



SANDRA ACADEMY OF SALON SERVICES

MORRISTOWN CAMPUS 5250 W ANDREW JOHNSON HWY

MORRISTOWN TN, 37814

WWW.SANDRAACADEMY.EDU SANDRAACADEMY@HOTMAIL.COM

423-312-4790

CAMPUS SAFETY SECURITY CLERY REPORT

September 21, 2026

Sandra Academy of Salon Services does not offer any on campus housing and does not own or control any other property or outbuildings. Sandra Academy of Salon Services has 0% Crime Reported for the 2025 year. This Campus has had no crime. Sandra Academy of Salon Services does not offer any on-campus housing so therefore it is not required to report any fire campus and safety data.

User ID: C4864421

CLOSE

Please answer these questions carefully. The answers you provide will determine which screens you will be asked to complete for this data collection.

☒ **No.**

☐ **Yes.** (If Yes is selected, you must enter the number of student housing facilities below and enter Fire Statistics for each facility.)

0

☐ Yes

☒ No

- ☒ **Yes.** Local and/or state law enforcement agencies provided us with statistics that we are combining with statistics collected by our campus security authorities.
- ☐ **No.** We are not combining the statistics because we cannot determine whether the statistics we obtained from local and/or state law enforcement agencies are for on-campus incidents or public property incidents.
- ☐ **Not available.** We cannot determine if the statistics we obtained from local and/or state law enforcement agencies are for our Clery geography.
- ☐ **Not available.** We made a good-faith effort to obtain statistics from local and/or state law enforcement agencies, but the agencies did not comply with our request.

For each of the following criminal offenses, enter the number reported to have occurred On Campus.

Total occurrences On campus

	2023	2024	2025
a. <u>Murder/Non-negligent manslaughter</u>			0
b. <u>Manslaughter by Negligence</u>			0
c. <u>Rape</u>			0
d. <u>Fondling</u>			0
e. <u>Incest</u>			0
f. <u>Statutory rape</u>			0
g. <u>Robbery</u>			0
h. <u>Aggravated assault</u>			0
i. <u>Burglary</u>			0
j. <u>Motor vehicle theft</u> (Do not include theft <i>from</i> a motor vehicle)			0
k. <u>Arson</u>			0

Caveat:

Criminal Offenses - Public Property

For each of the following criminal offenses, enter the number reported to have occurred on Public Property.

Criminal offense	Total occurrences on Public Property		
	2023	2024	2025
a. <u>Murder/Non-negligent manslaughter</u>			0

b. Manslaughter by Negligence

0

c. Rape

0

d. Fondling

0

e. Incest

0

f. Statutory rape

0

g. Robbery

0

h. Aggravated assault

0

i. Burglary

0

j. Motor vehicle theft
(Do not include theft *from* a motor vehicle)

0

k. Arson

0

Caveat:

Hate Crimes - On campus

For the criminal offenses listed below, first enter the total number of Hate Crimes that were reported to have occurred On campus. Then break down each total by category of bias (e.g., race, religion).

YEAR 2025

Criminal offense	Total	Occurrences of Hate crimes (Category of Bias for crimes)							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0

9/22/26, 2:32 PM2026 Campus Safety and Security Survey

d. <u>Fondling</u>	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0
g. <u>Robbery.</u>	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0
i. <u>Burglary.</u>	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/vandalism of property.</u>	0	0	0	0	0	0	0	0

Caveat:

YEAR 2024

YEAR 2023

Hate Crimes - Public Property

For the criminal offenses listed below, first enter the total number of Hate Crimes that were reported to have occurred on Public Property. Then break down each total by category of bias (e.g., race, religion).

YEAR 2025

Criminal offense	Total	Occurrences of Hate crimes (Category of Bias for crimes)
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		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
c. <u>Rape</u>	0	0	0	0	0	0	0	0	0
d. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
e. <u>Incest</u>	0	0	0	0	0	0	0	0	0
f. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
g. <u>Robbery.</u>	0	0	0	0	0	0	0	0	0
h. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
i. <u>Burglary.</u>	0	0	0	0	0	0	0	0	0
j. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0	0	0	0	0	0	0
k. <u>Arson</u>	0	0	0	0	0	0	0	0	0
l. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
m. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
n. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
o. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0	0	0

Caveat:

VAWA Offenses - On Campus

For each of the following crimes, enter the number reported to have occurred On Campus.

