#### South Eastern Beauty Academy

##### 2020

##### Annual Security Report

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**2020 Annual Security Report**

On November 8, 1990, President George H.W. Bush signed the "Student Right to Know and Campus Security Act of 1990." The Act applies to every institution of higher education that receives federal financial aid. Title II of the Act was called the "Campus Crime Awareness and Campus Security Act of 1990." It requires institutions of higher education to distribute to all current students and employees, and applicants for enrollment or employment, two types of information: (1) Descriptions of policies related to campus security, and (2) statistics concerning specific types of crimes. Amendments enacted in 1998 renamed Title II, and it is now known as the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act." The amendments require the disclosure of crimes that are reported to police and campus officials other than police, along with a breakdown of locations of criminal activity to be specified as on-campus, non-campus, residence hall or public property.

Prior to the passage of this Act, approximately 350 institutions of higher education voluntarily reported crime statistics to the FBI Uniform Crime Report (UCR). While students pursue their academic goals on this campus, South Eastern Beauty Academy serves as their home, and South Eastern Beauty Academy wants to make the environment as comfortable and crime free as possible.

South Eastern Beauty Academy and Campus Safety Department and the other departments within the Division of Student Affairs are prepared to provide the kind of safe environment that promotes interaction and goodwill among the community. There is genuine concern today about personal safety in a college setting. South Eastern Beauty Academy strives to offer a myriad of services and prevention programs to continuously improve the safety of the students. Ultimately, each individual is responsible for his/her own personal safety, but the learning and practicing of preventive measures can serve to substantially reduce the probability of someone becoming a victim.

South Eastern Beauty Academy publishes this report to inform the college community about campus security policies, initiatives to prevent and respond to crime and emergencies, and the occurrence of crime on campus.

**Preparation of the Annual Security Report and Disclosure of Crime Statistics**

This report complies with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act and uses information maintained by South Eastern Beauty Academy and information provided by local law enforcement agencies in the county and city. Each of these offices provides updated policy information and crime data. This report provides statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings, or property owned, leased, or controlled by South Eastern Beauty Academy. This report also includes institutional policies concerning campus security, such as policies regarding sexual assault, alcohol, and other drugs.

South Eastern Beauty Academy distributes a notice of the availability of this Annual Security Report on or before October 1st of each year to ever y member of the college community. Anyone, including prospective students and employees, ma y obtain a paper copy of this report by contacting South Eastern Beauty Academy at 606-788-0091.

For additional information relating to campus safety and security concerns, please contact Beth   
Brugh Slone at [sebabeth@outlook.com](mailto:sebabeth@outlook.com) ,606/788-0091or 606/331-1840

**South Eastern Beauty Academy and Campus Safety**

**Role and Authority:** The safety and security of all students, faculty, staff, and visitors are of great concern to South Eastern Beauty Academy.

**Working Relationship with Local, State, and Federal Law Enforcement Agencies**

South Eastern Beauty Academy works closely with other community law enforcement agencies such as the Paintsville Police Department and the Johnson County Sheriff's Department in investigations of shared concern.

**Reporting Crimes and Other Emergencies**

South Eastern Beauty Academy community is encouraged to report to Local Agencies for investigation all criminal activity occurring on campus.

|  |  |  |
| --- | --- | --- |
| **Agencies** | **Emergency** | **Non-Emergency** |
| City Police Department | 911 | 606-789-2603 |
| County Sherriff's Department | 911 | 606-789-3411 |
| Fire | 911 | 606-789-5200 |
| Ambulance | 911 | 911 |

If a crime occurs **off-campus**, it should be reported to the law enforcement agency having legal jurisdiction of that area. If you are unsure which department has legal jurisdiction, please call 911 for assistance.

**Campus and Community Notification of Criminal Activity**

If there are crimes occurring on South Eastern Beauty Academy campus or surrounding area that may endanger or affect the campus community, public safety bulletins (crime alerts) are published and posted on bulletin boards throughout the facility. The bulletins allow members of the campus community to know what is currently happening so they can better protect themselves.

**Kentucky Sex Offender Registry**

The Campus Sex Crimes Prevention Act requires colleges and universities to disclose to its students and employees the location of sex offender registries and the campus community where state law enforcement agency information concerning registered sex offenders is to be obtained. The act also requires registered sex offenders to provide notice of any campus of higher education in which the offender is employed, carries on a vocation, or is a student to state officials.

Students who are subject to an involuntary civil commitment, after completing a period of incarceration for a forcible or non-forcible sexual offense, are ineligible to receive a Federal Pell Grant.

Any member of the campus community who wishes to obtain further information regarding sexual offenders in the area may refer to [http://www.sexoffender.com](http://www.sexoffender.com/) for the national registry.

**Crime Alerts**

South Eastern Beauty Academy uses a Safety Notification Alert Process(SNAP) for communicating information quickly. Students are automatically signed up when they enroll at South Eastern Beauty Academy. Faculty, staff and interested individuals will sign up to receive SNAP messages as well by calling 606-788-0091ot 606-331-1840 and asking for Beth Slone, Chief Security Officer then being placed on our SNAP notification list.

In the event off an incident that requires the immediate notification to the campus community, a Snap Alert will be issued that will provide a text message to all members of the South Eastern Beauty Academy community. Face-to-face communication will be used in the event technology fails.

South Eastern Beauty Academy has a Snap team and utilizes a consultation approach to confirm there is a significant emergency or dangerous situation involving a threat to the health or safety of a student or employee occurring on campus. The South Eastern Beauty Academy Chief Security Officer is responsible for confirming an emergency, with the assistance of South Eastern Beauty Academy administrators, local first responders and/or the national weather service. Upon confirmation South Eastern Beauty Academy Chief Security Director, will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

The South Eastern Beauty Academy team and/or designated personnel, when possible, will determine the content of the notification, considering the scope of the notification based on the segment of the community at risk (e.g. targeted areas, campus wide, building specific)

The following personnel have the authority to activate an emergency notification in the event of an emergency, immediate threat, hazardous condition, natural disaster or other critical incident:

#### **SNAP Team Members by Title**

* **Chief Security Officer**
* **Owner**
* **Financial Aid Director**
* **Instructor**

SNAP is not the only means the College uses to communicate emergency information to the Academy community.South Eastern Beauty Academy uses their website, local TV, radio, newspaper, and various social media.

Follow-up information will be provided to the South Eastern Beauty Academy community using some or all of the systems described above. The larger community, parents, neighbors, and other interested parties can access emergency information through the South Eastern Beauty Academy website or the media.

When a situation is not an emergency or does not pose an immediate threat to the campus community, but is of significant interest to campus, South Eastern Beauty Academy may issue a informal message in the form of an alert via the Facebook Messegner Group **SEBA Students**. The intent is to make the students aware by providing information about a situation such as a crime or series of crimes that has been committed on or off campus, the potential for inclement weather, flooding or a major utility disruption. For incidents involving off-campus crimes, South Eastern Beauty Academy may issue a **SNAP** if the crime occurred in a location used and frequented by South Eastern Beauty Academy population.

The Chief of Security or his or her designee makes the determination if a timely warning or crime alert is required or needed.

Anyone with information regarding criminal activity or information that could warrant a Crime

Alert warning should report the circumstances to South Eastern Beauty Academy immediately b y phone at 606-788-0091 or 606-331-1840.

**Timely Warnings**

South Eastern Beauty Academy is responsible for issuing timely warnings in compliance with the Jeanne Clery Act, 20 U.S.C. 1092(f). Timely warnings are issued in response to reported crimes committed either on campus or, in some cases, off campus that, in the judgment of South Eastern Beauty Academy, constitute an ongoing or continuing threat to students and staff and faculty. These crimes are mainly those addressed in the “Clery Act,” but other crimes can be included.

If a situation arises, either on-or-off-campus, which, in the judgment of the Chief of Security of South Eastern Beauty Academy or his or her designee, constitutes an ongoing or continuing threat, a campus wide “timely warning” is issued. The warning is issued through a campus wide message to all faculty, staff, and students, as well as through social media outlets.

The decision to issue a timely warning is made on a case-by-case basis after consideration of the available facts, including factors such as the nature of the crime, the continuing danger or risk to the campus community, and the possible risk of compromising law enforcement efforts.

Timely warnings are considered for the following classifications of reported crimes: criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, and arson. Timely warnings may also be issued for other reported crimes as deemed appropriate under the circumstances. The decision is made in compliance with the Clery Act and in an effort to prevent similar crimes from occurring.

**Procedure**

South Eastern Beauty Academy has in place an emergency notification and rapid alert system. With this program South Eastern Beauty Academy has the ability, to send broadcast alerts to all members of the campus community or to any subgroup within the campus. South Eastern Beauty Academy can send these alerts via any combination of email, text message, telephone call, and/or voicemail, but usually via **Facebook Messenger group SEBA Students** and/or the South Eastern Beauty Academy Facebook page, depending on the contact information that each member of the campus community has provided. South Eastern Beauty Academy will use the alert system to notify members of the campus community of important announcements, such as last-minute school closings caused by weather events or power outages, and of emergency situations, such as bomb threats or security breaches. South Eastern Beauty Academy will choose the mode of notification best suited for dealing with the particular issue at hand.

Certain emergencies or situations could require that the larger community be notified, as well. This notification will be distributed by various means to the area of the community that could be affected. The same care and procedures will be followed as those stated above for the campus community.

Questions regarding this alert system should be directed to Beth Brugh Slone who can be reached via telephone at 606-788-0091,606-331-1840 or email at [sebabeth@outlook.com](mailto:sebabeth@outlook.com) The students when enrolling will fill out the form below and be trained on emergencies within 3 business days of enrolling.

**South Eastern Beauty Academy**

**SNAP ( Safety Notification Alert Process) Form**

South Eastern Beauty Academy will be utilizing a Safety Notification Alert Process via text messaging. There will be a single word sent to you via text message from Chief Security Officer Beth Slone or Owner Jeanetta Thornbury.

