



**AVEDA INSTITUTE
MADISON**

2019 Annual Security Report

Each year prior to October 1, Aveda Institute Madison prepares an annual security report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. The Clery Act (originally known as the Crime Awareness and Campus Security Act), signed in 1990, requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.

The 2019 Annual Security Report includes institutional policies concerning campus security, crime log, emergency response and evacuation, drug and alcohol, sexual violence, and anti-harassment and discrimination.

The report provides statistics for the previous three calendar years – 2016 to 2018 – on reported crimes that occurred on-campus, which encompasses the first and second floor of 353 East Campus Mall, Madison, WI 53715.

The report also includes documentation of a request to the Madison Police Department for more information in finalizing the 2019 Annual Security Report and their response.

The Admissions Department will notify prospective students where to obtain this report. All prospective staff members may obtain a copy of this report from the Human Resources Department. Each year, the school will e-mail enrolled students and staff, the web site address to access this report. During the review of the Student Handbook (usually on the first day of a student's program), students are provided with information regarding access to this report. This report is found on the school's website at www.avedainstitutemadison.com. A printed copy of the report can be found in the school's student break room, and requested by calling the Admissions Department at 608.250.3100 or by e-mail to admissions@aimadison.com

Campus Security Policy

To provide a safe and secure environment for students, staff and guests, Aveda Institute Madison has adopted the following procedures.

1. Campus programs which inform students and staff about being responsible for their own safety and the security of others include:
 - a. Emergency procedures presented during orientation
 - b. Student Handbook is reviewed
 - c. Emergency procedures presented during student assemblies

2. Only certain staff members are authorized to have keys to the building. Students and staff utilize a key card for a locked entrance. Access to the building is only given to students during their normal class time. Any students seeking access outside their normal class time must have prior authorization from a staff member. Alarm systems, outdoor lighting, security cameras, and telephones are integral parts of the campus security system. Facility security issues should be reported to a staff member immediately.

3. Aveda Institute Madison encourages students and staff to be responsible for their own security and security of others. If someone has concerns about walking from the building to their car after dark, he/she should walk in a group or request that a staff member provide escort service to walk you to your car.

3. Upon observing or involvement in any type of crime, or if there is an emergency occurring on the campus of Aveda Institute Madison, it should be reported immediately to a staff member. If a student wants to report a crime on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics, contact the school's Director, Kari Kennedy at 414-319-7572. For off campus, you may contact the Madison Police Department at 608-255-2345 for non-emergencies. You should always dial 9-1-1 for emergency situations.

4. All incidents will be investigated by the school's Director, Kari Kennedy, and/or Owner, Susan Haise. Although, Aveda Institute Madison does not have a police or security department, it does refer violations of the law to law enforcement agencies.

5. In addition to this report, Aveda Institute Madison will provide a timely warning to students and staff of any occurrences of the following crimes that are reported to local police agencies and are considered to represent a serious or continuing threat to students and staff. Please note: Aveda Institute Madison is not required to provide timely warnings with respect to crimes reported to a pastoral or professional counselor. As soon as Aveda Institute Madison becomes aware of the crimes, students and staff will be notified through e-mail, the posting of flyers, in-class announcements, or other appropriate means. These crimes include: criminal homicide, forcible and non-forcible sex offences, robbery, aggravated assault, burglary, motor vehicle theft, arson, hate crimes including crimes involving bodily injury reported to local police agencies that show evidence of prejudice based on race, gender, religion, sexual orientation, ethnicity or disability, arrests for violations of liquor and drug law violations and illegal weapons possession, and persons not arrested but referred for disciplinary action for liquor, drug, and weapons law violations.

6. Aveda Institute Madison does not have on-campus or off-campus student housing facilities.

Crime Log

The school's Director and Title IX Coordinator maintain a combined log of all incidents of crime reported to them. An entry, an addition to an entry or a change in the disposition of a complaint must be recorded within two (2) business days of the reporting of the information to the school's Director and/or Title IX Coordinator.

A Crime Log form can be found at the end of this report for both the Institute of Beauty and Wellness and Aveda Institute Madison.

