



FEDERICO BEAUTY INSTITUTE

Campus Safety and Security Handbook

Fire Safety Report

Updated 9/29/2020

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Federico Beauty Institute is concerned about the safety of its staff, students & clients. The School is committed to providing a safe & secure environment. We realize we are not immune from crime & encourage everyone to take responsibility for contributing to a safe environment. If you see something, say something.

Campus Geography

Federico Beauty Institute is located & controls 1515 Sports Drive, Sacramento, CA 95834. This is The School's only location. There is no public property within the campus, however the campus is adjacent to public property on all sides.

Crime Statistics

The Campus Security Act (Public Law 102-26) 34 C.F.R. Section 668.46 (c)(1) requires postsecondary institutions to disclose the number of instances in which certain specific types of crimes have occurred in any building or on any property owned or controlled by this institution which is used for activities related to the educational purpose of the institution and/or any building or property owned or controlled by student organizations recognized by this institution. In compliance with that law, the following reflects this institution's crime statistic for the period between 01/01/2019 and 12/31/2019. PLEASE NOTE THAT THIS INSTITUTION DOES NOT HAVE ON CAMPUS HOUSING, AND THAT THERE NO POLICE RECORDS THAT PERTAIN DIRECTLY TO THE PROPERTY USED BY THE INSTITUTION. THEREFORE, THE STATISTICS BELOW REPORT ONLY THOSE INCIDENTS REPORTED TO THE INSTITUTIONAL ADMINISTRATION AND/OR TO THE LOCAL POLICE.

Campus Safety and Security Survey

Criminal Offense	2017	2018	2019
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses -Forcible	0	0	0
Rape	0	0	0
Fondling	0	0	0
Sex offenses – Non-forcible	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	1	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0

Criminal Offenses – Public Property

Criminal Offense	2017	2018	2019
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses - Forcible	0	0	0
Rape	0	0	0
Fondling	0	0	0
Sex offenses – Non-forcible	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	1
Motor vehicle theft	0	0	0
Arson	0	0	0

VAWA Offenses – On Campus

Crime	2017	2018	2019

VAWA Offenses – Public Property

Crime	2017	2018	2019

Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Arrests – On Campus

Crime	2017	2018	2019
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Arrests – Public Property

Crime	2017	2018	2019
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions – On Campus

Crime	2017	2018	2019
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions – Public Property

Crime	2017	2018	2019
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Unfounded Crime

Crime	2017	2018	2019
Total unfounded crimes	0	0	0

New Reporting as of 10/1/2019

Crime	2017	2018	2019
Incidents of sexual assault	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Hate Crimes – On Campus

Occurrences of Hate Crimes									
Category of Bias for crimes reported in 2019									
Criminal Offense	2019 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0
Category of Bias for crimes reported in 2018									
Criminal Offense	2018 Total	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin		
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0		
Rape	0	0	0	0	0	0	0		
Fondling	0	0	0	0	0	0	0		
Incest	0	0	0	0	0	0	0		
Statutory Rape	0	0	0	0	0	0	0		
Robbery	0	0	0	0	0	0	0		
Aggravated Assault	0	0	0	0	0	0	0		
Burglary	0	0	0	0	0	0	0		
Motor vehicle theft	0	0	0	0	0	0	0		

Arson	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0

Category of Bias for crimes reported in 2017

Criminal Offense	2017 Total	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0

Hate Crimes – Public Property

Occurrences of Hate Crimes									
Category of Bias for crimes reported in 2019									
Criminal Offense	2019 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0

Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0

Category of Bias for crimes reported in 2018

Criminal Offense	2018 Total	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0

Category of Bias for crimes reported in 2017

Criminal Offense	2017 Total	Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
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Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0

NOTE - Crimes reported under any of the category listed in this section that show evidence of prejudice based on race, religion, sexual orientation, ethnicity or disability as prescribed by the Hate Crimes Statistical Act.

1. This institution does not employ campus security personnel but encourages both its employees and students to immediately report suspected criminal activity or other emergencies to the nearest available institutional official and/or in the event of emergency to directly contact local law enforcement or other emergency response agencies by dialing 911.
2. (I) All students and employees are required to report any crime or emergency to their institutional official promptly.
 (II) Preparation for the Annual Disclosure of Crime Statistics report is obtained by the institution’s directors who contact the correct police department District for statistics and the institution’s Daily Incident Log and then records those statistics.
 (III) If a student or employee wishes to report a crime on a voluntary or confidential basis, the **institutional official** will be prepared to record and report the crime, but not the name of the informant. The student or employee may, in order to maintain confidentiality, submit the information in writing to his/her **institutional official** without signature. If the student wishes not to maintain confidentiality, the student will contact his/her **teacher or school official** who in turn will contact the nearest **supervisor** to report criminal actions or emergencies to the **appropriate agency by calling (911)**.

Only students, employees and other parties having business with this institution should be on institutional property. Staff, faculty, students, and prospective students or any person entering the premises must have and CARRY on them at all times a security identification badge. Those without an identification badge must sign in at the entrance and identify their purpose of visit, the person to be visited and register their time in and out of the building. The visitor must also wear a visitor’s badge while on campus. All rear access doors leading to the

CAMPUS SECURITY ACT DISCLOSURE STATEMENT – Clery Act—(continued)