When you receive this text you are to quickly and quietly exit the building and go to your safe place as you were taught in your previously training and await for further instructions.

If you receive a text saying **FIRE** that means there is an active a fire and you are to leave the building immediately.

If you receive a text saying **SHOOT** that means there is an active shooter or reason to believe a shooting could occur. You are to exit the building or go to a safe place and wait for further instructions.

If you receive a text saying **WIND** then you will immediately get in the position in a safe place for a tornado.

It is of the utmost importance that you keep a ***CORRECT CELL NUMBER*** in the Chief of Security Office and the Financial Aid office.

Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of Birth\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Cell/Mobile phone number\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I understand that I will be added to a South Eastern Beauty Academy SNAP text messaging group. I also understand that I am to take the SNAP messages serious and do as I was trained Printed Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chief Security Officer Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

A copy will remain in the Chief Security office and in the Financial Aid Office

The chief security officer will , after checking the whole building, will issue a text on the SNAP notification Group saying **CHECK IN**. Only then will the students will text one of the SINGLE WORDS

**SAFE** or **HOME.**  This is the ***ONLY TIME*** students will text in this group.

**Security of and Access to South Eastern Beauty Academy Facilities**

South Eastern Beauty Academy limits access to all campus facilities to authorized personnel, students, and visitors. Unauthorized persons will be considered “trespassers” and will be dealt with accordingly. Adequate lighting is provided at all campus locations, especially in outside areas. Certain school staff and faculty are always on campus during business hours.

Security personnel is defined as the individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security. These individuals are responsible for monitoring entrance into campus property, an individual or organization specified in a campus security policy as an individual or organization to which students and employees should report criminal offenses, or an official of a campus who has significant responsibility for student and campus activities including, but not limited to student discipline or campus judicial proceedings.

The security personnel do not have powers of arrests. Such persons have the authority to evict unauthorized persons from the campus premises and will notify local authorities of all actual or suspected criminal activities, including trespassing.

Any and all suspicious activities, crimes, harassment, sexual misconduct and/or any other security problems should be reported immediately to the following: Chief Security Officer: Beth Brugh Slone at 606/788-0091or 606-331-1840.

The campus maintains its relationship with local police through campus in-services and collection of statistical in-services. In addition, the campus works with local law enforcement as necessary to report or investigate crimes. State and local police personnel can provide security for the campus and they do have the authority to make arrests. Institution officials work closely with the federal, state and local police agencies to ensure a safe environment for each student and employee. The maintenance staff coordinates its activities with Institution Administrators. Maintenance staff are not available on an emergency basis and generally do not deal with safety concerns of the Institution. The Academy Owner must be notified of any maintenance concerns, and will direct the maintenance staffs’ activities with respect to security considerations.

**Personal Responsibility**

All students, faculty, and staff members must assume responsibility for their own personal safety and security of their personal property b y practicing caution and common sense. The cooperation and involvement of South Eastern Beauty Academy community in a campus safety program are essential to its success.

**Crime Prevention Program and Other Educational Programming and Timely Reports**

South Eastern Beauty Academy has an active crime prevention program that strives to minimize or eliminate criminal opportunities when possible, and encourages faculty, staff, and students to be responsible for their own security and the security of others.

**Description of Programs**

**Active Shooter Response** is a personal safety program taught to all faculty, staff, and students. Its purpose is to outline the nationally recognized principles for responding to an armed intruder on campus. This program is led by Certified Instructors.

**Active Shooter Risk Assessment** is a crime prevention program taught to faculty and staff in their work environments. The purpose of the program is to identify physical and procedural improvements that would limit the opportunity for a violent intruder to enter the work environment. For more information please call Beth Slone 606/788-0091 during business hours

**Other educational programs to promote prevention and awareness** of rape, acquaintance rape, and other sexual offenses are routinely provided by other agencies such as S.A.F.E.

**Fire and Tornado Drill** is a drill conducted by the Security Officer to ensure all students know where to escape in case this situation may occur.

**Drug and Alcohol Policy**

South Eastern Beauty Academy is committed to maintaining a drug-free workplace and workforce in conformity with federal laws as set forth in the Drug-Free Workplace Act of 1988 and the Department of Defense (DOD) Drug-Free Workforce Rule of 1988.

South Eastern Beauty Academy is committed to maintaining a drug-free workplace and workforce in conformity with federal laws as set forth in the Drug-Free Workplace Act of 1988 (41U.S.C.A. Section 8101 *et seq.*), as amended, and the Department of Defense (DOD) Drug-Free Workforce Rule of 1988. In the interest of a healthy workforce, and as a result of the law, South Eastern Beauty Academy is a drug-free workplace. Faculty, staff members, and students are specifically prohibited from possessing, using, manufacturing, selling, distributing, or in any other way involving themselves with controlled substances both on and off campus, except as permitted in the relevant legislation.

For purposes of this policy, the term "faculty and staff members" specifically includes all personnel employed by South Eastern Beauty Academy, whether full-time or part-time. The terms "controlled substances" means those drugs and substances set forth in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812), and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15. The term “workplace” is any location where a faculty or staff member is functioning within his or her job capacity.

**South Eastern Beauty Academy Drug Testing Policy/Consent 2019-2020**

The Drug-Free Schools and Communities Act Amendments of 1988 require institutions of higher education to adopt and implement a program designed to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees or be ineligible to receive federal funds or any other form of federal financial assistance.

Public intoxication, use, or possession of alcoholic beverages on school property or in connection with any school activity is strictly prohibited. This prohibition applies to all students and employees. Unauthorized possession, use, or supplying alcoholic beverages to others contrary to law is strictly prohibited.

Any unauthorized possession, manufacture, sale, distribution, or use of illegal drugs, any controlled substance, or drug paraphernalia will be considered a breach of this policy and Also, being under the influence of illegal drugs or unauthorized controlled substances.

**NOTE:** STUDENTS SHOULD BE ADVISED THAT UNDER KENTUCKY LAW, IT IS ILLEGAL FOR A MINOR, WHICH IS DEFINED AS A “PERSON LESS THAN TWENTY-ONE YEARS OF AGE,” TO POSSESS OR CONSUME AN ALCOHOLIC BEVERAGE (EVEN IF UNOPENED) UNLESS “ACCOMPANIED BY AT LEAST ONE PARENT OR GUARDIAN.”

**Applicable Legal Sanctions:**

The following information concerns the criminal penalties that are imposed by State or Federal statute for violations related to alcohol or illegal drug possession, use, or distribution.

Conviction under state and federal laws that prohibit alcohol-related and drug-related conduct can result in fines, confiscation of automobiles and other property, and imprisonment. In addition, licenses to practice in certain professions may be revoked, and many employment opportunities may be barred.

It is impractical to list all the alcohol and drug-related state and federal crimes and penalties, but all persons should be aware that in Kentucky, any person under 21 who possesses an alcoholic beverage, and any person who provides alcohol to such person, is at risk of arrest. A person convicted to driving while intoxicated may be punished by fine, be jailed and lose the license to drive an automobile. Any selling of alcoholic beverages without a license is illegal.

Possession, use, distribution, or manufacture of drugs (controlled substances) illegally can result in arrest and conviction, or a drug law violation AND:

Fines up to $10,000-$ 250,000

Imprisonment (JAIL) up to life (FEDERAL)

Confiscation of property (house, land,) or possessions (vehicle) used in drug trade

**For more information of Applicable Legal Sanctions visit:**

**Federal:** Drug Enforcement Agency (DEA) offenses & penalties http://www.usdoj.gov/dea/pubs/csa/841.htm#a

**Kentucky:** Office of Drug Control Policy http://odcp.ky.gov/senatebill63

**Description of Health Risks Associated with Alcohol and/or Controlled Substances (Drugs)**

Consumption of more than two servings of alcohol in several hours can impair coordination and reasoning making it unsafe to drive.

Consumption of alcohol by a pregnant woman can damage the unborn child. A pregnant woman should consult her physician about the risk.

Regular, heavy alcohol consumption can cause serious damage to nervous and circulatory system, liver, mental disorders, and more.

Large amounts of alcohol drank in a short time may quickly cause unconsciousness, coma, and even death.

Use of drugs (controlled substances) can result in damage to health and impairment of physical condition, including:

Short term memory loss or impaired comprehension

Anxiety, delusions, hallucinations

Loss of appetite resulting in a general damage to the user’s health, over any length of time

A drug-dependent newborn- if the mother is a drug user during pregnancy. Pregnant women who use alcohol, drugs, or who smoke should consult their physicians

AIDS, resulting from “needle-sharing” among drug users

Death from overdose

The health risks associated with drugs or abuse of alcohol are many, and are different for different drugs but all nonprescription use of drugs, and excessive use of alcohol, endangers your health.

**Help Available:**

**In the event of an immediate severe alcohol related issue dial 911**

National Institute on Drug Abuse Hotline 800-432-9337

Alcohol & Addictions Helpline 800-622-2255

Covenant House Teen Hotline 800-999-9999

There will be no acceptable explanation for using a drug that is not prescribed by your doctor, or a prescription that is used in excess of the recommended dosage prescribed or for suspicion/proof of drinking.

Any student who is a drug or alcohol abuse on campus or school sanctioned event will be expelled from school, all Title IV Funding will be returned, and you may be monetarily responsible for any other costs or damages incurred by your actions.

Any employee who is a drug or alcohol impaired will be dismissed from employment immediately. In both scenarios you will be reported to local law enforcement agencies before leaving the premises to protect the health and safety of the general public.

**South Eastern Beauty Academy is a drug free facility. The use of drugs or alcohol will not be tolerated.**

**Workplace and Health Risks**

South Eastern Beauty Academy is committed to providing a safe work environment and a workplace free from the use of controlled substances and misuse of prescribed medications; therefore, such activities are prohibited. Employees must refrain from the use of controlled substances while on duty, which includes on-call assignments and South Eastern Beauty Academy business conducted at off-site locations. Substance abuse may affect the workplace as well as impose harm to the individual. Impairments may affect job performance, increase absenteeism, cause serious accidents, and result in decreased morale. The use of controlled substances may cause health risks such as stroke, cardiovascular and lung disease, seizures, miscarriage, and birth defects.