Crime	Total occurrences On Campus		
	2023	2024	2025
a. <u>Domestic violence</u>			0
b. <u>Dating violence</u>			0
c. <u>Stalking</u>			0

Caveat:

VAWA Offenses - Public Property

For each of the following crimes, enter the number reported to have occurred on Public Property.

Crime	Total occurrences on Public Property		
	2023	2024	2025
a. <u>Domestic violence</u>			0
b. <u>Dating violence</u>			0
c. <u>Stalking</u>			0

Caveat:

Arrests - On campus

Enter the number of Arrests for each of the following crimes that occurred On Campus.

Crime	Number of Arrests		
	2023	2024	2025
a. <u>Weapons: carrying,,possessing,etc.</u>			0
b. <u>Drug abuse violations</u>			0
c. <u>Liquor law violations</u>			0

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

Caveat:

Arrests - Public Property

Enter the number of Arrests for each of the following crimes that occurred on Public Property.

Crime	Number of Arrests		
	2023	2024	2025
a. <u>Weapons: carrying,,possessing,etc.</u>			0
b. <u>Drug abuse violations</u>			0
c. <u>Liquor law violations</u>			0

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

Caveat:

Disciplinary Actions - On campus

Enter the number of persons referred for disciplinary action for crimes that occurred On Campus for each of the following categories.
Do not include disciplinary actions that were strictly for school policy violations.
If the disciplinary action is the result of an arrest, please do not count it here; count the violation as 1 arrest.

Crime	Number of persons referred for Disciplinary Action		
	2023	2024	2025
a. <u>Weapons: carrying, possessing, etc.</u>			0
b. <u>Drug abuse violations</u>			0
c. <u>Liquor law violations</u>			0

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

Caveat:

Disciplinary Actions - Public Property

Enter the number of persons referred for disciplinary action for crimes that occurred on Public Property for each of the following categories.
Do not include disciplinary actions that were strictly for school policy violations.
If the disciplinary action is the result of an arrest, please do not count it here; count the violation as 1 arrest.

Crime	Number of persons referred for Disciplinary Action		
	2023	2024	2025
a. <u>Weapons: carrying, possessing, etc.</u>			0

Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

Caveat:

Unfounded Crimes

Of those crimes that occurred On Campus, in On-campus Student Housing Facilities, on or in Noncampus property or buildings, and on Public Property, enter the number of crimes that were unfounded.

The total number of unfounded crimes should include all criminal offenses, hate crimes, domestic violence, dating violence, or stalking incidents that have been unfounded. Arrests and disciplinary actions cannot be unfounded.

	Number		
	2023	2024	2025
a. <u>Total unfounded crimes</u>			0

Please Note: If a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime.

Count unfounded crimes in the year in which they were originally reported.

Caveat:



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CLERY PROGRAM

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and the Safe and Drug-Free Schools and Communities Act (DFSCA): Policies, Reporting, Warnings, Notifications, and Sanctions

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, more commonly known as the Clery Act, is contained (along with other security-related disclosure requirements) in section 485 of the Higher Education Act, codified at 20 U.S.C. § 1092. It requires all postsecondary education institutions to keep records and report annually on the nature, date, time, and place of crimes occurring on campus, including hate crimes. It also prescribes a number of security-related protocols for emergency response procedures, timely notifications for on-campus crimes, etc.

For your information, a copy of Sandra Academy of Salon Services. Annual Campus Safety and Security Report (also known as our Annual Security Report, or ASR) is attached. This report is distributed in compliance with the Clery Act. Also included is a copy of information relating to Sandra Academy of Salon Services. Drug and Alcohol Abuse Prevention Programs. The ASR and Drug and Alcohol and Abuse Prevention programs information is available online at www.sandraacademy.edu. Sandra Academy of Salon Services. commitment to safety and security includes:

- Providing a secure and crime free environment for students, faculty and staff.
- Performing regular evaluation of security programs.
- Monitoring and following up on each crime reported at an Sandra Academy of Salon Services location.
- We believe student, faculty, and staff behavior which promotes security awareness is important in all aspects of our lives and we encourage all students, faculty and staff to accept responsibility for their own security as well as the security of other members of the Sandra Academy of Salon Services community.