Emergency Response and Evacuation Procedures

Aveda Institute Madison will, without delay, and taking into account the safety of the community, determine the content of an emergency notification and initiate the campus emergency notification system, unless such notification will, in the professional judgment of campus security authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate an emergency.

IN CASE OF AN EMERGENCY

1. Emergency Evacuation Signs – These are posted upstairs in the hallway near the breakrooms and downstairs near the esthology clinic floor.
2. Fire extinguishers are located on the second floor in the hallway near the breakrooms and on the first floor in the hallway near the esthology clinic floor.

The school has implemented a comprehensive All Hazards Plan that includes warnings and notifications. This institution warning and notification system incorporates three methods:

1. Aveda Institute Madison maintains a telephone system that covers the entire campus. In an emergency this system will be activated, followed by voice messages giving instructions on what actions to take.
2. In an emergency, Aveda Institute Madison will notify students and guests about school closures and cancellations.
3. Information about emergencies at Aveda Institute Madison is disseminated to a larger community by the school's Administrative Director using the school's phone line and local news.

EMERGENCY (MEDICAL)

Notify staff immediately, who will call 911, in case of a medical emergency such as:

- Serious fall
- Apparent heart attack
- Unconsciousness
- Chemical product; (spills in the eye or swallowing)

The staff must provide the following information:

- Nature of medical problem
- Address of the building; and
- Location of the person in the building

The staff should:

- Notify the administrative personnel of the location and nature of the accident;
- Stay with the injured person; (or bring to Emergency)
- Have someone meet the emergency personnel; and
- Keep the area clear of bystanders

Students must assist in documenting the incident and forwarding the paperwork to the Administrative Director.

FIRE

The Institute has fire alarms located throughout the facility. If you report a fire, notify staff immediately and 911 will be called for assistance.

In all cases when the fire alarm sounds, students and staff *must*:

- Evacuate the building immediately
- Instruct all clients to evacuate the building
- Assist the clients who need help evacuating
- Request assistance for disabled clients to evacuate
- Walk to the far end of the parking lot or across the street in the parking lot
- Re-enter the building only when clearance has been given by the fire department or administration

Please see the posted fire exits for the nearest exit.

TORNADO WARNINGS

Whenever there is a danger of tornado touchdown, the tornado warning sirens for Madison area will sound. Based on weather-service information the administration will make a decision on when to evacuate staff, students, and clients to the lower level of the building.

Please see the nearest posted sign if a tornado occurs for the safest rooms to go to. Students should move to the nearest internal room without windows, crouch down against the wall and cover their heads/neck with their hands.

Drug and Alcohol Policy

It is the policy of the Institute of Beauty and Wellness and Aveda Institute Madison to prohibit the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance (drugs) in or on the school's owned or controlled property. The possession, use and sale of alcoholic beverages on the campus is governed by our institutional policies, as well as, Wisconsin state law and federal law. It is unlawful to sell, furnish, or provide alcohol to a person under the age of 21, and it is unlawful for a person under age to misrepresent his or her age in order to obtain alcohol. Violators are subject to institute disciplinary action (up to and including expulsion and termination of employment), criminal prosecution, fine, and imprisonment.

Health risks associated with the use and abuse of alcohol and illicit drugs

Alcohol consumption causes a number of marked changes in behavior. Even low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. The use of even small amounts of alcohol by a pregnant woman can damage the fetus. Low to moderate doses of alcohol also increases the likelihood of a variety of aggressive acts.

Moderate to high doses of alcohol cause marked impairment in higher mental functions, severely altering a person's ability to learn and remember information. Heavy use may result in chronic depression and suicide, and may also be associated with the abuse of other drugs. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce effects described above for very high doses. Long-term, heavy alcohol use can cause digestive disorders, cirrhosis of the liver, circulatory system disorders and impairment of the central nervous system, all of which may lead to early death.