**Notification of Convictions**

Any faculty or staff member who has been convicted of a criminal drug statute violation occurring in the workplace must notify the Chief Executive Officer no later than five (5) days after the conviction.

1. Upon notification of such a conviction,South Eastern Beauty Academy initiates appropriate personnel action within thirty (30) days of such notification.
2. Upon notification of such a conviction South Eastern Beauty Academy is required by law to notify the applicable funding agency(s) within ten (10) days if the faculty or staff member is working in a position that is funded by federal monies.

**Sanctions**

1. Depending upon the facts relating to any drug conviction or use, the employee ma y be: suspended pending further investigation; required to participate satisfactorily in a drug abuse assistance or rehabilitation program; issued a formal warning; or terminated. For disciplinary actions, up to and including termination, applicable procedures apply, based upon the status of the employee (i.e. faculty/staff, within probationary period/outside probationary period, temporary/permanent, level of responsibility, etc.). Any action is initiated within thirty (30) days after the facts have become known by South Eastern Beauty Academy. When made aware of illegal activity, South Eastern Beauty Academy may be obligated to notify the appropriate municipal, state, and/or federal law enforcement agency. Employees convicted of violations of federal or state criminal drug statutes may be subject to fines and/or imprisonment.
2. If a faculty or staff member fails to notify the Chief Executive Officer of any criminal drug statute conviction for a violation occurring in the workplace within five (5) days after such conviction, he or she will be suspended pending investigation with termination possible.
3. For purposes of this policy, "conviction" means a finding of guilt (including a plea of no contender) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

To ensure compliance with the Drug-Free Workplace Act of 1988 notification requirement, this policy is distributed annually to faculty and staff. All newly employed faculty and staff, whether exempt or non exempt, temporary or permanent, receive a copy of this policy during new employee orientation.

**Higher Education Opportunity Act Information**

South Eastern Beauty Academy is committed to maintaining a drug-free workplace and workforce in conformity with federal laws. Also, in compliance with the federal Drug-Free Schools and Communities Act Amendments of 1989, South Eastern Beauty Academy adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on school premises or as a part of any of its activities, and declares such possession, use, or distribution a violation of South Eastern Beauty Academy policy.

The policy applies to all students (both full-time and part-time) and every faculty and staff member (whether full-time or part-time). It is the personal responsibility of each student, faculty, or staff member to adhere to this policy. The policy states: “South Eastern Beauty Academy May terminate a student's enrollment for noncompliance with General Policies, this contract, or State Laws and Regulations; Improper conduct or any action which causes or could cause bodily harm to a client, a student, or employee of the school; willful destruction of school property; and theft or any illegal act.”

This information has been prepared to ensure that each member of South Eastern Beauty Academy community understands the rationale behind its provisions and his or her responsibilities under South Eastern Beauty Academy policy and the laws of the state of Kentucky. Because South Eastern Beauty Academy foremost concern is the health and well-being of its students and employees, this publication also details resources that are available on campus for counseling and education about use, misuse, and abuse of alcohol and other drugs.

**Health Risks**

The use and misuse of alcohol and other drugs can lead to behaviors or problems for individuals that affect all aspects of wellness: social health, environmental health, physical health, emotional/mental health, spiritual health, and intellectual health. Alcohol, especially in high doses, and when rapidly consumed, or in combination with other drugs, can lead to illegal and/or violent behaviors and actions, drinking and driving, injury, or medical emergencies. Research shows that the use of alcohol and/or drugs negatively affects academic performance, relationships, communication, well-being, and risk of dependence.

In the case of an overdose emergency, immediately dial 911. For more information, please contact Beth Brugh Slone @ 606-788-0091.

**Alcohol**

As is true on most college and university campuses, many of the offenses committed against people are a direct result of alcohol misuse/abuse. Such behavior interferes with South Eastern Beauty Academy educational mission and shows a lack of respect for one’s self, for others within South Eastern Beauty Academy community, and for the community at large. Thus, South Eastern Beauty Academy prohibits the abusive or unlawful sale, manufacture, possession, distribution, or consumption of alcohol.

Students, recognized student organizations, or others found in violation of this policy are subject to campus disciplinary action, as well as potential civil liability and/or criminal prosecution.

Visitors to South Eastern Beauty Academy campus who violate this policy ma y be subject to civil liability and/or criminal prosecution as well as other consequences at the discretion of South Eastern Beauty Academy. Such consequences may include, but are not limited to, limiting one’s access to campus.

The following acts by individuals are prohibited by this policy:

1. It is unlawful, and therefore violates this policy, for any person under the age of 21 to possess or consume alcohol.
2. South Eastern Beauty Academy prohibits unlawful driving of company vehicles under the influence of alcohol.
3. South Eastern Beauty Academy prohibits inappropriate behavior that is a direct result of alcohol consumption. Any student or other person publicly intoxicated will be found in violation of this policy.

4. The distribution of alcohol without a permit is unlawful and thus a violation of South Eastern Beauty Academy policy. Any possession of alcohol, in plain view or unattended and unsecured, shall be considered distribution in violation of this policy. Alcohol left unattended and unsecured or in plain view may be confiscated. South Eastern Beauty Academy prohibits the possession of items that provide for common distribution of alcohol on or in South Eastern Beauty Academy property and buildings located on South Eastern Beauty Academy’s campus. Examples include, but are not limited to, kegs, pony kegs, party balls, and other forms of common supply. Such items may be confiscated by South Eastern Beauty Academy. South Eastern Beauty Academy prohibits the possession and consumption of alcohol within administrative and academic buildings.

**Drugs and Drug Paraphernalia**

Drug use, including the misuse of prescription drugs, is a prevalent problem on college and university campuses, and South Eastern Beauty Academy has not been spared. South Eastern Beauty Academy unequivocally prohibits the use and possession of drugs on its campus. Details of the drug policy are outlined below:

**Possession, Use, and Sale of Drugs and Drug Paraphernalia**

1. South Eastern Beauty Academy prohibits the use, possession, distribution, sale, manufacture, and delivery of illicit drugs including the misuse of prescription medications, by members of its community. Illegal drugs, including prescription drugs for which the person does not have a valid prescription, are subject to confiscation.
2. South Eastern Beauty Academy also prohibits the possession, sale, and distribution of drug paraphernalia, but not limited to, pipes, bongs, roach clips, rolling papers, etc. These items are strictly prohibited and are subject to confiscation.

Violation of this policy results in disciplinary action, and students may also be subject to criminal prosecution and/or civil liability.

South Eastern Beauty Academy also prohibits behavior that is a direct result of drug consumption, use, or abuse. Any student found to be visibly overcome by the use of drugs will be found in violation of South Eastern Beauty Academy policy. Information regarding a student’s violation of South Eastern Beauty Academy drug policy may be released to that student’s parents, if the student is less than 21 years of age. Drug violations are included in South Eastern Beauty Academy Policy. Students convicted of drug-related crimes may lose financial aid and may also face criminal prosecution under state, federal, and local laws. Penalties for criminal convictions may include fines and/or imprisonment.

**Minimum Sanctions for Alcohol and Drug Violations (Two Strike Policy)**

Any student or student organization found in violation, through South Eastern Beauty Academy’s conduct process, of a South Eastern Beauty Academy policy concerning or involving the use of alcohol or other drugs will receive the following minimum sanctions:verbal warning, suspension then expulsion.

**Student’s or first offense**: Required alcohol/drug education program and related fees or fines, community service, and probation for the remainder of current program enrolled at South Eastern Beauty Academy.

**Student’s second offense while on probation**: Suspension from institution. South Eastern Beauty Academy Advisory Committee may elect for the suspension to take effect immediately.

These are minimum sanctions. The findings of fact, aggravating circumstances, and prior record of the student is considered when determining any appropriate additional sanctions on either the first or second offense. Though the underlying finding of responsibility is appealable, the minimum sanction prescribed by this policy is not.

Any sanction beyond the minimum sanction, however, is appealable using South Eastern Beauty Academy published appeal process.

**Tobacco Use Policy**

Smoking is prohibited at all times, and at all locations of South Eastern Beauty Academy campus. This includes but is not limited to the following:

The interior of all South Eastern Beauty Academy-owned buildings;

Within any South Eastern Beauty-owned vehicles;

All indoor and outdoor venues and facilities. This policy applies to all faculty, staff, students, visitors, and contractors.

There is a designates smoking area at the back of the South Eastern Beauty Academy building that is authorized as the smoking area.

For purposes of this policy, “smoking” means inhaling, exhaling, burning, carrying or possessing any lighted tobacco product, including cigarettes, cigars, pipe tobacco, and any other lit tobacco products, including electronic cigarettes that emit smoke.

South Eastern Beauty Academy also prohibits littering the campus with remains of any tobacco products. Additionally,South Eastern Beauty Academy -controlled advertising, sale, and free sampling of tobacco products are prohibited on campus, regardless of the vendor. Organizers and attendees at public events, such as conferences, meetings, public lectures, social events and cultural events using South Eastern Beauty Academy-owned facilities, grounds, and properties are required to abide South Eastern Beauty Academy’s policy. Therefore, organizers of such events are responsible for communicating to attendees the policies of South Eastern Beauty Academy and for enforcing this policy.

**Procedures and Prevention of Sex Offenses**

In accordance with the section 40002(a) of the Violence Against Women Act of 1994, the Higher Education Act provides the following definition for the new crime categories of dating violence, domestic violence, sexual assault, and stalking.South Eastern Beauty Academy prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking.

The state of Kentucky defines domestic violence as:

Domestic violence and abuse means any physical injury, sexual abuse, assault, or the infliction of fear of imminent physical injury, serious physical injury, sexual abuse, or assault between "family members" or members of an "unmarried couple."