3. campus are closed and locked during evening hours starting at 5 PM. When the school closes for the night, the school's official or supervisor will inspect each floor to see that it is empty and then set the alarms on each floor and then lock down the campus. Other individuals present on institutional property at any time without the express permission of the appropriate institutional official(s) shall be viewed as trespassing and may as such be subject to a fine and/or arrest. In addition, students and employees present on institutional property during periods of non-operation without the express permission of the appropriate institutional official(s) shall also be viewed as trespassing and may also be subject to a fine and/or arrest.
4. Current policies concerning campus law enforcement are as follows:
 - a. Institution's officials have no powers of arrest other than the Citizens Arrest Law, and are required in the event of a crime or emergency to call the correct agency or dial (911) for the police and emergency services. The Citizens Arrest Law will be invoked only as a last resort, and after all other possibilities have been explored.
 - b. Employees shall contact their immediate or nearest ranking supervisor to report any criminal action or emergency to the appropriate agency by calling (911). If possible, in the interim, the security guard(s) and or institutional official shall attempt to non-violently deal with the crime or emergency with the appropriate agency on campus. Individual discretion must be used; as undue risk should not be taken.
 - c. The institution currently has no procedures for encouraging or facilitating pastoral or professional counseling (mental health or otherwise), other than the student or employee is encouraged to seek such aid.
5. Though this institution does not offer regularly scheduled crime awareness or prevention programs, students are encouraged to exercise proper care in seeing to their personal safety and the safety of others. The following is a description of policies, rules and programs designed to inform students and employees about the prevention of crimes on campus.
 - a. Do not leave personal property in classrooms.
 - b. Report any suspicious persons to your institutional official.
 - c. Always try to walk in groups outside the school premises.
 - d. If you are waiting for a ride, wait within sight of other people.
 - e. Employees (staff and faculty) will close and lock all doors, windows and blinds and turn off lights when leaving a room
 - f. The Crime Awareness and Campus Security Act is available upon request to students, employees (staff and faculty) and prospective students.
 - g. The school has no formal program, other than orientation, that disseminates this information. All information is available on request.
 - h. Information regarding any crimes committed on the campus or leased/attached properties (parking lot) will be available and posted in a conspicuous place within two (2) business days after the reporting of the crime and be available for sixty (60) business days during normal business hours, unless the disclosure is prohibited by law, would jeopardize the confidentiality of the victim or an ongoing criminal investigation, would jeopardize the safety of an individual, would cause a suspect to flee or evade detection, or would result in the destruction of evidence. Once the reason for the lack of disclosure is no longer in force, the institution must disclose the information. If there is a request for information that is older than sixty 60 days, that information must be made available within two (2) business days of the request.
6. The institution does not offer regularly scheduled crime awareness or prevention programs other than orientation where all the institution's policies and regulations are properly disclosed to prospective students.
7. All incidents shall be recorded in the Daily Incident Log at the institutional official's station. The log includes the date, time, location, incident reported, and disposition of incident and the name of the person who took the report. The report must be entered in the log within two (2) business days after it is reported to the school's official, unless that disclosure is prohibited by law or would endanger the confidentiality of the victim.

CAMPUS SECURITY ACT DISCLOSURE STATEMENT – Clery Act—(continued)

8. This institution does not permit the sale, possession or consumption of alcoholic beverages on school property and adheres to and enforces all state underage-drinking laws.
9. The institution does not permit the possession, use or sale of illegal drugs by its employees and students and adheres to and enforces all state and Federal drug laws. The violation of these policies by students or employees may result in expulsion, termination and/or arrest
10. Information concerning drug and alcohol abuse education programs is posted at the campus and is distributed annually to students and staff. *(Institutions are advised to make available to students and staff members information on an agency that provides counseling and help on drug and alcohol abuse education).*
11. It is the policy of this institution to have any sexual assaults (criminal offenses) on campus to be reported immediately to the institution's official, who will report it to (911) emergency and police units. The institution during the orientation of given to newly admitted students emphasizes the prevention of sexual crimes by insisting students to work, study and walk outside of the premises in as much as possible, accompanied by other students or in view of other persons, generally, avoiding as much as possible to be alone by themselves at any time. During the daily functioning of the school operations, staff and administrators focus in observing that students are not in any circumstance by themselves.
 - I. The institutional program to prevent sexual crimes consists in maintaining a continuous lookout for each other to protect and prevent any sexual assaults. The entire staff takes part of this program to protect the students and the staff among themselves.
 - II. A person who was victimized will be encouraged to seek counseling at a rape crisis center and to maintain all physical evidence until such a time when that person can be properly transported to a hospital or rape crisis center for proper treatment.
 - III. A victim of a sexual crime has the option of reporting this crime to the institutional authorities or to report it directly to (911) and search for professional assistance from the emergency agencies. If requested, the institutional personnel will be prepared to request assistance calling (911). When the crime is reported, the school will provide the victim with a written explanation of his or her rights and options.
 - IV. The institution does not have accessibility to professional counseling, mental health or otherwise, students and employees are encouraged to seek such professional assistance at the nearest hospital or health care services.
 - V. The institution will offer the victim of a sexual crime, any available options to change the academic schedule in as much as possible to the benefit of the victimized person.
 - VI. The institutional disciplinary actions in reference to an alleged sex offence are as follows:
 - a. The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding: and
 - b. Both the accuser and the accused must be informed of the outcome of any institutional proceeding brought alleging a sex offense
 - VII. This institution has zero tolerance of violation of this policy. Once the offense is confirmed the institutional disciplinary action against students or employees may result in expulsion from school, or termination of employment and in accordance to local laws, to an arrest of the offender by the authorities.
12. The institution provides the following website to obtain information concerning the registration of sex offenders arrest.
Https: <https://www.meganslaw.ca.gov/Mobile/Disclaimer.aspx>

13 Description of school's emergency response and evacuation procedures.

Required elements:

- Procedures to immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus
- Statement that institution will, without delay, and taking into account the safety of the community, determine content of the notification Must initiate notification system, unless issuing notification will compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency
- A description institution's process to confirm there is a significant emergency
- Determine whom to notify
- Determine content of the notification
- Initiate the notification system
- List of titles of persons/organizations responsible for carrying out these actions

- Procedures for disseminating emergency information to the larger community

- The institution's procedures to test the emergency response and evacuation procedures on at least an annual basis

- Tests Announced or unannounced

- Publicized in conjunction with at least one test per calendar year

- Documented (description of the exercise, the date, time, and whether it was announced or unannounced)

14 Revised **Crime Classification: Burglary vs. Larceny:** An incident must meet three conditions to be classified as a Burglary.