Repeated use of alcohol can lead to dependence, some heavy users eventually will become problem drinkers or alcoholics if they continue drinking. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions, which can be life-threatening. The use of illegal drugs, and the misuse of prescription and other drugs, poses a serious threat to health. For example, the use of marijuana (cannabis) may cause impairment of short-term memory, comprehension, and ability to perform tasks requiring concentration.

The use of marijuana also may cause lung damage, paranoia and possible psychosis. The use of narcotics, depressants, stimulants and hallucinogens may cause nervous system disorders and possible death as the result of an overdose. Illicit inhalants can cause liver damage.

There are significant risks associated with the use of alcohol and drugs. These risks include impaired academic or work performance; lost potential; financial problems; poor concentration; blackouts; conflicts with friends and others; vandalism, theft and murder, sexual assault and other unplanned sexual relationships; spouse and child abuse; sexually transmitted diseases; and unusual or inappropriate risk-taking which may result in physical or emotional injury or death.

If you feel that you have an alcohol or drug problem, you may find help from the following alcohol and drug abuse counseling and support services:

- Wisconsin Department of Health and Family Services: (608) 266-9485
- Tellurian Detoxification Center: (608) 223-3311
- UW Health Gateway Recovery: (608) 278-8200
- Alcoholics Anonymous: (608) 222-8989
- Narcotics Anonymous: (608) 258-1747

Sexual Violence Policy

On March 7, 2013, President Obama signed the Violence Against Women Reauthorization ACT of 2013 (VAWA) (Pub. Law 113-4), which, among other provisions, amended the Clery Act to require institutions to compile and disclose statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in this report. The U.S. Department of Education published final regulations to implement the VAWA changes on October 20, 2014. Those final regulations have been effective since July 1, 2015.

The Institute of Beauty and Wellness and Aveda Institute Madison do not discriminate on the basis of sex in its educational programs and does not tolerate sexual harassment or sexual violence, which is a type of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether gender based or not and include dating violence, domestic violence, and stalking. The Institute of Beauty and Wellness and Aveda Institute Madison prohibits the offenses of domestic violence, dating violence, sexual assault and stalking and reaffirms its commitment to maintain a safe school environment. The Institute of Beauty and Wellness and Aveda

Institute Madison encourages bystanders to call 911 immediately if they are witness to a risk of domestic violence, dating violence, sexual assault, or stalking against another person.

Sexual Harassment

The Institute of Beauty and Wellness and Aveda Institute Madison will not tolerate any form of sexual harassment. Sexual harassment is any conduct of "sexual" nature that interferes or may interfere with another person's learning or work performance or creates or may create an intimidating, hostile or offensive work environment. Specifically, sexual harassment is a form of misconduct, which is demeaning to another person and undermines the integrity of the learning environment or employment relationship.

For example, unwelcome physical contact, foul language, sexually oriented propositions, jokes or remarks, obscene gestures, or the display of sexually explicit pictures, cartoons, or other materials may be considered offensive to another student/employee and thus, should not occur. Consistent with this policy, students conduct, whether intentional or unintentional, that results in the harassment of other students or employees because of their sex, is illegal. It will not be tolerated and should be reported immediately to the administrative director.

Any student who believes that he or she has been sexually harassed should immediately report the matter to the Administrative Director. All other students have an obligation to report any instances of sexual harassment and to cooperate in a subsequent investigation. Anyone who fails to report inappropriate conduct which covers up another person's conduct or refuses to participate in an investigation is equally at fault and may be subject to discipline up to and including discharge from the program.

Sexual Harassment is defined as unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment is conduct that explicitly or implicitly affects a person's employment or education or interferes with a person's work or educational performance or creates an environment such that a reasonable person would find the conduct intimidating, hostile or offensive.

Sexual Violence is defined as physical sexual acts engaged in without the consent of the other person or when the other person is unable to consent to the activity. Sexual violence includes sexual assault, rape, battery, and sexual coercion; domestic violence; dating violence; and stalking.

Sexual Assault Sexual assault is any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Consent means that both people in a sexual encounter must agree to it, and either person may decide at any time that he or she no longer consents and wants to stop the activity. Consenting to one behavior does not obligate you to consent to any other behaviors. Consenting on one occasion also does not obligate you to consent on any other occasion. Consenting means only that at this particular time, you would like to engage in this particular sexual behavior. Falling under the definition of sexual assault are sexual activities as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.