It is important to note that under Kentucky's domestic violence laws a "family member" can only be a spouse, former spouse, grandparent, parent, child, stepchild, or any other person living in the same household as a child if the child is the alleged victim. If the abuse isn't between family members then the offender likely committed an [assault or battery](https://criminal.findlaw.com/criminal-charges/assault-and-battery-overview.html" \o "Assault and Battery Overview) (or a [sexual assault](https://criminal.findlaw.com/criminal-charges/sexual-assault-overview.html" \o "Sexual Assault Overview)) and not an act of domestic violence.

However, members of an unmarried couple can also engage in domestic violence. "Members of an unmarried couple" means each member of an unmarried couple who allegedly have a child in common, any children of that couple, or the members of an unmarried couple who are living together or previously lived together.

(3)(a) When the offense is committed against a current or former spouse of the defendant or a child of that person, a person living as a spouse or who formerly lived as a spouse with the defendant or a child of that person, a parent, grandparent, child, grandchild or someone similarly situated to the defendant, a person who has a current or former dating relationship with the defendant, or a person with whom the defendant has had a biological or legally adopted child, a person is guilty of simple domestic violence who:

1. Attempts to cause or purposely, knowingly or recklessly causes bodily injury to another;
2. Negligently causes bodily injury to another with a deadly weapon or other means likely to produce death or serious bodily harm; or
3. Attempts by physical menace to put another in fear of imminent serious bodily harm. Upon conviction, the defendant shall be punished by a fine of not more than Five Hundred Dollars ($500.00) or by imprisonment in the county jail for not more than six (6) months, or both.

(b) **Aggravated domestic violence:** A person is guilty of aggravated domestic violence third who, at the time of the commission of that offense, commits aggravated domestic violence as defined in this subsection (4) and who has two (2) prior convictions within the past seven (7) years, whether against the same or another victim, for any combination of aggravated domestic violence under this subsection (4) or simple domestic violence third as defined in subsection (3) of this section, or substantially similar offenses under the laws of another state, of the United States, or of a federally recognized Native American tribe. Upon conviction for aggravated domestic violence third, the defendant shall be sentenced to a term of imprisonment of not less than ten (10) nor more than twenty (20) years.

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

**Examples of domestic violence include**:

**Physical Abuse**: Hitting, slapping, shoving, grabbing, pinching, biting, hair pulling, etc are types of physical abuse. This type of abuse also includes denying a partner medical care or forcing alcohol and/or drug use upon him or her.

**Sexual Abuse**: Coercing or attempting to coerce any sexual contact or behavior without consent. Sexual abuse includes, but is certainly not limited to, marital rape, attacks on sexual parts of the body, forcing sex after physical violence has occurred, or treating one in a sexually demeaning manner.

**Emotional Abuse**: Undermining an individual’s sense of self-worth and/or self-esteem is abusive. This may include, but is not limited to constant criticism, diminishing one’s abilities, name-calling, or damaging one’s relationship with his or her children.

**Economic Abuse**: Making or attempting to make an individual financially dependent by maintaining total control over financial resources, withholding one’s access to money, or forbidding one’s attendance at school or employment.

**Psychological Abuse**: Elements of psychological abuse include - but are not limited to - causing fear by intimidation; threatening physical harm to self, partner, children, or partner’s family or friends; destruction of pets and property; and forcing isolation from family, friends, or school and/or work.

Domestic violence can happen to anyone regardless of race, age, sexual orientation, religion, or gender. Domestic violence affects people of all socioeconomic backgrounds and education levels. Domestic violence occurs in both opposite-sex and same-sex relationships and can happen to intimate partners who are married, living together, or dating.

Domestic violence not only affects those who are abused, but also has a substantial effect on family members, friends, co-workers, other witnesses, and the community at large. Children, who grow up witnessing domestic violence, are among those seriously affected by this crime. Frequent exposure to violence in the home not only predisposes children to numerous social and physical problems, but also teaches them that violence is a normal way of life - therefore, increasing their risk of becoming society’s next generation of victims and abusers.

The state of Kentucky defines sexual assault as:

Kentucky Revised Statutes section [510.040](https://codes.findlaw.com/ky/title-l-kentucky-penal-code/ky-rev-st-sect-510-040.html" \o "510-040" \t "https://statelaws.findlaw.com/kentucky-law/_blank) – [510.060](https://codes.findlaw.com/ky/title-l-kentucky-penal-code/ky-rev-st-sect-510-060.html" \o "510.060" \t "https://statelaws.findlaw.com/kentucky-law/_blank):

**First-Degree Rape**:

Sexual intercourse with someone by forcible compulsion, or Sexual intercourse with someone who isn't capable of consenting to the act because they are either physically helpless or less than 12 years old.

**Second-Degree Rape:**

Being 18 years old or older and having sexual intercourse with someone who is less than 14 years old, or who is mentally incapacitated.

**Third-Degree Rape**

Having sexual intercourse with someone in one of the following situations:

Victim isn't capable of consenting to the act because of an intellectual disability,

Offender is 21 years old or older and the victim is less than 16 years old,

Offender is 21 years old or older and the victim is less than 18 years old and is lives in the offender's foster family home

Offender is in a position of authority or a position of special trust (defined in [section 532.045](https://codes.findlaw.com/ky/title-l-kentucky-penal-code/ky-rev-st-sect-532-045.html" \o "Section 532.045" \t "https://statelaws.findlaw.com/kentucky-law/_blank)), the victim is less than 18 years old, and the victim came into contact with the offender because of his or her position, or

Offender is a jailer (or is associated with the Department of Corrections) and knows that the victim is incarcerated, supervised, evaluated, or treated by the Department of Corrections.

**First-Degree Rape:**

Class B felony; 10-20 years in prison.

If the victim is less than 12 years old or the victim receives a serious physical injury, then first-degree rape is elevated to a Class A felony (20+ years in prison).

Second-Degree Rape: Class C felony; 5-10 years in prison.

Third-Degree Rape: Class D felony; 1-5 years in prison.

**Sexual Assault**

Sexually touching someone in an unwanted or offensive way generally constitutes [sexual assault](https://criminal.findlaw.com/criminal-charges/sexual-assault-overview.html" \o "Sexual Assault Overview" \t "https://statelaws.findlaw.com/kentucky-law/_blank). In Kentucky, this crime is called "sexual abuse" and it is divided into three separate crimes depending on the circumstances surrounding the act.

**First-Degree Sexual Abuse:**

Subjecting another person to sexual contact by forcible compulsion

Engaging in sexual contact with someone who is incapable of consenting either because they are physically helpless, less than 12 years old, or mentally incapacitated

Offender is 21 years old or older and the victim is less than 16 and the victim is subjected to sexual contact, the offender masturbates in the victim's presence, or the offender masturbates while the victim can see or hear him or her via electronic means, or

Offender is in a position of authority or a position of special trust (defined in [section 532.045](https://codes.findlaw.com/ky/title-l-kentucky-penal-code/ky-rev-st-sect-532-045.html" \o "Section 532.045" \t "https://statelaws.findlaw.com/kentucky-law/_blank)), and subjects a victim under 18 years old to engage in sexual contact or masturbates in the presence of the minor (either in person or via electronic means)

First-degree sexual abuse is a class D felony, and is punishable by imprisonment for between one and five years. However, if the victim is less than 12 years old, then the offense is a class C felony and is punishable by imprisonment for between five and ten years.

**Second-Degree Sexual Abuse**

Subjecting another person to sexual contact who isn't capable of consenting due to an intellectual disability

Offender is between 18 and 21 years old and subjects a victim, who is less than 16 years old, to sexual contact

Offender works for the Department of Corrections and is at least 18 years old and subjects someone (who they know is incarcerated) to sexual contact

Second-degree sexual abuse is a class A misdemeanor and is punishable by up to 12 months in jail.

**Third-Degree Sexual Abuse**: Subjecting another person to sexual contact without the victim's consent. Third-degree sexual abuse is a class B misdemeanor and is punishable by up to 90 days in jail.

**Consent-**Under Kentucky's rape and sexual assault laws, the victim must not have consented to the sexual contact. It is important to note that a lack of consent can result from:

**Forcible compulsion-**Incapacity to consent, or (If the charge is for sexual abuse) Any situation in which the victim doesn't acquiesce (either expressly or impliedly) to the offender's conduct

Additionally, the following categories of people are legally incapable of giving consent in Kentucky:

Under 16 years old

Individuals with an intellectual disability or a mental illness

Mentally incapacitated

Physically helpless, or

People under the care or custody of a state or local agency due to a court order (and the offender is employed by the state or local agency)

1. The state of Kentucky defines **stalking** as:

As used in KRS 508.130 to 508.150, unless the context requires otherwise:

1. (a) To "stalk" means to engage in an intentional course of conduct:
2. Directed at a specific person or persons;
3. Which seriously alarms, annoys, intimidates, or harasses the person or persons; and
4. Which serves no legitimate purpose.

(b) The course of conduct shall be that which would cause a reasonable person to suffer substantial mental distress.

(2) "Course of conduct" means a pattern of conduct composed of two (2) or more acts, evidencing a continuity of purpose. One (1) or more of these acts may include the use of any equipment, instrument, machine, or other device by which communication or information is transmitted, including computers, the Internet or other electronic network, cameras or other recording devices, telephones or other personal communications devices, scanners or other copying devices, and any device that enables the use of a transmitting device. Constitutionally protected activity is not included within the meaning of "course of conduct." If the defendant claims that he was engaged in constitutionally protected activity, the court shall determine the validity of that claim as a matter of law and, if found valid, shall exclude that activity from evidence.

