondent and the context in which the sexual harassment occurs. It includes all of the academic, educational, extra-curricular, and other programs of Wade Gordon Hairdressing Academy, whether they take place in the facilities of Wade Gordon Hairdressing Academy, at a class or training program sponsored by Wade Gordon Hairdressing Academy at another location, or elsewhere. An instructor's alleged sexual harassment of a student would likely constitute sexual harassment in Wade Gordon Hairdressing Academy's education programs or activities even if the alleged harassment occurs off campus. Wade Gordon Hairdressing Academy's education programs and activities may also include computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of, Wade Gordon Hairdressing Academy.

- Prohibited Conduct - Wade Gordon Hairdressing Academy prohibits Sexual Assault, Sexual Harassment, Dating Violence, Domestic Violence, and Stalking as defined in these Definitions of Key Terms.

- Stalking - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

- Retaliation - Wade Gordon Hairdressing Academy shall not, and no individual shall, intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Title IX and/or this Policy. The exercise of rights protected under the First Amendment does not constitute retaliation. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding does not constitute retaliation; provided, however, that a determination regarding responsibility alone is not sufficient to conclude that any party made a materially false statement in bad faith.

- Consent is a voluntary agreement to engage in sexual activity.

- Past consent does not imply future consent.

- Silence or an absence of resistance does not imply consent.

- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.

- Consent can be withdrawn at any time.
- Coercion, force, or threat of either invalidates consent.

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

- Complainant – means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- Respondent – means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

## **WADE GORDON HAIRDRESSING ACADEMY**

### **DRUG FREE POLICY**

#### **DRUG & ALCOHOL ABUSE PREVENTION**

Wade Gordon Hairdressing Academy will not tolerate drug or alcohol abuse. The unlawful possession, manufacture, use, or distribution of drugs and alcohol by employees or students on the school's property, or as part of the school's activities, will subject employees and students to school sanctions, up to and including expulsion or termination, and referral for prosecution under local, state, and federal law. Sanctions under local, state, and federal law for unlawful possession, manufacture, use or distribution of illicit drugs and alcohol include at a minimum fines and up to a maximum or incarceration. Health risks associated with drugs or alcohol use may include: dependency, behavioral changes, retardation of motor skills, impaired vision, dizziness, impairment of reasoning and rational thinking, hallucinations, irritability, depression, anxiety, fatigue, nutritional /vitamin /mineral deficiencies, nausea, vomiting, diarrhea, intestinal tract damage (bleeding), nerve damage, brain damage, psychotic behavior, loss of memory and coordination, liver damage (cirrhosis), impotence, inflamed pancreas, damage to the bone marrow/heart/testes/ovaries/joints/muscles, increased likelihood of cancer and accidents/shock/convulsions/coma/death.

#### **STATE SANCTIONS:** Texas Law

##### **I. Criminal Penalties:**

A. A **Class C misdemeanor** is punishable by a fine not to exceed \$500.

B. A **Class B misdemeanor** is punishable by a fine not to exceed \$2000; confinement in jail for a term not to exceed 180 days; or both fine and confinement.

C. A **Class A misdemeanor** is punishable by a fine not to exceed \$4000; confinement in jail for a term not to exceed one year; or both fine and confinement.

D. A **state jail felony** is punishable by confinement in a state jail for any term of not more than 2 years or less than 180 days and by a fine not to exceed \$10,000.

E. A **3rd degree felony** is punishable by imprisonment for any term of not more than 10 years or less than 2 years and a fine not to exceed \$10,000.

F. A **2nd degree felony** is punishable by imprisonment for any term of not more than 20 years or less than 2 years and a fine not to exceed \$10,000.

G. A **1st degree felony** is punishable by imprisonment for life or for any term of not more than 99 years or less than 5 years and a fine not to exceed \$10,000.