- There must be evidence of unlawful entry (trespass). Both forcible entry and unlawful entry – no force are counted.
- The unlawful entry must occur within a structure, which is defined as having four walls, a roof, and a door.
- The unlawful entry into a structure must show evidence that the entry was made in order to commit a felony or theft. If the intent was not to commit a felony or theft, or if the intent cannot be determined, the proper classification is Larceny.

15 **Definition of On-Campus Student Housing Facility:** For the purposes of the Clery Act regulations, as well as the HEA fire safety and missing student notifications regulations, any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This definition clarifies that any building located on campus on land owned or controlled by the institution that is used for student housing must be counted as an on-campus student housing facility, even if the building itself is owned or controlled by a third party.

CAMPUS SECURITY ACT DISCLOSURE STATEMENT – Clery Act—(continued)

16 **Campus Law Enforcement Policies:** All institutions must include a statement of policy regarding campus law enforcement in their Annual Security Report. This statement must contain the following elements:

- A description of the law enforcement authority of the campus security personnel.
- A description of the working relationship of campus security personnel with State and local law enforcement agencies, including whether the institution has agreements with such agencies, such written memoranda of understanding (MOU), for the investigation of alleged criminal offenses.
- A statement of policies which encourage accurate and prompt reporting of all crimes to the campus police and the appropriate law enforcement agencies.
- Students and employees should refer to the person or agency listed at the end of this report when reporting or seeking help on a criminal incident. Please note that any emergency that requires immediate attention should not wait to report to the school's officer but rather should contact the appropriate agency by calling (911).

The institution does not maintain any special relationship with State and local police and does not have an agreement with those police agencies (such as written memoranda of understanding) to investigate alleged crimes.

This Institution encourages students to complete a timely reporting of all crimes to the campus administrators, police and appropriate law enforcement agencies

This institution encourages students to immediately report an incident where an emergency evacuation will be needed. All students should be familiar with the evacuation procedures posted in several key places around the campus.

This institution does not provide on-campus housing. Therefore, the following disclosures do not apply to this institution:

Fire safety (668.49)

Missing students (668.46(h))

Emergency notifications 668.46(g))

Hate crimes 668.46(c))

Peer to Peer file sharing: Students authorized to utilize the institutional electronic equipment for purposes of conducting research, practical work, writing essays, doing homework assignments or in any general use of the equipment for course related work, are strictly unauthorized to copy or distribute any copyrighted material and any violations will subject the individual violator (staff member, non-staff member or student) to civil and criminal liabilities. The first violation will be punished by removing any authorized privilege use of any institutional equipment, if the violation includes the use of individually owned equipment, the individual will not be allowed to bring in his/her personal equipment into the school premises. Second violation the staff member may be terminated or the student may be expelled from school. This decision will be taken by the school administration. The institution conducts annual evaluations of the procedures in place to prevent any violations of copyrighted materials observing the need of the students to have access to the institutional network. The institution will keep a log summarizing violations reported and disciplinary actions taken.

Students and employees should refer to the following person or agency when reporting or seeking help on a criminal incidents. Please note that any emergency that requires immediate attention should not wait to report to the school's officer but rather should contact the appropriate agency by calling (911).

Name of institution's Financial Aid Officer	Joe Federico
Title	Financial Aid Officer
School Name	Federico Beauty Institute
Street address	1515 Sports Drive
City, State Zip	Sacramento CA 95834
Phone No.	916-929-4242

This institution implements a Drug Free Policy which is issued to each student upon enrollment. The above report will be updated each calendar year and will be inserted into our catalog. For additional information on the safety & security of our

Campus Security Authorities

Federico Beauty Institute does not have a campus police or security department. Our institute has designated Campus Security Authorities or individuals with significant responsibility for student & campus activities. Campus Security Authorities hold the following job titles:

- President
- Chief Financial Officer
- Director of Administration
- Director of Education
- Educational Systems Manager
- Human Resources

Alleged crimes reported to these Authorities are then reported to the Director of Compliance. Crime reports may be obtained from any one of the Campus Security Authorities or the Director of Compliance. Reports are due for the prior year no later than the end of February. For example, reports for the calendar year 2018 are due February 28, 2019. These reports are then reviewed by the Director of Compliance and filed at the required time in the web-based data collection process.

Statistics From Law Enforcement Agencies

Crime statistics for our campus are requested via email from the Sacramento Sherriff's Department annually. If a response is not forthcoming, The School will make a good faith effort to obtain crime statistics from The Department. These efforts are documented and retained as applicable.

Daily Crime Log for Institutions with Campus Police

N/A

Emergency Response and Evacuation Procedures

Federico Beauty Institute will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees that occurs on campus utilizing The School's paging system.

An **“immediate” threat** as used here encompasses an imminent or impending threat, such as an approaching forest fire, as well as a fire currently raging in one of your buildings.

Some other examples of significant emergencies or dangerous situations are:

- Outbreak of meningitis or other serious illness.
- Approaching tornado, hurricane or other extreme weather conditions.
- Earthquake.
- Gas leak.
- Terrorist incident.
- Armed intruder.
- Bomb threat.
- Civil unrest or rioting.
- Explosion.
- Nearby chemical or hazardous waste spill.