(3) "Protective order" means:

(a) An emergency protective order or domestic violence order issued under KRS 403.715 to 403.785;

(b) A foreign protective order, as defined in KRS 403.720 and 456.010;

(c) An order issued under KRS 431.064;

(d) A restraining order issued in accordance with KRS 508.155;

(e) An order of protection as defined in KRS 403.720 and 456.010; and

(f) Any condition of a bond, conditional release, probation, parole, or pretrial diversion order designed to protect the victim from the offender

Prevention programs are aimed at the prevention of sex offenses or other intimate partner violence including the prevention of stalking, dating violence, sexual violence, and domestic violence offenses. Sex offenses include any intimate partner violence, stalking, dating violence, sexual violence, and domestic violence offenses.

Community experts and local police agencies give presentations and provide resources to promote the awareness of dating violence, domestic violence, sexual assault, and stalking. You can reach your local crisis center at any time by calling the National Sexual Assault Hotline at 1.800.656.HOPE (4673). The following are links to worldwide programs that will assist in the awareness, education and prevention of sex offenses and other intimate partner violence. [http://www.cdc.gov/violenceprevention/sexualviolence/prevention.html http://www.nsvrc.org/publications/child-sexual-abuse-prevention-information](http://www.cdc.gov/violenceprevention/sexualviolence/prevention.html)- packet

[http://www.jrsa.org/dvsa-drc/contacts.shtml#state](http://www.jrsa.org/dvsa-drc/contacts.shtml" \l "state)

[http://www.jrsa.org/dvsa-drc/national-summary.shtml](http://www.jrsa.org/dvsa-drc/contacts.shtml" \l "state) [http://www.nsvrc.org/organizations/sexual-violence-specific-](http://www.jrsa.org/dvsa-drc/national-summary.shtml)organization

<http://clerycenter.org/referrals-sexual-assault-and-rape-state>

If you’re a victim of a sex offense or are aware of an occurrence of a sex offense, you may seek assistance by contacting the Campus Security Director, Owner, faculty, staff, and/or the sexual assault hotline at (800)656-4673. Any reporting will remain fully confidential, at your request. Reports crimes shall be kept confidential to the maximum extent possible and the student shall not be retaliated against for notification of criminal activity. Your first priority should be to get to a safe place. Medical treatment should be your next most important step. Police departments strongly suggest timely reporting of these crimes as a critical factor in the importance of evidence preservation in situations where obtaining a protection order may be warranted. Any evidence that may support the offense should be meticulously preserved for police identification as it may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protective order. To preserve evidence, you the victim should not bathe or change clothes or do any cleaning up in any manner prior to receiving medical assistance.

Should you, as an employee or student, report a sex offense, please remember the following:

• Every victim has the right to notify proper law enforcement. Campus staff will be available to assist in notifying these authorities should you choose to.

• If relevant, every victim has the right to obtain an order of protection. These include no contact and restraining orders.

• Contacting the sexual assault hotline will provide victims resources on advocacy, counseling, health, mental health, and legal assistance.

• Any order of protection, no contact or restraining issued by criminal or civil court may be submitted to the Campus President/Director for development of a plan to honor and assist the victim.

The Institution prohibits crimes of dating violence, domestic violence, sexual assault, and stalking and cooperates with outside law enforcement agencies and exchanges criminal information. Students, faculty, staff, and visitors are encouraged to report criminal offenses to the local policy department in addition to reporting them to designated Institution officials. The Institution will assist students in notifying local law enforcement if requested. The local police department, local county sheriff’s department, and other local police agencies, state agencies, and federal law enforcement agencies have criminal jurisdiction on this campus.

After reporting a sexual assault, a student or employee victim may request changes in their academic, living, transportation and working situations. These accommodations may be made if requested and if they are reasonably available. Counseling for victims of sexual assault is not available on campus. Counseling is available through local rape crisis centers. The campus will also assist the student or employee in obtaining any additional protective measures necessary. The Institution will provide the student or employee with a written explanation of the student’s or employee’s rights and options after such report is made.

A faculty member, staff member, or student who commits a sexual assault may be charged with a violation of Institutional policy. The victim should inform the Campus President/Director to obtain an informal consultation or to file a formal complaint. Possible sanctions against a student/employee found guilty of sexual assault may also include expulsion/termination in addition to criminal charges brought forth from law enforcement agencies.

Any accuser shall have the opportunity to request that a speedy disciplinary proceeding be initiated. The accuser and the accused perpetrator will receive simultaneous written notification of the reported incident, and are entitled to the same opportunities to have others (i.e. witness or advocate) present during a campus disciplinary proceeding alleging sexual assault. The proceedings will be conducted by trained officials that will use the evidence to rule a decision. Both parties will be informed of the Institution’s final determination with respect to the alleged sex offense and any sanction that is imposed against the accused, in writing within one business day of the outcome being reached. Compliance with these provisions does not constitute a violation of section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

Possible sanctions against an employee found guilty of sexual assault may include but are not limited to termination. Student Disciplinary Code in the Student Handbook will be used as a guideline for possible sanctions that could be imposed following a final determination of a sex offense disciplinary proceeding.

Penalties: Penalties for violation of Institution regulations may include one or a combination of the following:

• reprimand;

• the imposing of specified restrictions;

• conduct probation;

• temporary suspension;

• and/or dismissal from school.

**Relationship between Student Conduct Adjudication and South Eastern Beauty Academy’s Title IX Responsibilities**

The adjudication of complaints of sexual misconduct is only a part of South Eastern Beauty Academy’s responsibilities under Title IX when a student has experienced sexual harassment by another student. While a hearing board may have a hearing and pronounce sanctions for a student who violates the sexual misconduct policy, South Eastern Beauty Academy has a broader responsibility to respond to the needs of student complainants. Therefore, regardless of whether acharge is brought against a student through the student conduct process, the Title IX Coordinator evaluates each case to determine whether the overall response of South Eastern Beauty Academy (including resources provided or offered to the complainant and interim steps taken to protect the complainant and others) satisfies the requirements of Title IX. Additionally, the Title IX Coordinator does not look only at individual cases of discrimination, but also at South Eastern Beauty Academy environment as a whole to evaluate the campus climate for gender equality.

Privacy

When a student is the complainant of sexual misconduct, the Title IX Coordinator first requests that the complainant cooperate during an investigation. If a complainant requests confidentiality or asks that the complaint not be pursued, the Title IX Coordinator takes all reasonable steps to investigate and respond to the complaint consistent with the complainant’s request; however, the Title IX Coordinator may determine that the circumstances of the sexual misconduct incident are so severe, or that the circumstances otherwise indicate there is an on-going danger to the complainant and/or members of South Eastern Beauty Academy community, such that action must be taken on the part of South Eastern Beauty Academy be yond the action requested by the complainant. When determining whether to proceed without cooperation from the complainant, the Title IX Coordinator weighs a number of factors. Examples of factors the Title IX Coordinator considers are the following: the risk of the respondent committing additional acts; if the respondent has threatened to commit additional acts; if other complaints have been reported about the same respondent; if the complaint involves multiple respondents; the respondent’s history of arrests or other conduct records; the involvement of a weapon; the ages of the complainant and respondent; and the Academy’s ability to move forward with the investigation without the complainant.

If the Title IX Coordinator moves forward with the investigation, with or without the complainant’s participation, information is only shared with those individuals who are responsible for handling the school’s response to the complaint and those necessary to the investigation. The Title IX Coordinator informs the complainant, to the extent possible, of individuals with whom information about the complaint will be shared.

Sexual Misconduct

South Eastern Beauty Academy prohibits sexual misconduct in any form, including sexual assault or sexual abuse, sexual harassment, and other forms of non-consensual sexual conduct. Students should be able to live, study, and work in an environment free from sexual misconduct.

It is the position of South Eastern Beauty Academy that sexual misconduct in any form will not be excused or tolerated. At the same time, South Eastern Beauty Academy adheres to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct.

Interim Steps

The investigation into an incident of sexual misconduct is only one part of South Eastern Beauty Academy’s prompt and effective response on behalf of the complainant. For a listing of the resources available to sexual assault and sexual misconduct complainants, please notify the security officer on campus. The Title IX Coordinator may recommend immediate implementation of additional steps to provide for the safety of the complainant or others, to avoid possible retaliation, or to prevent further occurrence of any discrimination or discriminatory effects. These steps may include, but are not limited to academic accommodations; “no contact” letters; changes in course schedules and changes in housing assignments; and disability, health, and/or mental health services. Any such interim step taken by the Title IX Coordinator is not appealable, but such steps may be modified by the Title IX Coordinator at anytime.

**Effective Consent Is:**

Effective consent is the basis of this policy because effective consent maintains the value that all persons have the right to feel respected, acknowledged, and safe during sexual activity. Sexual intimacy requires that all participants consent to the activity. Consent between two or more people is defined as an affirmative agreement – through clear actions or words – to engage in sexual activity. The person giving the consent must act freely, voluntarily, and with an understanding of his or her actions when giving the consent.

Lack of protest or resistance does not constitute consent, nor does silence mean consent has been given. Relying solely on non-verbal communication can lead to misunderstanding. Persons who want to engage in sexual activity are responsible for obtaining consent – it should never be assumed. A prior relationship or prior sexual activity is not sufficient to demonstrate consent. Consent must be present throughout the sexual activity – at any time, a participant may communicate that he or she no longer consents to continuing the activity. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved.

**Effective Consent Is Not:**

Effective consent cannot result from force, or threat of force, coercion, fraud or intimidation. In addition, an incapacitated person is not able to give consent. The use of force to obtain sexual access or to induce consent violates this policy whether the force is physical in nature, violent, or involves threats, intimidation or coercion.

**• Physical force** includes but is not limited to: hitting, kicking, and restraining. Physical force means someone is physically exerting control of another person through violence.

**• Threatening** someone to obtain consent for a sexual act is a violation of this policy. Threats exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual activity to which he or she otherwise would not have consented.