##### **II. Offenses:**

##### **A. Offense of manufacture or delivery of controlled substances:**

- Sections 481.112, 481.1121, 481.113, and 481.114, Texas Health and Safety Code, which vary the offense and punishment based upon two factors: the type of drug (which schedule it is listed under) and the quantity of the drug involved in the offense.
- Section 481.032, Texas Health and Safety Code, contains long lists of drugs that are in schedules 1, 1-A, 2, 3, 4, and 5. Additional controlled substances are added to these schedules each year.
- Section 481.112 Texas and Health Safety Code, deals with the Penalty Group 1 drug offenses: less than 1 gram is a state jail felony; more than 1 gram and less than 4 grams is a 2nd degree felony; more than 4 grams and less than 200 grams is a 1st degree felony; more than 200 grams and less than 400 grams is a life imprisonment or a term of 10 to 99 years and up to a \$250,000 fine.
- Section 481.1121, Texas Health and Safety Code, deals with Penalty Group 1-A drug offenses: number of abuse units less than 20 is a state jail felony; number of abuse units more than 20 and less than 80 is a 2<sup>nd</sup> degree felony; number of abuse units more than 80 and less than 4000 is a 1st degree; more than 4000 units is life imprisonment or a term of 15 to 19 years and up to a \$250,000.
- Section 481.113, Texas Health and Safety Code, deals with Penalty Group 2 drug offenses: less than 1 gram is a state jail felony; more than 1 gram and less than 4 grams is a 2nd degree felony; more than 4 grams and less than 400 grams is a 1st degree felony; and more than 400 grams is life imprisonment or a term of 10 to 99 years and up to a \$100,000 fine.
- Section 481.114, Texas Health and Safety Code, deals with Penalty Group 3 and 4 drug offenses: less than 28 grams is a state felony; more than 28 grams and less than 200 grams is a 2nd degree felony; more than 200 grams and less than 400 grams is a 1st degree felony; and more than 400 grams is a life imprisonment or a term of 10 to 99 years and up to a \$100,000 fine.

##### **B. Offense of Possession of Controlled Substances:**

- Sections 481.115, 481.116, 481.117, 481.118, Texas Health and Safety Code which vary the offense and punishment based upon two factors: the type of drug (which schedule it is listed under) and the quantity of the drug involved in the offense. Section 481.032, Texas Health and Safety Code, contains long lists of drugs that are in schedules 1, 1-A, 2, 3, 4, and 5. Additional controlled substances are added to these schedules each year.

- Section 481.115, Texas Health and Safety Code, deals with Penalty Group 1 drug offenses: less than 1 gram is a state jail felony; more than 1 gram and less than 4 grams is a 3rd degree felony; more than 4 grams and less than 200 grams is a 2nd degree felony; more than 200 grams and less than 400 grams is a 1st degree felony; more than 400 grams is life imprisonment or a term of 10 to 99 years and up to a \$100,000 fine.
- Section 481.1151, Texas Health and Safety Code, deals with Penalty Group 1-A drug offenses: number of abuse units less than 20 is a state jail felony; number of abuse units more than 20 and less than 80 is a 3<sup>rd</sup> degree felony; number of abuse units more than 80 and less than 4000 is a 2nd degree felony; more than 4000 units and less than 8000 units is a 1st degree felony; and more than 8000 units is life imprisonment or a term of 15 to 99 years and up to a \$250,000 fine.
- Section 481.116, Texas Health and Safety Code, deals with the Penalty Group 2 drug offenses: less than 1 gram is a state jail felony; more than 400 grams is a 2nd degree felony; and more than 400 grams is life imprisonment or a term of 5 to 99 years and up to a \$50,000 fine.
- Section 481.117, Texas Health and Safety Code, deals with Penalty Group 3 drug offenses: less than 28 grams is a Class A misdemeanor; more than 28 grams and less than 200 grams is a 3rd degree felony; more than 200 and less than 400 grams is a 2nd degree felony; and more than 400 grams is life imprisonment or a term of 5 to 9 years and up to a \$50,000 fine.
- Section 481.118, Texas Health and Safety Code, deals with Penalty Group 4 drug offenses: less than 28 grams is a Class B misdemeanor; more than 28 grams and less than 200 grams is a 3rd degree felony; more than 200 grams and less than 400 grams is a 2nd degree felony; more than 400 grams is life imprisonment or a term of 5 to 99 years and up to \$50,000 fine.