The School will confirm that there is an immediate threat through any and all means available to ensure the safety of its campus community. These means include but are not limited to:

- Campus Security Authority or Director of Compliance visual confirmation.
- Use of The School’s security camera’s.
- Media outlets.

Understanding that the very nature of immediate threats can create fear and panic, The School will take all necessary steps to contain these situations. For example, if a fire is reported in a trash can outside the main entrance; the area to be evacuated would be limited to the front desk area and the area immediately surrounding the main entrance. For this reason, The School is broken into evacuation zones to determine that only the affected segments of the campus receive immediate threat notifications. In the event of a reported immediate threat, The School will err on the side of caution and take appropriate actions to ensure the safety of its students and staff first and foremost.

The content of immediate threat warnings or notifications will be minimal. For example, in the event of a reported gas leak an all page or all evacuation zone order would be issued and the entire campus would be evacuated to their designated areas. Once the evacuation was complete, additional information would be issued to zone leaders on how to safely proceed. Another example would be an all page or all zone emergency assembly to announce a meningitis outbreak and information on the virus. Notification content includes, but is not limited to:

- Zone evacuation.
- Campus evacuation.
- Announcement of approaching weather threats.
- Emergency assemblies to disseminate information.

A Campus Security Authority or the Director of Compliance are the only individuals to initiate The School’s notification system in the event of an immediate threat. However, the individual initiating the notification does not need to be the individual who verified the threat. For example, if the Flood Control District notified a CSA that the campus was in danger of flood, that CSA or any other CSA would initiate the notification system with the action the Flood Control District recommended.

Federico Beauty Institute 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.

Following is a list of the titles of the persons and organizations responsible for carrying out the actions listed in section VI:

- President
- Chief Financial Officer
- Director of Administration
- Director of Education
- Educational Systems Manager
- Law enforcement agencies
- Fire department
- Utilities (e.g. electrical, gas, water)
- Flood control district

Upon deployment of an immediate threat notification to the affected portions or persons on campus, a CSA will notify the emergency dispatch (911) for appropriate law enforcement or first responders. The CSA's will use their professional judgment to ensure the security and safety of the campus community.

Federico Beauty Institute has at least one unannounced test of its emergency response and evacuation procedure each year. This unannounced test is scheduled and put on the management calendar prior to the end of February even though the actual test may be scheduled for later in the year. Announced tests are done from time to time in conjunction with The School's emergency response and evacuation procedure training. This training is scheduled by management and is preceded by staff training. Documentation for each test, a description of the exercise, the date, time and whether it was announced or unannounced is maintained in the Administration office. Prior to the unannounced test, The School alerts the local law enforcement of the test and requests their cooperation in the test should their time permit. The School is in communication with the local law enforcement agencies and requests training from them regarding situations that may warrant an emergency response as needed.

Timely Warnings

In the event that a situation arises, either on or off campus, that, in the judgment of the administration constitutes an ongoing or continuing threat, a campus wide timely warning will be issued. Clery Act crimes whether the crime happened on campus or in the immediately surrounding area will warrant a timely warning. These warnings will be issued through an email alert to students, faculty and staff, be posted to the student and staff bulletin boards (online & as well as paper copies), and an announcement will be made during the next scheduled homeroom session. Timely warnings will be issued by a Campus Security Authority or the Director of Compliance. As with immediate threat's, The School is in communication with the local law enforcement agencies and has requested training from them regarding situations that may warrant a timely warning.

Annual Security Report

Online Security Policy Disclosures and Policies

The School's annual security report is published on its website under 'Annual Security Report'. It is available to all students, potential students and employees at their leisure. It is The School's policy that as each new year's report becomes available (no later than October 1 or as required by the reporting agency) notice is posted in The School in clear view for students, prospective students and employees to review. In addition to crime statistics, The School's annual security report contains:

- Timely Warning Policy (including a list of Clery Act crimes)
- A list of titles of each person to whom students and employees should report criminal offenses as described on The Clery Act.

Confidential Crime Reporting

The School encourages victims or witnesses to voluntarily report crimes for inclusion in the annual security report. If you are a victim of a crime and do not want to pursue action within Federico Beauty Institute or the criminal justice system, you still may want to consider making a confidential report. With your permission, a Campus Security Authority can file a report on the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, Federico Beauty Institute can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in annual crimes statistics for the institution.

Security of and Access to Campus Facilities

During posted business hours, Federico Beauty Institute will be open to students, parents, employees, contractors, guests and invitees. During non-business hours access to all campus facilities is by key, if issued, or by admittance by Administration. Emergencies or special classes may necessitate changes or alterations to any posted schedules. Any areas that are revealed as problematic during routine maintenance or maintenance issues, such as non-working exterior lighting, are reported to the maintenance department. Security issues such as landscaping, locks, alarms, lighting and communications should be reported to any member of the administrative team as soon as possible.

Campus Law Enforcement Authority

Federico Beauty Institute does not have a campus law enforcement department. The School's administrative team and Campus Security Authorities have the authority to act as campus security personnel to determine whether individuals have lawful business on campus grounds. They also have the authority to issue parking tickets, which are billed to the financial accounts of students, faculty and staff. All crime victims and witnesses are strongly encouraged to immediately report the crime to a Campus Security Authority and the appropriate police agency. Prompt and accurate reporting will assist The School in maintaining a safe learning environment, assure timely warning notices to our campus community, and accurate disclosures of crime statistics.

The Sacramento Sheriff's Department has law enforcement jurisdiction over the school's campus.

While The School does not have any written agreements with local law enforcement, such as a memorandum of understanding, The School expects the campus community to cooperate with law enforcement agencies to resolve crimes that may occur on campus or affect the safety of the campus community.

The School does not employ any pastoral counselors or professional counselors. If a member of the campus community needs a referral for these services, we encourage you to seek out the Educational Systems Manager (please refer to the Student Handbook & School Catalog for the 'Professional Assistance' policy).