**• Intimidation** is an implied threat. Intimidation exists when a reasonable person would feel threatened or coerced even though there may not be any threat made explicitly or physical force. Intimidation is evaluated based on the intensity, frequency, or duration of the comments or actions*.*

**• Incapacitation:** It is a violation of this policy if the initiator has sex with someone the initiator knows, or reasonably should know, to be incapacitated by alcohol, drugs, sleep or illness. A person who is unconscious, unaware, or otherwise physically helpless cannot give effective consent to sexual activity. Someone is incapacitated when he or she cannot understand who, what, when, where, why, or how, with respect to the sexual interaction.

**• Age of Consent:** According to Kentucky KRS 510.020(3), A person is deemed incapable of consent when he or she is: (a) Less than sixteen (16) years old; (b) Sixteen (16) or seventeen (17) years old and the actor is at least ten (10) years older than the victim at the time of the sexual act; (c) An individual unable to communicate consent or lack of consent, or unable to understand the nature of the act or its consequences, due to an intellectual disability or a mental illness; (d) Mentally incapacitated; (e) Physically helpless; or (f) Under the care or custody of a state or local agency pursuant to court order and the actor is employed by or working on behalf of the state or local agency.

**Prohibited Conduct:**

Sexual misconduct is a broad term encompassing any sexual behavior that was committed without effective consent. Sexual misconduct may vary in its severity and consists of a range of behaviors. The requirements of this policy apply regardless of the sexual orientation and/or sexual identity of individuals engaging in sexual activity.

The use of alcohol or other drugs never excuses behavior that violates this policy.

The following descriptions represent sexual behaviors that violate South Eastern Beauty Academy’s community standards and values of respect, civility, and personal integrity.

These behaviors are serious violations and represent a threat to the safety of South Eastern Beauty Academy community.

1. **Sexual Penetration:** Sexual intercourse, or sexual penetration, however slight, with any object or body part without effective consent.
2. **Sexual Touching:** Any intentional touching of intimate body parts without effective consent. Sexual touching includes bodily contact or contact made with an object.
3. **Sexual Harassment:** Harassment of a sexual nature that is so objectively offensive, pervasive, or severe that it effectively denies the complainant access to the College’s resources and opportunities, unreasonably interferes with the complainant’s work or living environment, or deprives the complainant of some other protected right.
4. **Sexual Exploitation:** Sexual exploitation occurs when a student takes non-consensual, unfair, or abusive advantage of another sexually for his or her own advantage or benefit, even though that behavior does not constitute one of the other sexual misconduct offenses. Examples include, but are not limited to:

• Non-consensual videotaping, audio taping, or photographing of sexual activity even if the sexual act is consensual.

• Non-consensual posting, publishing, sharing, or displaying photo, audio, or video of sexual activity even if the activity was originally recorded with effective consent.

• **Voyeurism**: is a form of sexual exploitation in which one individual engages in secretive observation or non-consensual video or audio taping of another for personal sexual pleasure.

• Any disrobing of another or exposure to another without effective consent.

1. **Stalking:** Stalking is sexual misconduct when the content of the messages or the nature of the physical stalking is of a sexual nature.
2. **Attempted Act/Accomplice to Sexual Misconduct**: Attempts to commit sexual misconduct also are prohibited under this policy, as is aiding in the commission of sexual misconduct as an accomplice.
3. **Use of Drugs and/or Alcohol to Induce Incapacity:** This policy also prohibits sexual activity or attempted sexual activity with someone whose incapacity results from the taking of a drug or alcohol. Possession, use, and/or distribution of any **“date-rape” drug or licit or illicit substances** are prohibited, and administering or attempting to administer any of these drugs or substances, including alcohol, to someone else for the purpose of inducing incapacity is a violation of this policy. A student may be charged with a violation of this policy even if no sexual activity tool place.
4. **Retaliation:** Retaliation against an individual who initiates a sexual misconduct complaint, participates in an investigation, or pursues legal action, is prohibited. South Eastern Beauty Academy defines retaliation as any adverse action (including intimidation) taken against an individual who has participated in any manner in an investigation, proceeding, or hearing under these policies and procedures.

Independent action may be taken against anyone engaging in retaliation including individuals who are acting on behalf of the respondent or complainant, with or without the knowledge of the respondent. Retaliation may occur in person or electronically.

In an effort to avoid retaliation, prevent recurrence of any discrimination or discriminatory effects, and provide for the safety of the all parties, the Academy will implement all necessary remedies during an investigation period and/or at the conclusion of an investigation. These remedies may include, but are not limited to: academic accommodations, “no contact” letters, changes in course schedules, and changes in housing assignments.

**Sanctions**

A wide range of sexual misconduct is prohibited by this policy. As such, dependent upon the facts unique to each case, sanctions may range from a verbal reprimand to expulsion from South Eastern Beauty Academy. For a non-exhaustive list of sanctions and their definitions please reference South Eastern Beauty Academy policy.

**Amnesty**

The use of alcohol or drugs b y either part y in conjunction with a sexual assault does not alleviate responsibility on the part of the respondent or diminish the serious nature of the offense. When alcohol or drugs are involved, neither party will be found responsible for voluntary, personal alcohol or voluntary, personal drug use and should not let his or her use of alcohol or drugs be a deterrent to reporting or responding to the incident.

**Prevention and Education**

• South Eastern Beauty Academy is committed to an environment where members utilize bystander intervention to prevent and end violence on campus and in the community.

South Eastern Beauty Academy also educates all its members on awareness and intervention related to sexual misconduct, relationship violence, and stalking. Education includes policy, state criminal laws, Title IX and federal laws.

•South Eastern Beauty Academy mandates training for all incoming students to increase awareness and foster prevention. South Eastern Beauty Academy mandates training for all staff and faculty.

For a list of resources available to students, please contact Beth Brugh Slone at 606/788-0091

**Sexual Misconduct Student Conduct Adjudication Process:**

Complaints of sexual misconduct by a student against another student are governed b y Title IX and are, therefore, investigated by the Title IX Coordinator.

The time frames indicated below are maximums. All days are “business” days, unless otherwise noted. Especially in cases of sexual assault,South Eastern Beauty Academy makes every effort to move the case promptly through the process so long as such speed does not interfere with the quality of the investigation or the hearing.

1. In the student process, cases of sexual misconduct generally are adjudicated within 60 days of the date that the Title IX Coordinator is notified of the complaint, unless there are extenuating circumstances (i.e. uncooperative witnesses, break periods, and periods when the College is closed). The Title IX Coordinator complies with law enforcement requests for cooperation and such cooperation may require the Title IX Coordinator to temporarily suspend the fact-finding aspect of the investigation while law enforcement is in the process of gathering evidence. South Eastern Beauty Academy promptly resumes its investigations as soon as notified by the law enforcement agency that it has completed the evidence gathering process, which typically takes three to ten calendar days, although the delay in South Eastern Beauty Academy ’s investigation may be longer in certain instances.
   1. **Information Gathering and Determination of Charge/s:** The Title IX Coordinator investigates a complaint of sexual misconduct generally within 40 days of receiving the complaint. The degree to which a complainant of sexual misconduct participates in the investigation and subsequent hearing is up to the complainant to decide; however, when a complainant does not wish to be a part of the investigation, wishes to remain anonymous, or refuses to provide information to the Title IX Coordinator, the Title IX Coordinator may be prevented from doing a full investigation. The Title IX Coordinator compiles all evidence, including the testimony of various witnesses, into a report. The report does not contain findings of fact as to whether a violation of the sexual misconduct policy actually occurred; however, the Title IX Coordinator will decide whether there is sufficient evidence of sexual misconduct such that the complaint needs to be forwarded to the Advisory Committee for a hearing. If the Title IX Coordinator does not find there is sufficient evidence to proceed with the hearing, the complainant may still request a hearing before the hearing board.
   2. **Hearing Decision:** Generally, within 60 days, South Eastern Beauty Academy renders a hearing decision to include findings of “responsible” or “not responsible” of each charge and any appropriate sanctions. South Eastern Beauty Academy attempts to notify, simultaneously, both the complainant and respondent, in writing, within 24 hours of this decision.
2. During the investigation phase, but no later than 30 days after learning of the complaint, the Title IX Coordinator may decide that the case is suitable for informal resolution or mediation, between the parties; however, mediation is not used in cases where sexual assault or other violence is alleged, or in cases where the Title IX Coordinator believes there to be an inequity of power between the parties. The Title IX Coordinator, the complainant, and the respondent must all agree to engage in mediation. The Title IX Coordinator appoints a mediator, and the mediation is conducted generally within 10 days of the parties’ agreement to mediate. If the parties reach an agreement during mediation, that agreement is put in writing and is binding upon the parties. Violation of the written agreement may result in a reinstatement of the charge for sexual misconduct. If the parties are unable to reach an agreement, the case is turned back over to the Title IX Coordinator to complete the investigation.
3. During the proceeding complainants are responsible for supporting their complaints, and respondents are responsible for responding to the complaint. This request must be submitted in writing to the Chief Security Officer at least 72 hours before the proceeding.
4. The complainant and the respondent will have individual intake meetings to discuss their rights, the student conduct charges and the hearing process. The respondent owes not have the opportunity to agree to sanctions during the intake meetings (and thus avoid a hearing before the hearing board) unless both the Title IX Coordinator and the complainant already have agreed that the suggested sanctions are appropriate. If the sanctions are then agreed to by the respondent, then neither party ma y appeal.
5. A trained three-member board is selected, based on availability, b y the Chief Security Officer. Before the proceeding, the complainant and respondent have an opportunity to see the list of board members who will be serving as fact-finders and may request recusal of any they have reason to believe are biased.
6. South Eastern Beauty Academy employee of the three-member hearing board presides over the hearing as chair. At the beginning of the hearing, the chair explains the process of the hearing.
7. Students must submit all witness names, evidence, and other information they want considered by the hearing board **72 hours** prior to the start of the hearing. Each student has the opportunity to review the case file before the hearing, if that is reasonably possible under the circumstances.
8. During the course of the hearing, the chair makes all procedural and evidentiary determinations, which are final.
9. Generally, all relevant information, (information used to prove or disprove that sexual misconduct has occurred), is considered during the proceeding.
10. The complainant may choose to be present throughout the entire hearing.
11. The complainant may choose to participate in the hearing through the means of technology from an off- site location or at the hearing location separated from the respondent by a barrier.
12. A party’s refusal to be present or participate in the hearing does not prevent the hearing from proceeding as long as there is other evidence of the sexual misconduct.
13. The Title IX Coordinator may be called as a witness and may present evidence found during the course of the investigation, including the testimony of individuals interviewed during the investigation. Because the hearing board is the finder-of-fact, the Title IX Coordinator is not asked whether the respondent acted in violation of this policy, but the Title IX Coordinator may comment on inconsistencies found during the investigation and on the credibility of witnesses interviewed.
14. All questions must be relevant, and all questions are directed to South Eastern Beauty Academy Chief Security Officer.
15. Both parties may give closing statements.
16. The complainant may submit an impact statement that is taken into consideration only if there is a finding of “responsible” for any sexual misconduct charge.
17. The decision of the hearing board and sanctions are determined within 48 hours of the hearing completion.
18. The complainant and respondent are notified of the hearing board’s finding concurrently. Additionally, the complainant and respondent receive formal notification of the outcome in writing. The same notification process is followed for all cases under appeal.