#### **C. Offense of Delivery of Marijuana:**

- Section 481.120, Texas Health and Safety Code, deals with delivery of marijuana offenses: less than one quarter ounce is a Class B misdemeanor if delivery is for compensation; more than one quarter ounce and less than five pounds is a state jail felony; more than five pounds and less than 50 pounds is a 2nd degree felony; more than 50 pounds and less than 2000 pounds is a 1st degree felony; and more than 2000 pounds is life imprisonment or a term of 10 to 99 years and a fine not to exceed \$100,000.

#### **D. Offense of Possession of Marijuana:**

- Section 481.121, Texas Health and Safety Code, deals with possession of marijuana offenses: less than 2 oz. is a Class B misdemeanor; more than 2 oz. and less than 4 oz. is a Class A misdemeanor; more than 4 oz. and less than five pounds is a state jail felony; more than five pounds and less than 50 pounds is a 3rd degree felony; more than 50 pounds and less than 2000 pounds is a 2nd degree felony; and more than 2000 pounds is life imprisonment or a term of 5 to 99 years and a fine not to exceed \$50,000.

#### **E. Offense of Delivery of Controlled Substance or Marijuana to Minor:**

- Sections 481.122, Texas Health and Safety Code, deals with the offense of the delivery of a controlled substance or marijuana to a minor (17 years of age or younger) and provides that the offense is a 2nd degree felony punishable by imprisonment for a term of not more than 20 years or less than 2 years and a fine not to exceed \$10,000.

#### **F. Offense of Driving while Intoxicated (drugs or alcohol):**

- Sections 49.04, 49.09, Texas Penal Code, provided that the offense of driving while intoxicated is punishable as a Class B misdemeanor with a minimum term of confinement of 72 hours unless the driver had an open container of alcohol in his possession in which case the offense is a Class B misdemeanor with a minimum term of confinement of six days in jail. One prior conviction enhances the punishment to a Class A misdemeanor with a minimum term of confinement of 30 days; two prior convictions enhance the punishment to a 3rd degree felony. 36 37

#### **G. Offense of Consumption or Possession of Alcohol in Motor Vehicle:**

- Section 49.03, Texas Penal Code, provides that the penalty for the offense of consumption of an alcoholic beverage while operating a motor vehicle in a public place is a Class C misdemeanor.

#### **H. Offense of Public Intoxication:**

- Section 49.02, Texas Penal Code, provides that the offense of public intoxication wherein a person appears in a public place while intoxicated to the degree that the person may endanger himself or another person is punishable as a Class C misdemeanor, unless the person is younger than 21 years old, wherein Sections 106.071 and 106.115, Texas Alcoholic Beverage Code apply, and provide for a Class C misdemeanor punishment and attendance at an alcohol awareness program, and where the offender has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days and attendance at an alcohol awareness program.

#### **I. Offense of Purchase of Alcohol by a Minor:**

- Sections 106.02, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the offense of the purchase of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and when the person has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days and attendance at an alcohol awareness program.

#### **J. Offense of Consumption of Alcohol by a Minor:**

- Sections 106.04, 106.071, and 106.115, Texas Alcoholic Beverage Code, provide that the offense of consumption of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where the person has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; Suspension of Texas Driver's License or permit for 30 to 180 days and attendance at an alcohol awareness program.

#### **K. Offense of Possession of Alcohol by a Minor:**

- Sections 106.05, 106.071, and 106.155, Texas Alcoholic Beverage Code, provide that the possession of alcohol by a minor is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where the person has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days and attendance at an alcohol awareness program.

#### **L. Offense of Sale of Alcohol to a Minor:**

- Section 106.03, Texas Alcoholic Beverage Code, provides that the penalty for selling alcohol to a minor is a Class A misdemeanor.

#### **M. Offense of Purchase of Alcohol for a Minor or Furnishing Alcohol to a Minor:**

- Section 106.06, Texas Alcoholic Beverage Code, provides that the penalty for purchasing for a minor or giving or making available an alcoholic beverage to a minor is a Class B misdemeanor.