National Sexual Assault Hotline: 1-800-656-4673

Consent is informed, voluntary and revocable. Consent is an affirmative, unambiguous, and conscious decision by each participant to engage in mutually agreed-upon sexual activity. It must be given without coercion, force, threats or intimidation. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent is withdrawn, the sexual activity must stop immediately.

Domestic Violence Domestic violence is a pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. Domestic violence can be physical, sexual,

emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

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: Sexual abuse is coercing or attempting to coerce any sexual contact or behavior without consent. Consent means that both people in a sexual encounter must agree to it, and either person may decide at any time that he or she no longer consents and wants to stop the activity. Consenting to one behavior does not obligate you to consent to any other behaviors. Consenting on one occasion also does not obligate you to consent on any other occasion. Consenting means only that at this particular time, you would like to engage in this particular sexual behavior. 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: Economic abuse is defined as 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, coworkers, 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.

National Domestic Violence Hotline: 1-800-799-7233

Dating Violence Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim is dating violence. The existence of such a relationship shall be determined based on a consideration of the following factors:

- The length of the relationship
- The type of relationship
- The frequency of interaction between the persons involved in the relationship

National Teen Dating Abuse Hotline: 1-866-331-9474

Stalking a course of conduct directed at a specific person that would cause a reasonable person to feel fear. Stalking is a crime under the laws of all 50 states, the District of Columbia, the U.S. territories, and the federal government. Stalking is a pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear. Stalking can include:

- Repeated, unwanted, intrusive, and frightening communications from the perpetrator by telephone, mail, and/or email.
- Repeatedly leaving or sending the victim unwanted items, presents, or flowers.
- Following or waiting for the victim at places such as home, school, work, or recreational places.
- Making direct or indirect threats to harm the victim or the victim's children, relatives, friends, or pets.
- Damaging or threatening to damage the victim's property.
- Harassing the victim through the Internet.
- Posting information or spreading rumors about the victim on the Internet, in a public place, or by word of mouth.
- Obtaining personal information about the victim by accessing public records, using Internet search services, hiring private investigators, going through the victim's garbage, following the victim, contacting the victim's friends, family, work, or neighbors, etc.

National Stalking Victim Connect Hotline: 1-855-484-2846

Prohibited Conduct

This policy strictly prohibits sexual or other unlawful harassment or discrimination as well as sexual violence, as defined above. Sexual or other unlawful harassment or discrimination includes any verbal, physical or visual conduct based on sex, race, age, national origin, disability or any other legally protected basis if:

- i. *submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment;*
- ii. *submission to or rejection of such conduct by an individual is used as a basis for decisions concerning that individual's education or employment; or*
- iii. *it creates a hostile or offensive work environment, which means the alleged conduct is sufficiently serious to limit or deny a student's or ability to participate or benefit from the student's education program.*

Unlawful harassment or discrimination may include racial epithets, slurs and derogatory remarks, stereotypes, jokes, posters or cartoons based on race, national origin, age, disability, marital status or other legally protected categories.

Sexual harassment is conduct based on sex, whether directed towards a person of the opposite or same sex, and may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", practical jokes, jokes about or displays of obscene printed or visual material, questions about sexual fantasies, preferences or history, and physical contact such as patting, pinching, or intentionally brushing against another person's body. Gender-based harassment, including acts of verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping are strictly prohibited, even if those acts do not involve conduct of a sexual nature.

Complaint/Grievance Procedure

If you believe that you have experienced or witnessed harassment or sexual violence, notify your instructor, supervisor, Human Resources, or the Title IX Coordinator as soon as possible after the incident. Do not allow an inappropriate situation to continue by not reporting it, regardless of who is creating the situation. No employee, contract worker, student, vendor or other person who does business with The Institute of Beauty and Wellness and Aveda Institute Madison is exempt from the prohibitions in this policy. Supervisors will refer all harassment complaints to the Title IX Coordinator for student-related complaints and to the Human Resources Department if the

complaint involves an employee. In order to facilitate the investigation, your complaint should include details of the incident or incidents, names of the individuals involved and names of any witnesses.