**Violence Prevention**

**Introduction**

South Eastern Beauty Academy strives to create a respectful, safe, and non-threatening environment for its students. The information in this report mirrors closely the Sexual Misconduct policy at South Eastern Beauty Academy . It describes prohibited conduct and establishes procedures for responding to sexual misconduct incidents, where the respondent (the accused) is a student. The investigation and resolution of complaints involving a respondent accused of sexual misconduct are governed by this policy. These incidents include sexual assault, sexual harassment, and other unwelcome behaviors as explained below.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities; South Eastern Beauty Academy ’s Title IX Coordinator oversees policies and procedures that apply to complaints alleging sex discrimination (including sexual harassment, sexual assault, and sexual violence) by employees, students, or third parties.

**Policy Statement**

South Eastern Beauty Academy prohibits sexual misconduct in any form, including sexual assault or sexual abuse, sexual harassment, and other forms of nonconsensual sexual conduct. South Eastern Beauty Academy May terminate a student's enrollment for noncompliance with General Policies, this contract, or State Laws and Regulations; Improper conduct or any action which causes or could cause bodily harm to a client, a student, or employee of the school; willful destruction of school property; and theft or any illegal act.

Students should be able to live, study, and work in an environment free from sexual misconduct. It is the position of South Eastern Beauty Academy that sexual misconduct in any form will not be excused or tolerated. Criminal, civil, and South Eastern Beauty Academy disciplinary processes are available to a student with a complaint. South Eastern Beauty Academy is committed to prompt, effective and fair procedures to investigate and adjudicate reports of sexual misconduct and to the education of South Eastern Beauty Academy community about the importance of responding to all forms of sexual misconduct. Special emphasis is placed on the rights, needs, and privacy of the student with the complaint, as well as the needs and privacy of the respondent. At the same time, South Eastern Beauty Academy adheres to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct.

**Prevention and Education**

South Eastern Beauty Academy is committed to an environment where all members utilize bystander intervention to prevent and end violence on campus and in the community. South Eastern Beauty Academy presents programming on prevention of sexual misconduct, relationship violence and stalking to all students, staff, and faculty at orientation and throughout the year. For students, this programming begins when first-time students come to campus. At their orientation activities, the bystander intervention strategies are introduced to each student. For faculty and staff, there is required training in relation to sexual misconduct in the workplace.

South Eastern Beauty Academy also educates all its members on awareness and intervention related to sexual misconduct, relationship violence and stalking. Education includes South Eastern Beauty Academy policy, state criminal laws, Title IX and federal laws, the impact of trauma, how to recognize and respond to incidents and the importance of reporting incidents.

For a list of resources available to students, please contact Beth Brugh Slone at 606/788-0091

**Amnesty**

The use of alcohol or drugs b y either party in conjunction with a sexual assault does not alleviate responsibility on the part of the respondent or diminish the serious nature of the offense. When alcohol or drugs are involved, neither party will be found responsible for voluntary, personal alcohol or voluntary, personal drug use and should not let his or her use of alcohol or drugs be a deterrent to reporting or responding to the incident.

**Warning Signs of Abusive Behavior**

If one or more of these are true, please reach out to Beth Brugh Slone at 606/788-0091 for support.

* Checking your cell phone, computer, or accounts without permission
* Constantly putting you down and calling you names
* Extreme jealousy or insecurity
* Isolating you from family, friends, activities you enjoy
* Physically hurting you in any way or threatening to do so
* Possessiveness
* Telling you what to do or controlling what you wear
* Pressuring or forcing you to have sex

**Safety Tips**

* When going to a social gathering, go with a group of friends, stay with your friends, and have a plan as to how you will all get home.
* Trust your instincts about situations and listen to them.
* Do not leave a drink unattended, and do not accept a drink from someone you do not know or trust.
* Be aware of your surroundings
* Know you can call a cab, or call the police if you do not have a safe way to get home at night.

**Effective Consent Is:**

Effective consent is the basis of this policy because effective consent maintains the value that all persons have the right to feel respected, acknowledged, and safe during sexual activity.

Sexual intimacy requires that all participants consent to the activity. Consent between two or more people is defined as an affirmative agreement – through clear actions or words – to engage in sexual activity. The person giving the consent must act freely, voluntarily, and with an understanding of his or her actions when giving the consent.

Lack of protest or resistance does not constitute consent, nor does silence mean consent has been given. Relying solely on non-verbal communication can lead to misunderstanding. Persons who want to engage in sexual activity are responsible for obtaining consent – it should never be assumed.

A prior relationship or prior sexual activity is not sufficient to demonstrate consent. Consent must be present throughout the sexual activity – at an y time, a participant can communicate that he or she no longer consents to continuing the activity. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved.

**Effective Consent Is Not:**

Effective consent cannot result from force, or threat of force, coercion, fraud or intimidation. In addition, an incapacitated person is not able to give consent. The use of force to obtain sexual access or to induce consent violates this policy whether the force is physical in nature, violent, or involves threats, intimidation, or coercion.

* Physical force includes but is not limited to: hitting, kicking, and restraining. Physical force means someone is physically exerting control of another person through violence.
* Threatening someone to obtain consent for a sexual act is a violation of this policy. Threats exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual activity to which he or she otherwise would not have consented.
* Intimidation is an implied threat. Intimidation exists when a reasonable person would feel threatened or coerced even though there may not be any threat made explicitly or physical force. Intimidation is evaluated based on the intensity, frequency, or duration of the comments or actions.
* Incapacitation: It is a violation of this policy if the initiator has sex with someone the initiator knows, or reasonably should know, to be incapacitated by alcohol, drugs, sleep or illness. A person who is unconscious, unaware, or otherwise physically helpless cannot give effective consent to sexual activity. Someone is incapacitated when he or she cannot understand who, what, when, where, why, or how, with respect to the sexual interaction.
* Age of Consent: According to Kentucky KRS 510.020(3) A person is deemed incapable of consent when he or she is: (a) Less than sixteen (16) years old; (b) Sixteen (16) or seventeen (17) years old and the actor is at least ten (10) years older than the victim at the time of the sexual act; (c) An individual unable to communicate consent or lack of consent, or unable to understand the nature of the act or its consequences, due to an intellectual disability or a mental illness; (d) Mentally incapacitated; (e) Physically helpless; or (f) Under the care or custody of a state or local agency pursuant to court order and the actor is employed by or working on behalf of the state or local agency.

**Prohibited Conduct**

Sexual misconduct is a broad term encompassing an y sexual behavior that was committed without effective consent. Sexual misconduct may vary in its severity and consists of a range of behaviors. The requirements of this policy apply regardless of the sexual orientation and/or sexual identity of individuals engaging in sexual activity.

The use of alcohol or other drugs never excuses behavior that violates this policy. The following descriptions represent sexual behaviors that violate South Eastern Beauty Academy’s community standards and values of respect, civility, and personal integrity.

These behaviors are serious violations and represent a threat to the safety of South Eastern Beauty Academy community.

1. **Sexual penetration**: Sexual intercourse, or sexual penetration, however slight, with an y object or body part without effective consent.
2. **Sexual Touching**: Any intentional touching of intimate body parts without effective consent. Sexual touching includes bodily contact or contact made with an object.
3. **Sexual Harassment**: Harassment of a sexual nature that is so objectively offensive, pervasive, or severe that it effectively denies the complainant access to Vaughn Beauty College’s resources and opportunities, unreasonably interferes with the complainant’s work or living environment, or deprives the complainant of some other protected right.
4. **Sexual Exploitation**: Sexual exploitation occurs when a student takes non-consensual, unfair, or abusive advantage of another sexually for his or her own advantage or benefit, even though that behavior does not constitute one of the other sexual misconduct offenses.

Examples include, but are not limited to:

* Non-consensual videotaping, audio taping, or photographing of sexual activity even if the sexual act is consensual.
* Non-consensual posting, publishing, sharing, or displaying photo, audio, or video of sexual activity even if the activity was originally recorded with effective consent.
* Voyeurism is a form of sexual exploitation in which one individual engages in secretive observation or non-consensual video or audio taping of another for personal sexual pleasure.
* Any disrobing of another or exposure to another without effective consent.