#### **N. Offense of Misrepresentation of Age by a Minor to Person Selling or Serving Alcoholic Beverages:**

- Section 106.07, 106.071 and 106.115, Texas Alcoholic Beverage Code, provide that the penalty for misrepresentation of age by a minor to a person selling or serving alcoholic beverages is punishable as a Class C misdemeanor and attendance at an alcohol awareness program, and where the person has been previously convicted twice for an alcohol-related offense by a minor, the punishment is a fine of not less than \$250 or more than \$2000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement; community service of 8 to 40 hours; suspension of Texas Driver's License or permit for 30 to 180 days and attendance at an alcohol awareness program.

#### **FEDERAL SANCTIONS**

Federal penalties and sanctions for illegal possession of a controlled substance include the following:

- **First conviction:**
  - Up to 1 year in prison, a fine of \$1,000 to \$100,000, or both
- **Second conviction:**
  - At least 15 days and up to 2 years imprisonment, \$5,000 to \$250,000 fine, or both
- **After two drug convictions:**
  - At least 90 days and up to 3 years in prison, \$5,000 to \$250,000 fine, or both. Special federal sentencing provisions for possession of crack cocaine include a mandatory prison term of at least 5 years and up to 20 years, a fine of up to \$250,000, or both, for a first conviction if the amount of crack exceeds 5 grams, for a second conviction if amount exceeds 3 grams, and for a third or subsequent conviction if the amount exceeds 1 gram.

**\*\*Additional federal sanctions may also apply including forfeiture of vehicles used to transport controlled substances, denial of federal benefits, including student loans, grants, and contracts and denial or revocation of certain federal licenses and benefits.**

For more information on drug and alcohol abuse see the following resources:

- Substance Abuse & Mental Health Services Administration- SAMHSA (U.S. Department of Health & Human Services)
- Treatment and Referral Hotline 1-800-662-HELP (1-800-662-4357 or <http://www.samhsa.org>, [www.drugfree.org](http://www.drugfree.org))

### **BIENNIAL REVIEW OF DRUG POLICY**

The Institute will review the drug and alcohol prevention program every two years. Any recommendations/data and or assistance available to substance abusers will be updated and distributed to all students and staff of Wade Gordon Hairdressing Academy.

### **REVIEW OF EFFECTIVENESS OF THE DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM**

In January 2024, Wade Gordon Hairdressing Academy conducted a review of the effectiveness of our drug and alcohol program, as outlined above. The Director of Academy and CEO met to discuss the policy and any occurrences of drugs on campus or instances in which the policy was violated. The results of our review showed that the presence of drugs and alcohol (or their after-effects) at our campuses isn't measurable and the use of drugs is not impacting our school environment.

### **METHOD USED TO DETERMINE THE EFFECTIVENESS OF POLICY**

On a biennial basis, during the Winter, the School Director or Designated School official performs a review of the effectiveness of our Drug Policy. This review is conducted with support from the School Directors, as needed. To determine if the Drug Policy is meeting its objectives, the below methods are used:

1. Determine how many violations of the Drug and Alcohol Policy (and Standards of Conduct Regarding Drugs & Alcohol) occurred during the prior two years.
2. Determine how many students had been terminated due to violation of the Drug (and Standards of Conduct Regarding Drugs & Alcohol).
3. If there are two or less individuals who have violations during the period, and one or less individual who has been terminated due to a violation, then Wade Gordon Hairdressing Academy deems that there is not a drug and/or alcohol issue at the campus. Otherwise, there is a potential drug/alcohol issue at the campus.
4. Follow-up actions are taken if a campus is determined to have a potential drug/alcohol issue. In such a case, the Campus Director must develop a report to explain the situation and determine if changes to the policy are required (see step 5).
5. The Campus Director report process includes reviewing the violations in order to identify the root causes of the violations and what actions could be taken to address them. The Campus Director will provide a summary of recommendations to be reviewed by the CEO. In reviewing the report, the CEO will look to see if any of the violations could/should have been prevented or addressed sooner based on previous knowledge, reports, red flags, etc.

Based on this analysis, the CEO, School Director will make appropriate changes and update the Drug and Alcohol policies and standards of conduct so that future violations can be reduced or eliminated.

#### January 2023 Review Outcomes and Analysis

1. Number of violations of our drug policy- 0.
2. Number of violations that resulted in student termination- 0.
3. No campus-wide drug/alcohol issue was identified.
4. NA
5. NA

No changes were recommended to the drug and alcohol policy as a result.