All complaints involving a student will be referred to the campus's Title IX Coordinator. The Title IX Coordinator is listed below and has the responsibility of overseeing all Title IX complaints and identifying and addressing any patterns or systemic problems that arise during the review of such complaints.

Title IX Coordinator for The Institute of Beauty and Wellness and Aveda Institute Madison:

Katie Blanchard
Aveda Institute Madison
Office Location: 2nd Floor, at Aveda Institute Madison
Phone: 414.319.7591
Email: katieb@aimadison.com

The Institute of Beauty and Wellness and Aveda Institute Madison ensures that its employee(s) designated to serve as Title IX Coordinator(s) have adequate training on what constitute sexual harassment, including sexual violence, and that they understand how The Institute of Beauty and Wellness and Aveda Institute Madison's grievance procedures operate. Because complaints can also be filed with an employee's supervisor or Human Resources, these employees also receive training on The Institute of Beauty and Wellness and Aveda Institute Madison's grievance procedures and any other procedures used for investigating reports of sexual harassment.

Investigation of Complaints

In response to all complaints, The Institute of Beauty and Wellness and Aveda Institute Madison promises prompt and equitable resolution through a reliable and impartial investigation of complaints, including the opportunity for both parties to present witnesses or other evidence. The time necessary to conduct an investigation will vary based on complexity but will generally be completed within sixty (60) days of receipt of the complaint. The Institute of Beauty and Wellness and Aveda Institute Madison shall maintain confidentiality for all parties to the extent possible, but absolute confidentiality cannot be guaranteed. In cases where a student does not give consent for an investigation, The Institute of Beauty and Wellness and Aveda Institute Madison will weigh the student's request for confidentiality against the impact on The Institute of Beauty and Wellness and Aveda Institute Madison safety to determine whether an investigation must proceed. Complainants should be aware that in a formal investigation due process generally requires that the identity of the charging party and the substance of the complaint be revealed to the person charged with the alleged harassment. The preponderance of the evidence standard will apply to investigations, meaning The Institute of Beauty and Wellness and Aveda Institute Madison will evaluate whether it is more likely than not that the alleged conduct occurred. Both parties will receive written notice of the outcome of the complaint.

During the investigation, The Institute of Beauty and Wellness and Aveda Institute Madison will provide interim measures, as necessary, to protect the safety and wellbeing of students and/or employees involved.

If The Institute of Beauty and Wellness and Aveda Institute Madison determine that unlawful harassment or sexual violence has occurred, immediate appropriate corrective action will be taken in accordance with the circumstances involved, and The Institute of Beauty and Wellness and Aveda Institute Madison will take steps to prevent the recurrence of any harassment or discrimination. Any employee determined by The Institute of Beauty and Wellness and Aveda Institute Madison to be responsible for unlawful harassment or discrimination will be subject to appropriate disciplinary action, up to and including termination. Remedies for student-related claims may include, but are not limited to, an order to stay away, suspension or expulsion.

To initiate a criminal investigation, reports of sexual violence should be made to "911" or local law enforcement. The criminal process is separate from The Institute of Beauty and Wellness and Aveda Institute Madison's disciplinary

process. To the extent that an employee or contract worker is not satisfied with the College's handling of a harassment or discrimination complaint, he or she may also contact the appropriate state or federal enforcement agency for legal relief.

Retaliation Prohibited

The Institute of Beauty and Wellness and Aveda Institute Madison will not retaliate against you for filing a complaint, and will not tolerate retaliation by students or employees. If you believe you have been retaliated against, you should promptly notify your supervisor, Human Resources or the Title IX Coordinator.