As you read the following report, comments, questions or concerns may be addressed to:
Sandra Academy of Salon Services.
Attention: Sandra Clark, President
Student Financial Services
5250 W Andrew Johnson Hwy
Morristown, TN 37814
423-312-4790

STATEMENT OF CURRENT POLICIES REGARDING PROCEDURES FOR STUDENTS AND OTHERS TO REPORT CRIMINAL ACTIONS AND POLICES CONCERNING THE INSTITUTION'S RESPONSE TO SUCH REPORTS

Students, faculty or staff who wish to report criminal actions, should immediately contact Sandra Clark, President of Sandra Academy of Salon Services Campus Security Authority (or, CSA; the CSA is the individual specified in the School's statement of campus security policy as the one to whom students and employees should report criminal offenses) or other responsible supervisory personnel at their campus. The criminal action should then be immediately reported by students, faculty or staff to the local law enforcement authorities for assistance and /or investigation. In an emergency, dial 911. The Sandra Academy of Salon Services Criminal Crime Log is completed with the assistance of the person reporting the criminal action. The report should be filed as soon as possible with the Sandra Clark, President who will follow up on the report personally or assign responsibility to another appropriate administrator to follow up and report on the outcome as well as any preventative or other actions taken to ensure the safety and security of all staff, faculty, and students. Additional copies of the Sandra Academy of Salon Services Accident / Incident Report Form may be requested from the Sandra Academy of Salon Services Financial Aid Office. See www.sandraacademy.edu

Crime Reporting

Efforts are made to inform members of the campus community on a timely basis about campus crime and crime-related issues. These efforts include the following:

- Sandra Academy of Salon Services does not have a campus security or campus police but a Campus Crime Log is available in the Financial Aid Office at all times.
- Crime Alerts – Crime Alerts are published when a crime occurs on or near campus that potentially threatens the campus community. The crime alerts are distributed in a variety of methods, depending upon the incident. (See Timely Campus Warnings below.)

How to Report Crimes on Campus

Students and employees are cautioned never to attempt to apprehend or pursue a suspected criminal. Crimes or suspected criminals should be reported to Sandra Clark, President or other designated staff member, and then to local law enforcement at the non-emergency number, 423-585-2710. In an emergency, dial 911.

Immediately report any crimes or suspicious activity on campus by:

- Calling 423-585-2710. [This should be the number on campus to which students and staff should report a crime.]
- Completing the Sandra Academy of Salon Services Campus Crime Log and submitting to the Sandra Clark, President.

- Stopping by the Financial Aid office.

If you have any doubts about whether to report something that has occurred, report it. Victims of, or witnesses to, crimes may disclose them on a voluntary, confidential basis to Sandra Clark, President, which can then determine whether the event constitutes a crime that has to be collected and statistically reported. Your cooperation in timely reporting assists to Sandra Academy of Salon Services in issuing equally timely warnings to the campus community. All crimes must be reported immediately.

Always use your eyes, ears, and telephone to keep campus officials advised of what you see and hear. Call the Financial Aid Office when you see:

- Strangers loitering in office areas, hallways, classrooms, or lounge areas, etc.
- Unsecured doors or windows in campus buildings that are supposed to be locked
- Anyone tampering with a motor vehicle or loitering in a parking lot
- Persons publicly displaying a weapon
- Persons loitering in dark or secluded areas
- Suspicious persons carrying articles, equipment, luggage, or other packages out of campus buildings

STATEMENT OF CURRENT POLICIES CONCERNING SECURITY AND ACCESS TO CAMPUS FACILITIES

The security of the educational and work environment is a high priority at Sandra Academy of Salon Services. As an effort to demonstrate this, the school utilizes security cameras in appropriate public areas of the campus, inside and front door to outside the buildings. Access to the buildings is secured between the hours of 10:00 p.m. and 7:00 a.m. so that unauthorized individuals are not able to lawfully enter the building. During normal business hours and hours in which the building is accessible, visitors (including vendors, etc.) are required to come into the front entrance (the main lobby). Additionally, during the course of time on campus, students and staff should wear appropriate school-authorized IDs. (See the student and employee handbooks for additional information on this.)