Security Awareness

During orientation, incoming students are informed of on campus crime statistics, and campus security handbook. Employees are given the campus security handbook during employee orientation. In addition, students and employees are encouraged to be aware of their responsibility for their own security and the security of others. From time to time The School hosts personal safety speakers and law enforcement crime prevention officers in homeroom. These speakers and their messages are designed to make the campus community aware of their safety and to prevent crimes such as rape, acquaintance rape and other forcible and non-forcible sex offences.

Sex Offences

If you believe you are the victim of a sex offence please contact any Campus Security Authority to report the offence as soon as possible keeping in mind the importance of preserving evidence for the proof of a criminal offence. The CSA will assist a student in notifying law enforcement if the student requests the assistance of these personnel. Students seeking counseling, mental health evaluation or other student services for victims of sex offences should seek out the Educational Systems Manager for a referral. Please refer to the Student Handbook & School Catalog for the 'Professional Assistance' policy. The School will make changes a victim's academic situation to another schedule offered after an alleged sex offence if requested by the victim and the change is reasonably available.

Procedures for campus disciplinary action in cases of an alleged sex offence:

- The accuser and the accused are entitled to the same opportunities to have others present during disciplinary proceedings
- Both the accuser and the accused must be informed of the outcome of any institutional disciplinary proceeding that is brought alleging a sex offense? Compliance with this paragraph does not constitute a violation of the Family Educational Rights and Privacy Act (FERPA). For the purpose of this paragraph, the outcome of a disciplinary proceeding means only the institution's final determination with respect to the alleged sex offense and any sanction that is imposed against the accused.
- Should the disciplinary proceedings find against the accused, the accused student will immediately be expelled & become ineligible for re-admittance.
- California State registered sex offenders may be obtained online at: <http://meganslaw.ca.gov/disclaimer.aspx> or by contacting The California State Department of Justice at:
Voice: (916) 322-3360 or
(Toll-free in California)
(800) 952-5225
Fax: (916) 323-5341

Off-Campus Crime Reporting

The School does not have any off-campus locations of student organizations or off-campus student housing facilities.

Alcoholic Beverages

From time to time, Federico Beauty Institute hosts events on campus where alcoholic beverages may be offered. It is our policy to ensure proper identification of individuals requesting beverage service. The School does not condone or allow underage drinking on campus. Students receiving credit for attending these events may not consume alcohol in accordance with our under the influence policy (please see Student Catalog). Violators are subject to school disciplinary action, criminal prosecution, fine and imprisonment in accordance with State Law.

Illegal Drug Possession

Federico Beauty institute does not condone or allow the possession, use or sale of illegal drugs on school grounds in accordance with State and Federal drug laws. If a student or employee is caught possessing or selling illegal drugs, Federico Beauty Institute will report the incident to law enforcement. Violators are further subject to school disciplinary action.

Substance Abuse Education

Any individual associated with Federico Beauty Institute who is seeking information, advisement, or assistance concerning drug abuse prevention may call or visit the following agency:

Health and Human Services
4875 Broadway
Sacramento, CA 95820
(916) 366-2736

Disclosures to Alleged Victims

Federico Beauty Institute will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the results of any disciplinary proceeding conducted by The School against student who is the alleged perpetrator of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Emergency Response

The School will follow the emergency response and evacuation procedures listed in Emergency Response and Evacuation Procedures.

Missing Students

The School is not required under the Clery Act to have and does not have a missing student notification system.

Statement of Policy: Education Programs to Promote Awareness of Domestic Violence, Dating Violence, Sexual Assault and Stalking.

Federico Beauty Institute educates the incoming and current student and employee community about sexual violence, violence prevention and all relevant School policies and procedures during all orientations held for new and current students upon the onset of a class and at least annually.

In addition, Federico Beauty Institute conducts new and current employee training on these topics at least annually. The Title IX Coordinator is responsible for training all current students and employees about The School's policies regarding sexual violence and for conducting the new student and employee training.

The new and current employee and student training sessions include:

- A statement that The School prohibits crimes of dating violence, domestic violence, sexual assault and stalking;
- The definitions of those crimes under federal and state law;
- The definition of consent, in reference to sexual activity, if available under state law;
- A description of safe and positive options for bystander intervention;
- Information on risk reduction;

- Information containing School policies and procedures related to preventing, reporting and responding to sexual offenses, including disciplinary procedures and victim rights; and
- A description of The School’s ongoing prevention and awareness campaigns for students and employees.

Sanctions and Protective Measures

Following a final determination of Federico Beauty Institute’s institutional disciplinary proceeding regarding domestic violence, dating violence, sexual assault or stalking, [the School] may impose the following sanctions on the perpetrator and protective measures for the complainant:

1. Sanctions

Sanctions that may be imposed by Federico Beauty Institute include, but are not limited to:

- written warning;
- mandatory counseling;
- mandatory education and training;
- no contact orders;
- changes in academic, working or living arrangements;
- revocation of certain campus privileges;
- suspension or
- expulsion.

The School has flexibility in the type and range of sanctions to impose on the perpetrator depending on the severity of the incident, but has a process in place to ensure that sanctions imposed are consistent with sanctions imposed in past incidents of similar conduct and are not imposed unequally based on gender or gender identity.

2. Protective Measures

Protective measures that the school may utilize to protect the complainant include, but are not limited to:

- an order of protection, a no contact order, restraining order or similar lawful order from the institution;
- changes to transportation, working, academic and/or living situations;
- providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred;
- providing an escort to ensure that the complainant can move safely between classes and activities;
- ensuring the complainant and perpetrator do not share classes or extracurricular activities;
- providing comprehensive, holistic victim services including medical, counseling and academic support services, such as tutoring; or
- arranging for the complainant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty.