Reporting Requirements

Victims of sexual misconduct should be aware that The Institute of Beauty and Wellness and Aveda Institute Madison administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to other members of the campus community. The Institute of Beauty and Wellness and Aveda Institute Madison will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. The Institute of Beauty and Wellness and Aveda Institute Madison reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

Additional Information

Employees should contact Human Resources for more information or any questions related to this policy. Students may contact the Title IX Coordinator with any questions related to this policy. In addition, the U.S. Department of Education Office for Civil Rights ("OCR") investigates complaints of unlawful harassment of students in educational programs or activities. This agency may serve as a neutral fact finder and will attempt to facilitate the voluntary resolution of disputes with the parties. For more information, visit the OCR website at: <http://www.hhs.gov/ocr/>.

Counseling, mental health or other student services for victims of sex offenses

Sexual Assault Nurse Examiner (SANE) (608)-417-5916
Domestic Abuse Intervention Services (DAIS): 24-hour line: (608)-251-4445
Rape Crisis Center (RCC): (608)-251-7273

Anti-Harassment and Discrimination Policy

(For students and employees)

The Institute of Beauty and Wellness and Aveda Institute Madison is committed to providing a work and school environment free of unlawful harassment or discrimination. In furtherance of this commitment, all students and employees are required to take our mandatory Sexual Harassment and Prevention Training during the first week of every new class and at each staff orientation. The Institute of Beauty and Wellness and Aveda Institute Madison policy prohibits harassment or discrimination based on race, religion, creed, color, national origin, ancestry, sex (including pregnancy, childbirth or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information or any other basis protected by the federal, state or local law. Additionally, in accordance with Title IX of the Education Amendments of 1972, The Institute of Beauty and Wellness and Aveda Institute Madison prohibits discrimination based on sex, which includes sexual harassment and sexual violence, and The Institute of Beauty and Wellness and Aveda Institute Madison has jurisdiction over Title IX complaints.

The Institute of Beauty and Wellness and Aveda Institute Madison' anti-harassment policy applies to all persons involved in the operation of The Institute of Beauty and Wellness and Aveda Institute Madison, and prohibits unlawful harassment by any employee of The Institute of Beauty and Wellness and Aveda Institute Madison, as well as students, customers, vendors or anyone who does business with The Institute of Beauty and Wellness and Aveda Institute Madison. It further extends to prohibit unlawful harassment by or against students. Any employee, student or contract worker who violates this policy will be subject to disciplinary action. To the extent a customer, vendor or other person with whom The Institute of Beauty and Wellness and Aveda Institute Madison does business engages in unlawful harassment or discrimination, The Institute of Beauty and Wellness and Aveda Institute Madison will take appropriate corrective action.

As part of The Institute of Beauty and Wellness and Aveda Institute Madison's commitment to providing a harassment-free working and learning environment, this policy shall be disseminated to The Institute of Beauty and Wellness and Aveda Institute Madison community through publications, The Institute of Beauty and Wellness and Aveda Institute Madison website, new employee orientations, student orientations, and other appropriate channels of communication. The Institute of Beauty and Wellness and Aveda Institute Madison provides training to key staff members to enable The Institute of Beauty and Wellness and Aveda Institute Madison to handle any allegations of sexual harassment or sexual violence promptly and effectively. The Institute of Beauty and Wellness and Aveda Institute Madison will respond quickly to all reports, and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy.

Sexual Offender Registration

In accordance to the Campus Sex Crimes Prevention Act of 2000, the Clery Act, and the Family Rights and Privacy Act of 1974, The Institute of Beauty and Wellness and Aveda Institute Madison is providing information for where students and employees may obtain information regarding registered sex offenders. The Wisconsin Sex Offenders Registry may be found at <http://doc.wi.gov/community-resources/wi-sex-offender-registry> or by calling 608-240-5000.

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

Annual Disclosure of Crime Statistics

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC 1092(f)) requires colleges across the United States to disclose information about crime on and around their campuses. Aveda Institute Madison maintains a relationship with the Madison police to ensure crimes reported on campus to the police are brought to the attention of Aveda Institute Madison.

Definitions of Reportable Crimes:

Murder/Manslaughter-defined as the willful killing of one human being by another

Negligent Manslaughter-defined as the killing of another person through gross negligence 12

Forcible Sex Offenses-defined as any 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. Including: forcible rape, forcible sodomy, sexual assault with an object, forcible fondling.