1. **Stalking:** Stalking is sexual misconduct when the content of the messages or the nature of the physical stalking is of a sexual nature.
2. **Attempted Act/Accomplice to Sexual Misconduct:** Attempts to commit sexual misconduct are also prohibited under this policy, as is aiding in the commission of sexual misconduct as an accomplice.
3. **Use of Drugs and/or Alcohol to Induce Incapacity:** This policy also prohibits sexual activity or attempted sexual activity with someone whose incapacity results from the taking of a drug or alcohol. Possession, use, and/or distribution of any “date-rape” drug or licit or illicit substances are prohibited, and administering or attempting to administer any of these drugs or substances, including alcohol, to someone else for the purpose of inducing incapacity is a violation of this policy. A student may be charged with a violation of this policy even if no sexual activity took place.
4. **Retaliation:** Retaliation against an individual who initiates a sexual misconduct complaint, participates in an investigation, or pursues legal action, is prohibited. South Eastern Beauty Academy defines retaliation as any adverse action (including intimidation) taken against an individual who has participated in any manner in an investigation, proceeding, or hearing under these policies and procedures.
5. Independent action may be taken against anyone engaging in retaliation including individuals who are acting on behalf of the respondent or complainant, with or without the knowledge of the respondent. Retaliation may occur in person or electronically.
6. In an effort to avoid retaliation, prevent recurrence of any discrimination or discriminatory effects, and provide for the safety of the all parties, South Eastern Beauty Academy will implement all necessary remedies during an investigation period and/or at the conclusion of an investigation. These remedies may include, but are not limited to: academic accommodations, “no contact” letters, changes in course schedules, and changes in housing assignments.

**Resources**

**Chief Security Officer**

Beth Brugh Slone

Academic Adminstrator

Instructor

Phone: 606/788-0091

E-mail:sebabeth@outlook.com

Educates the campus on awareness and prevention; serves as a liaison between all South Eastern Beauty Academy departments and local resources.

**Title IX Coordinator**

Debra Kilgore

Office: 606/788-0091

Email:debbie\_kilgore\_1967@hotmail.com

Students, faculty, or staff who believes they have been the victim of sex discrimination, including sexual assault, may submit a complaint to the Title IX Coordinator. The Title IX office is required to investigate any allegations of sex discrimination of which it is made aware and may contact you.

**Campus Security Officers**

Beth Brugh Slone

Academy Office:606/788-0091

Email: sebabeth@outlook.com

Jeanetta Thornbury

Academy Office:606/788-0091

Email: jeanettathornbury@yahoo.com

All suspicious activities, crimes, harassment, sexual misconduct and/or any other security problems should be directed to these officers. These officers should in return notify the Title IX Coordinator for an investigation

**Paintsville Police Department**

344 Main Street  
Paintsville, KY 41240

Phone:  
Emergency 9-1-1  
(606)789-2603

To file criminal charges or to report a crime that happens outside of Aberdeen city limits:

**Johnson County Sheriff’s Office**

339 Main Street   
Paintsville, KY 41240

Phone:606-789-3411

Emergency: 911

Timely reports of criminal victimization and preservation of the crime scene are critical to successful investigation and eventual prosecution. In particular, victims of any sexual assault are strongly encouraged to immediately report the offense to proper authorities. Victims should attempt to preserve all physical evidence carefully; do not change clothes, shower, wash hands, drink or eat anything, or touch any object handled by the violator. Victims are encouraged to seek immediate medical attention by contacting the On-Campus- Campus Security Official so they may contact Off-Campus- Local Hospital or Police Department.

**Policy for Reporting the Annual Disclosure of Crime Statistics**

The Chief Security Officer has been designated as the compliance office for ensuring the requirements of the Clery/Minger Acts are met and prepares the Combined Annual Security and Fire Safety Report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and the Higher Education Opportunity Act.

This report is prepared in cooperation with the Local Police Department, Local County Sheriff’s Department, Office of Human Resources, Office of Admissions, Department of Fire Safety, and other South Eastern Beauty Academy departments. Each entity provides updated information on their educational efforts and programs to comply with the Act. Campus crime, arrest and referral statistics include those reported to South Eastern Beauty Academy, campus security authorities, and local law enforcement agencies.

All students, staff and faculty are notified annually of the availability of the Annual Security and Fire Safety Report. All prospective employees and students also are advised of the availability and location of this report via the Office of Admissions (through application processes). Copies of the Annual Security and Fire Safety Report also may be obtained by contacting Beth Brugh Slone at 606/788-0091

**Campus Security Authorities**

Campus Security Authorities include the following:

1. Campus security department of South Eastern Beauty Academy
2. Any individual specified in South Eastern Beauty Academy’s statement of campus security policy as an individual to whom students and employees should report criminal offenses
3. Any individual of South Eastern Beauty Academy who has significant responsibility for student and campus activities

**Chief Security Officer**

**Academic Adminstrator**

**Instructor**

Beth Brugh Slone

606/788-0091

Cell: 606/331-1840

Email: [sebabeth@outlook.comm](mailto:sebabeth@outlook.comm)

**Owner**

**Instructor**

Jeanetta Thornbury

Phone:606/788-0091

Ema[il:j](mailto:cac_inc@bellsouth.net)eanettathornbury@yahoo.com

**Director of Financial Aid**

Debra Kilgore

Phone: 606/788-0091

Fax: 606/788-0091

Email: debbie\_kilgore\_1967@hotmail.com

**Crime Statistics Location Definitions:**

The crime statistics reported are broken down geographically according to the following categories: On-Campus, Non-Campus Buildings and Property; and Public Property.

The following definitions apply to these geographic categories:

* **On-Campus:** Includes all academic and administrative buildings on the campus and all outdoor common areas on South Eastern Beauty Academy property.
* **Non-Campus Buildings and Property:** Includes all South Eastern Beauty Academy buildings and properties which are not within the same reasonably contiguous geographic area of the main campus.
* **Public Property:**All public property such as thoroughfares, streets, sidewalks and parking facilities within campus or immediately adjacent to and accessible from campus.

**Definitions of Crimes**

Pursuant to the Clery Act, crimes must be classified based on the Federal Bureau of Investigation’s

(FBI’s) Uniform Crime Reporting Handbook (UCR).

**Criminal Offenses**

**Murder and Non-Negligent Manslaughter:** The willful (non-negligent) killing of one human being b y another. Deaths caused by negligence, attempts to kill, assaults to kill, suicides, and accidental deaths are excluded.

**Forcible Sex Offenses**

An y sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent.

**A Forcible Rape**

The carnal knowledge of a person, forcibly and/or against the person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).

1. **Forcible Sodomy**

Oral or anal sexual intercourse with another person, forcibly and/or against that person’s will; or not forcibly against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

**C. Sexual Assault With An Object**

The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

1. **Forcible Fondling**
   1. The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person’s will; or, not forcibly or against the person’s will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

**Sex Offenses-Non-forcible Unlawful, non-forcible sexual intercourse**

* + 1. **Incest**: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
    2. **Statutory Rape**: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

**Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded.

**Burglary:** The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. A motor vehicle is self- propelled and runs on the surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this categor y.

**Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Hate Crimes**

Any criminal offense (as listed above) committed against a person or property which is motivated, in whole or part, b y the offender’s bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation or ethnicity/national origin.

**The Clery Act Categories of Bias**

**Race**: A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

**Gender**: A preformed negative opinion or attitude toward a group of persons because those persons are male or female.

**Religion**: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

**Sexual orientation**: A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., ga ys, lesbians, heterosexuals).

**Ethnicity/national origin**: A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions (e.g., Arabs, Hispanics).

**Disability**: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporar y or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

**In conjunction with the Clery Act, hate crimes include any of the offenses listed above and the offenses motivated by bias below:**

**Larceny-Theft**: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR.) Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

**Simple Assault**: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

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

**Destruction/damage/Vandalism of Property**: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

**Arrests and Referrals for Disciplinary Actions**

The Clery Act requires reporting of arrests and referrals for disciplinary actions for the following violations:

**Liquor Law Violations:** State and/or local liquor law violations except drunkenness and driving under the influence. Federal violations are excluded.

**Drug Law Violations:** State and/or local offenses relating to the unlawful possession, sale, use, growing, and manufacturing of narcotic drugs. The following drug categories are specified: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics - manufactured narcotics that can cause true addiction.

**Weapons Violations:** All violations of regulations or statutes controlling the carrying, using, possessing, furnishing, and manufacturing of deadly weapons or silencers. Attempts are included.

**Reported Crimes, Three-Year Comparison**

**Crime Statistics**  **South Eastern Beauty Academy**

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
|  |  |  |  |
| **Murder/Non-Negligent Manslaughter** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Negligent** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Forcible** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Non Forcible Sex** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Robber** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Aggravated Assault** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Burglar** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
|  |  |  |  |
| **Motor Vehicle Theft** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Arson** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

**Number of Arrests by the Local Police Department for Selected Offenses**

|  |  |  |  |
| --- | --- | --- | --- |
| **Incident** | **2018** | **2019** | **2020** |
|  |  |  |  |
| **Liquor Law Violations** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Buildings | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Drug Violation** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Buildings | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Weapons Violations** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Buildings | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

**Hate Crimes**

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
|  |  |  |  |
| **Murder/Non Negligent Manslaughter** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
|  |  |  |  |
| **Rape** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Fondling** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Incest** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Robbery** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Aggravated Assault** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
|  |  |  |  |
| **Statutory Rape** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Burglary** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
|  |  |  |  |
| **Motor Vehicle Theft** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Arson** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Simple Assault** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Larceny/Theft** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Intimidation** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Destruction/Damage** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

**VAWA Offenses reported to Vaughn Beauty College**

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
|  |  |  |  |
| **Domestic Violence** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
|  |  |  |  |
| **Dating Violence** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Stalking** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

**Arrests**

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
| **Weapons** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Drug Abuse Violation** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Liquor Law Violence** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

**Disciplinary Actions**

|  |  |  |  |
| --- | --- | --- | --- |
| **Crime** | **2018** | **2019** | **2020** |
| **Weapons** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |
|  |  |  |  |
| **Drug Abuse Violations** |  |  |  |
| On Campus | 0 | 0 | 0 |
| Non Campus Building | 0 | 0 | 0 |
| Public Property | 0 | 0 | 0 |

**Unfound Crimes**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **2018** | **2019** | **2020** |
| Total Unfound Crimes | 0 | 0 | 0 |