When determining what protective measures to establish, Federico Beauty Institute will consider a number of factors including the specific needs and requests expressed by the complainant; the age of the students involved; the severity or pervasiveness of the conduct; any continuing effects on the complainant; whether the complainant and alleged perpetrator share the same residence hall, dining hall, class, transportation, or job location; and whether other judicial measures have been taken to protect the complainant (*e.g.*, civil protection orders).

Sexual Violence: Victim Procedures

If you are victim of sexual violence, including sexual violence, dating violence, domestic violence or stalking, your first priority should be to get to a place of safety. You should then obtain any necessary medical treatment. Information about the alleged offense should be provided to the Institute's Title IX Coordinator as soon as possible. Time is a critical factor for evidence collection and preservation.

Federico Beauty Institute strongly advocates that a victim of sexual violence report the incident to police in a timely manner and, if requested to do so by the victim, Cara Kinzel or Tera Thorne will assist the victim in contacting the police. Filing a police report will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. The victim has the right at all times to decline to notify police of the incident.

Filing a police report will:

- ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim;
- provide the opportunity for collection of evidence helpful in prosecution or establishing a no contact order, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam); and
- assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

When a victim contacts the Police Department, the local Police Sex Crimes Unit will be notified as well. The victim may choose for the investigation to be pursued through the criminal justice system. The Title IX Coordinator will guide the victim through the available options and support the victim in his or her decision. Various counseling options are available through the Rape and Sexual Abuse Center and the Victim Intervention Program of the local Police Department.

Procedures for disciplinary action in cases of sexual violence

Federico Beauty Institute's Title IX Coordinator has primary responsibility for receiving, evaluating and investigating allegations of sexual violence, including alleged domestic violence, dating violence, sexual assault and stalking. The Title IX Coordinator is responsible for informing the School Director, Jeremy Federico, and the Campus Security Authority, Cara Kinzel, within 24 hours after receiving a sexual violence report for purposes of maintaining accurate Clery Act crime statistics.

The Title IX Coordinator has primary responsibility for ensuring that any disciplinary proceeding involving an allegation of sexual violence is conducted promptly, fairly and impartially and in accordance with these and other related institutional procedures.

Once the Title IX Coordinator receives a report of sexual violence, the following steps will be followed:

1. The Title IX Coordinator will immediately assess whether the information in the report warrants a timely warning and, if so, will contact Jeremy Federico immediately to execute that procedure in accordance with the institution's timely warning procedures [cross reference to those procedures]. The Title IX Coordinator will immediately inform the victim of his/her right to "interim measures" during the pendency of an investigation of the alleged sexual violence, including obtaining an order of protection, a no contact order, restraining order or similar lawful order from the police or the institution; [the School's] obligation to protect the identity of the victim in any Clery Act report or in other publicly available recordkeeping and to

keep any interim measures provided to the victim confidential to the extent maintaining such confidentiality would not impair the ability of the institution to provide the accommodation or protective measure.

2. The Title IX Coordinator will, within 24 hours of receipt of the report, provide the individual making the report of an alleged sex offense with:

- a. a copy of these procedures;
- b. information on counseling, health, mental health, victim advocacy, legal assistance services, immigration assistance, student financial aid and any other services available to the victim at [the School] or in the community;
- c. information on the victim's right to report the incident to local police and the fact that [the School's] institutional investigation and disciplinary procedure and criminal proceeding may occur simultaneously; and
- d. options to facilitate changes to transportation, working, academic and/or living situations, or additional protective measures, if requested, while the investigation is pending, even if the victim chooses not to report the crime to police.

3. The Title IX Coordinator will investigate the incident by interviewing: the individual filing the report, the accused, [School] employees, witnesses and others as necessary to gather facts about the alleged incident. The Title IX Coordinator may be assisted by other employees after determining that such employees do not have a conflict of interest and have received training in Title IX and VAWA.

4. The Title IX Coordinator will ensure that all individuals involved in the disciplinary procedure apply a "preponderance of the evidence" standard when evaluating sexual violence reports. [The School] does not provide for a formal hearing process but both parties may be assisted by a support person of choice, including an attorney.

5. In all cases, the Title IX Coordinator will maintain regular communications with both the accuser and accused and provide both parties with equal opportunity to provide information, witness statements, evidence, and other information that may be necessary for [the School] to fully evaluate the alleged offense.

6. The Title IX Coordinator will, barring extenuating circumstance, complete the investigation and make a determination regarding any necessary discipline of accused and remedies to accuser within 60 days of the date that the report is first received by the Title IX Coordinator.

7. The Title IX Coordinator will inform both parties of its final determination. [The School] does not provide for an appeal of final determinations.

8. The sanctions that may be imposed by [the School] following a determination that dating violence, domestic violence, sexual assault or stalking occurred include, but are not limited to, counseling, education, changes in academic or living arrangements, no contact orders, suspension or expulsion of a student or termination of employment.

9. Both the accuser and accused shall be simultaneously informed in writing of:

- a. the outcome of any disciplinary proceeding that arises from an allegation of domestic violence, dating violence, sexual assault or stalking,
- b. the institution's procedures for the accused and victim to appeal the results of the institutional disciplinary proceeding (if any such appeal rights become available),
- c. any change to the results that occurs prior to the time that such results become final; and
- d. when such results become final.

10. The Title IX Coordinator will determine if the incident is indicative of systemic issue related to the sexual violence and, if so, work with Federico Beauty Institute's employees, including the Campus Security Authority and School Director, to recommend changes to The School's policies, procedures or training to prevent re-occurrence.