Non-forcible sex offense-unlawful, non-forcible sexual intercourse, including incest and statutory rape.

Robbery-defined as taking or attempting to take anything of value from the car, 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-defined as 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.

Burglary-unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft-theft or attempted theft of a motor vehicle.

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.

Domestic Violence- a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse of the victim under the domestic or family violence laws of the

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

Stalking-engaging in a course of conduct directly at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or suffer substantial emotional distress.

Hate Crimes-includes all of the crimes listed above that manifest evidence that the victim was intentionally selected because the perpetrator's bias against the victim based on one of the Categories of Prejudice listed below, plus the following crimes.

Larceny/Theft-includes pocket picking, purse snatching, shoplifting, theft from building, theft from motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.

Simple Assault-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 to Property (except Arson)-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.

Categories of Prejudice

Race-A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind.

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.

Sexual Orientation-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.

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

Gender Identity-A preformed negative opinion or attitude toward a group of persons because the perceived gender of those persons may be different from the gender traditionally associated with their gender at birth.

The following criminal offenses are published each year and must be reported no later than October 1st of each year. This includes any crime statistics that occurred on campus and in the immediate surrounding areas during the previous three year period.

Additional Resources

National Domestic Violence Hotline	https://www.thehotline.org/
National Sexual Assault Hotline	https://www.rainn.org/
National Teen Dating Abuse Hotline	https://www.loveisrespect.org/
Victim Connect	https://victimconnect.org/
National Alliance on Mental Illness	https://www.nami.org/
National Suicide Prevention Lifeline	https://suicidepreventionlifeline.org/
U.S. Department of Education Campus Safety and Security	https://ope.ed.gov/campussafety/#/
Madison Police Department	http://www.cityofmadison.com/police/



AVEDA INSTITUTE MADISON

Total Criminal Offenses Occurring on Campus Property				
Criminal Offense	2016	2017	2018	
Murder/Non-negilent manslaughter	0	0	0	
Manslaughter by negligence	0	0	0	
Rape	0	0	0	
Fondling	0	0	0	
Incest	0	0	0	
Statutory Rape	0	0	0	
Robbery	0	0	0	
Aggravated assault	0	0	0	
Burglary	0	0	0	
Motor Vechicle Theft	0	0	0	
Arson	0	0	0	

Total Criminal Offenses Occurring on Public Property				
Criminal Offense	2016	2017	2018	
Murder/Non-negilent manslaughter	0	0	0	
Manslaughter by negligence	0	0	0	
Rape	0	0	0	
Fondling	0	0	0	
Incest	0	0	0	
Statutory Rape	0	0	0	
Robbery	0	0	0	
Aggravated assault	0	0	0	
Burglary	0	0	0	
Motor Vechicle Theft	0	0	0	
Arson	0	0	0	



AVEDA INSTITUTE MADISON

VAWA Offenses Occuring on Campus Property				
	2016	2017	2018	
Domestic Violence	0	0	0	
Dating Violence	0	0	0	
Stalking	0	0	0	

VAWA Offenses Occuring on Public Property				
	2016	2017	2018	
Domestic Violence	0	0	0	
Dating Violence	0	0	0	
Stalking	0	0	0	



AVEDA INSTITUTE MADISON

Total Number of Arrests Occurring on Campus Property				
Crime	2016	2017	2018	
Weapons: carrying, possessing, etc.	0	0	0	
Drug abuse violations	0	0	0	
Liquor law violations	0	0	0	

Total Number of Arrests Occurring on Public Property				
Crime	2016	2017	2018	
Weapons: carrying, possessing, etc.	0	0	0	
Drug abuse violations	0	0	0	
Liquor law violations	0	0	0	

Total Number of Persons Referred for Disciplinary Action on Campus Property				
Crime	2016	2017	2018	
Weapons: carrying, possessing, etc.	0	0	0	
Drug abuse violations	0	0	0	
Liquor law violations	0	0	0	

Total Number of Persons Referred for Disciplinary Action on Public Property				
Crime	2016	2017	2018	
Weapons: carrying, possessing, etc.	0	0	0	
Drug abuse violations	0	0	0	
Liquor law violations	0	0	0	



AVEDA INSTITUTE MADISON

Hate Crimes Occurring on Campus Property				
Criminal Offense	2016	2017	2018	
Murder/Non-negilent manslaughter	0	0	0	
Rape	0	0	0	
Fondling	0	0	0	
Incest	0	0	0	
Statutory Rape	0	0	0	
Robbery	0	0	0	
Aggravated assault	0	0	0	
Burglary	0	0	0	
Motor Vechicle Theft	0	0	0	
Arson	0	0	0	
Simple assault	0	0	0	
Lareceny-theft	0	0	0	
Intimidation	0	0	0	
Destruction/Damage/vandalism of property	0	0	0	

Hate Crimes Occurring on Public Property				
Criminal Offense	2016	2017	2018	
Murder/Non-negilent manslaughter	0	0	0	
Rape	0	0	0	
Fondling	0	0	0	
Incest	0	0	0	
Statutory Rape	0	0	0	
Robbery	0	0	0	
Aggravated assault	0	0	0	
Burglary	0	0	0	
Motor Vechicle Theft	0	0	0	
Arson	0	0	0	
Simple assault	0	0	0	
Lareceny-theft	0	0	0	
Intimidation	0	0	0	
Destruction/Damage/vandalism of property	0	0	0	



**AVEDA INSTITUTE
MADISON**

Unfounded crimes occurring on Campus Property, Noncampus	2016	2017	2018
property or buildings, and on Public Property	0	0	0



**AVEDA INSTITUTE
MADISON**

Daily Crime Log

Date

Time

Nature of the Crime

General Location

Disposition of the Complainant



**THE INSTITUTE OF
BEAUTY AND WELLNESS**

Daily Crime Log

Date

Time

Nature of the Crime

General Location

Disposition of the Complainant

Gregory Mathews

From: noreply@cityofmadison.com
Sent: Thursday, August 29, 2019 9:56 AM
To: Gregory Mathews
Subject: Contact City of Madison Police Department

Your contact request/feedback has been received:

Name: Gregory Mathews
Address:
327 East Saint Paul Avenue
Daytime Phone: 4143197581
Email: gregory@ibw.edu
Request Type: Records

Message:

I am the Financial Aid Administrator at Aveda Institute Madison, a beauty school located at 353 East Campus Mall, Madison, WI 53715. Under the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), postsecondary schools are required to disclose statistics for certain crimes that occurred on campus and on public property within and immediately adjacent to school-owned buildings and property. In the statistics we are required to include crimes that were reported to our department as well as crimes reported to local and state law enforcement agencies.

I am requesting any information you have regarding a crime report for 2016, 2017, and 2018 near our school and/or in the central district of the Madison Police Department. Thank you for your assistance.

Thank you for taking the time to contact the City of Madison Police Department. This is an automated reply, please do not reply to this email.

Gregory Mathews

From: Barbian, David <DBarbian@cityofmadison.com>
Sent: Friday, August 30, 2019 2:22 PM
To: Gregory Mathews
Subject: FW: Contact City of Madison Police Department

Gregory,-30-19

We ran Clery report for your address (353 East Campus Mall, Madison, WI 53715) for 2016, 2017, 2018, to current date 8-30-19.

All that was found was the case below 18-905360 (Theft from building in 2018).

If you would like to request a copy of this case, please email your request to pdrecords@cityofmadison.com.

[2018-00905360, 23D – Theft From Building, 353 East Campus Mall, No bias, No domestic](#)

[Nothing else from 2016 to present](#)

Thank You

Dave Barbian
Police Records Supervisor
Madison Police Department
211 S Carroll Street
Madison, WI 53703
(608) 266-4967
dbarbian@cityofmadison.com



Name: Gregory Mathews
Address:
327 East Saint Paul Avenue
Daytime Phone: 4143197581
Email: gregory@ibw.edu
Request Type: Records

Message:

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