Federico Beauty Institute requires the Title IX Coordinator and all employees involved in the investigation and disciplinary process to receive training at least annually on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Protection of Confidentiality of Victim of Sexual Violence

There are no pastoral or professional counselors on campus. Confidential crisis, mental health and victim resource hotline numbers are posted on campus as well as listed in the Student Catalog should students need to contact these agencies. Victims of sexual violence reported to the Title IX Coordinator will be provided with information regarding local rape crisis centers and other counseling services.

Reports about sexual violence or other crimes to The School's Title IX Coordinator may be provided informally and in confidence to the Title IX Coordinator who will make every attempt to maintain privacy of the information in accordance with your request and Family Educational Rights and Privacy Act of 1974 (FERPA) regulations unless Federico Beauty Institute is under an obligation to disclose your identity to protect the safety of others. You will be informed if The School cannot maintain the requested confidentiality of the information.

The School strongly encourages persons who are victims of sexual violence who do not want to report the incident to police or file a complaint using The School's institutional procedures to report the incident to the Title IX Coordinator voluntarily and on a confidential basis solely to permit the inclusion of that information in [the School's] annual crime statistics. With such information, The School can keep an accurate record of the number of similar incidents, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. Federico Beauty Institute will make best efforts to maintain the privacy of that information and to comply with FERPA.

The School is required to, and will, keep the identity of victims of sexual violence private in any public report of Clery Act crimes. Reporting to the institution will also enable the victim to receive protective measures. At the victim's request, [the School] will maintain as confidential any protective measures provided to the victim, to the extent that making such information confidential does not impair the ability of the institution to provide those protective measures. The victim will be informed by the institution if providing a protective measure may reveal the identity of the victim.

The School encourages reporting of sexual violence to the police. Filing a police report will:

- ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim;
- provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam); and
- assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

Police reports are public records under state law, and therefore [the School] cannot guarantee the absolute confidentiality of reports of crime obtained from police records but will make every effort to maintain the confidentiality of such information to the greatest extent permitted by law.

Clery Act Crimes

Following are the three categories of offenses that are defined as Clery Act crimes:

- Criminal Offenses—Criminal Homicide, including: a) Murder and Non-negligent Manslaughter, and b) Negligent Manslaughter; Sex Offenses including:
 - a) Forcible, and b) Non-forcible; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; and Arson.
- Hate Crimes—Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property¹ that were motivated by bias; and ¹ The 2008 HEOA regulations expanded the list of hate crime statistics to be included in *Clery Act* statistical disclosures.
- Arrests and Referrals for Disciplinary Action for Weapons: Carrying, Possessing, Etc., Drug Abuse Violations and Liquor Law Violations.

Annual Fire Safety Report

Fire Detection and Suppression

There are several elements to fire safety in The School including building fire detection and suppression systems, training, regular fire drills, mandatory evacuations for any fire alarm activations, fire safety and fire reporting policies. Buildings are equipped with fire detection systems including smoke and heat detectors. Sprinklers are throughout the building. The Café is equipped with kitchen hood fire suppression systems. This system is maintained & tested according to the required regulations. All alarms are dispatched through our Halos system where they are reported to the Fire Department. Fire extinguishers are located throughout the building in compliance with required regulations.

Evacuation Procedures

Upon activation fire alarm system, all students, clients & staff must exit the building out the nearest safe exit and proceed to the assembly point in the West parking lot where they must check-in and wait to receive further instructions from staff or Campus Safety. Campus Safety officers assist in the evacuation process and verify that all students have safely evacuated. Students receive a copy of the evacuation procedure as part of their Orientation package. Practice drills help reinforce good evacuation behavior and present an opportunity to ask questions.

Campus Statistics

Unintentional fires:	None
Intentional fires:	None
Undetermined fires:	None

Policies

For the health and safety of all members of the community, students are expected to comply with all fire and safety regulations of the College and applicable local, state and federal law. Fire drills are held

throughout the year. Instructions for the evacuation of the halls in the event of a fire or emergency are provided in student rooms and on hall bulletin boards. Use of fire alarms and fire-fighting equipment without the existence of an actual fire is a violation of California Penal Code 148.4. Triggering a false fire alarm could result in misdemeanor charges, fines, and/or severe disciplinary action.

Emergency Services

Fire, Paramedics and/or Police 9-911 (from a land line) or 916-874-5111 (from a cell phone).

If you call 911 from a cellphone, be sure to tell the dispatcher your location. Immediately call a Campus Security Authority and report the incident. Campus staff will meet the responders and bring them to your location.

Non-emergency 916-874-5115

Resources for Students

WEAVE Support Line 916-920-2952

Health & Human Services 916-875-2000

DRUG AND ALCOHOL ABUSE AND PREVENTION

POLICY STATEMENT

Federico Beauty Institute is committed to providing a safe, healthy learning community for all its members. The University recognizes that the improper and excessive use of alcohol and other drugs may interfere with the School's mission by negatively affecting the health and safety of students, faculty and staff. It is due to the harm caused by excessive and illegal use that the University has a vested interest in establishing policies to prohibit unlawful behavior and sanctions to address policy violations by members of the School community.

Under the Drug-Free Schools and Communities Act (DFSCA) and in accordance with the Drug-Free Schools and Campuses Regulations (EDGAR), the School is required to have a Drug and Alcohol Abuse and Prevention Policy and distribute this policy annually to all employees and students. This policy must outline the School's prevention, education and intervention efforts, and consequences that may be applied by both the School and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

SCOPE

This policy applies to all employees; students; applicants for employment; customers; third-party contractors; and all other persons that participate in the School's educational programs and activities, including third-party visitors on campus. This policy addresses drug and alcohol abuse and prevention efforts.

DRUG AND ALCOHOL ABUSE AND PREVENTION

ALCOHOL AND OTHER DRUGS POLICY

For the purpose of this policy, the term 'drug' includes:

1. Controlled substances, as defined in 21 USC 802, which cannot be legally obtained,
2. Legally controlled substances which were not legally obtained, including:
 - a. Prescribed drugs when prescription is no longer valid (e.g. use of medication after a course of treatment is completed);
 - b. Prescribed drugs used contrary to the prescription;
 - c. Prescribed drugs issued to another person

All members of the campus community also are governed by laws, regulations and ordinances established by the state and local municipalities, and will be held accountable by law enforcement representatives of those entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

The dispensing, selling or supplying of drugs or alcoholic beverages to a person under 21 years old is prohibited. Employees, students, faculty and campus visitors may not unlawfully: manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs or controlled substances on School property, while driving a School vehicle or while otherwise engaged in School business. School property, as defined in this policy, includes all buildings and land owned, leased or used by the School, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the School unless approved by the Owner or President and Chief Executive Officer.

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and others while on University property, while driving a University or privately-owned vehicle, or while otherwise engaged in University business. It is illegal to misuse prescription medication, e.g. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person. Misusing prescription drugs can result in disciplinary action at Federico and potentially conviction with jail time. More information pertaining to student drug and alcohol use can be found in the Federico Beauty Institute Student Handbook.

Additional information pertaining to employee drug and alcohol use along with the School's right to require post-accident drug and alcohol screening or screening based on reasonable suspicion can be located in the Federico Beauty Institute Employee Handbook.

FEDERICO ALCOHOL AND OTHER DRUG PREVENTION STRATEGIES

The School uses evidence-based strategic interventions, collaboration, innovation and the incorporation of wellness programs to reduce harmful consequences of alcohol and other drug use.

- Providing education and awareness activities
- Offering substance-free social and extracurricular, and public/community service options
- Creating a health conscious environment
- Restricting the marketing and promotion of alcohol and other drugs
- Limiting availability of alcohol
- Developing and enforcing campus policies and enforcing laws to address high-risk and illegal alcohol and other drug use
- Providing early intervention and referral for treatment

For more detailed information on the University alcohol and other drug prevention strategies, contact the Educational Systems Manager at (916) 929-4242 x220 (student related inquiry), Human Resources at (916) 929-4242 x214 (employee related inquiry).

HEALTH RISKS

The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral, and social problems. Below is a general description of the health risks associated with drug use.

ALCOHOL

Can cause short-term effects such as loss of concentration and judgment, behavior. Long-term effects include risk of liver and heart damage, malnutrition, cancer and other illnesses. Use of alcohol can be highly addictive to some persons.

AMPHETAMINES

Can cause short-term effects such as rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion. Tolerance increases rapidly. Long-term effects include physical and psychological dependence and withdrawal can result in depression and suicide. Continued high doses can cause heart problems, infections, malnutrition and death.

CANNABIS

Can cause short-term effects such as slow reflexes, increase in forgetfulness, alters judgment of space and distance, can aggravate pre-existing heart and/or mental health problems. Long-term health effects include permanent damage to lungs, reproductive organs and brain function. Can interfere with physical, psychological, social development of young users.

COCAINE (crack)

Can cause short-term effects such as impaired judgment, increased breathing, heart rate, heart palpitations, anxiety, restlessness, hostility, paranoia, confusion. Long-term effects may include damage to respiratory and immune systems, malnutrition, seizures and loss of brain function. Highly addictive.

DESIGNER DRUGS/SYNTHETIC CANNABINOIDS (bath salts, K2, spice)

Can cause short-term effects such as elevated heart rate, blood pressure and chest pain, hallucinations, seizures, violent behavior and paranoia. May lead to lack of appetite, vomiting and tremor. Long-term use may result in kidney/liver failure, increased risk of suicide and death.

HALLUCINOGENS (PCPC, LSD, ecstasy, dextromethorphan)

Can cause extreme distortions of what is seen and heard, induces sudden changes in behavior, loss of concentration and memory, and increases risk of birth defects in user's children. Overdose can cause psychosis, convulsions, coma and death. Frequent and long-term use can cause permanent loss of mental function.

INHALANTS (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons)

Can cause short-term effects such as nausea, dizziness, fatigue, slurred speech, hallucinations or delusions. May lead to rapid and irregular heart rhythms, heart failure and death. Long-term use may result in loss of feeling, hearing and vision. Can result in permanent damage to the brain, heart, lungs, liver and kidneys.

OPIATES/NARCOTICS (heroin, morphine, opium, codeine, oxycodone, china white)

Can cause physical and psychological dependence. Overdose can cause coma, convulsions, respiratory arrest and death. Long-term use leads to malnutrition, infection and hepatitis. Sharing needles is a leading cause of the spread of HIV and hepatitis. Highly addictive; tolerance increases rapidly.

SEDATIVES

Can cause reduced reaction time and confusion. Overdose can cause coma, respiratory arrest, convulsions and

death. Withdrawal can be dangerous. In combination with other controlled substances, sedatives can quickly cause coma and death. Long-term use can produce physical and psychological dependence. Tolerance can increase rapidly.

TOBACCO (cigarettes, cigars, chewing tobacco)

Can cause disease of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract, such as Chronic Obstructive Pulmonary Disease (COPD), and emphysema and cancer, particular lung cancer and cancers of the larynx and mouth. Nicotine is highly addictive.

For an extensive list of health-related risks, visit *The National Institute on Drug Abuse*:

<http://www.drugabuse.gov>

COUNSELING AND TREATMENT PROGRAMS

The School encourages individuals with alcohol- or other drug-related problems to seek assistance.

National Clearinghouse for Drug and Alcohol Information

800-729-6686

- Provides resources for specialists and referrals to local self-help groups.