PREPARING THE ANNUAL DISCLOSURE

The President, Sandra Clark, serving as the President for the school, has the responsibility of gathering the data used to prepare the annual campus crime statistics report. Campus crime data is gathered the same day that it is reported. The data is obtained from reports made to local law enforcement. Crimes are counted in the disclosure based upon the crime having been reported, not whether there was a conviction. Data is obtained annually from local law enforcement and compared with the data gathered at the Sandra Academy of Salon Services. The resulting data is used to prepare the annual crime statistics report.

The ASR is published and distributed by October 1 of each year to current students and employees. A notice of the ASR's availability is also provided to prospective students and employees, with a notice that a paper copy is available upon request.

REPORTABLE OFFENSES UNDER THE CLERY ACT

The Clery Act requires reporting on the following offenses:

- murder;
- manslaughter (negligent and non-negligent)

- sex offenses, forcible and non-forcible;
- robbery;
- aggravated assault;
- burglary;
- motor vehicle theft;
- arson;
- arrests, or persons referred for campus disciplinary action for liquor law violations;
- arrests, or persons referred for campus disciplinary action for drug-related violations;
- domestic violence**
- dating violence**
- sexual assault**
- stalking**
- arrests, or persons referred for campus disciplinary action for weapons possession, carrying, etc., and
- hate crimes, [which for Clery Act purposes include any crime listed in the preceding points and, as of 2008, larceny-theft; simple assault; intimidation; and destruction, damage, or vandalism of property in which the victim is intentionally selected because of his or her actual or perceived race, gender, religion, sexual orientation, ethnicity, national origin, or disability.]

**On March 7, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA). Among other provisions, this law amended the Clery Act to require postsecondary institutions to include in their Annual Campus Security Report all instances of domestic violence, dating violence, sexual assault, and stalking; and instances of gender identity and national origin crimes which fall under the category of Hate Crimes. These new reportable items must be included in the ASR released by October 1, 2014, using a good faith effort to comply with the law until the final regulations are published with an effective date of July 1, 2015 for the October 1, 2015 ASR reporting deadline.

GEOGRAPHICAL AREA

The Clery Act requires each institution to disclose crime statistics that occur on three types of property: campus, non-campus buildings or property, and public property areas.

“Campus” is defined as buildings or property owned or controlled by the institution within the same reasonably contiguous geographic area and used by the institution in a manner related to the institution’s educational purpose. It also includes property in that contiguous area owned by the institution but controlled by another person, if that property is used by students and supports institutional purposes (e.g. a food or retail vendor). Branch campuses and geographically disconnected administrative divisions or schools would be considered separate campuses for the purposes of reporting.

“Public property” is property that is located within the same reasonably contiguous geographic areas of the campus, like a sidewalk, street or public parking lot, that is adjacent to a facility owned or controlled by the institution for purposes related to the institution’s educational purposes. Crimes occurring on “public property” must also be reported in the crime statistics. A “non-campus building or property” is one that is owned or controlled by a school recognized student organization, or one that is owned or controlled by the institution and used by students

or by the institution for education-related purposes and that is not within the same reasonably contiguous geographic area of the campus. Crimes occurring on “non-campus property” must be reported. However, incidents occurring on public property adjacent to “non-campus buildings or property” do not have to be included. Our institution does not have such property in this category for which we must report.

TIMELY CAMPUS WARNINGS or ALERTS

A timely warning to the campus community is distributed regarding any of the above listed crimes (see Reportable Offenses under the Clery Act) which are deemed to represent a threat to the students and employees, and which are reported to campus officials or to local police agencies. The campus crime alert is issued in a manner that is timely and will aid in the prevention of similar crimes. The manner of dissemination to alert the campus community may include one or more of the following methods: e-mail, voice mail, and text messages. In addition, the President, Sandra Clark or other campus officials will post relevant warnings, updates and advisories on the appropriate school Website (www.sandraacademy.edu) and may also utilize campus bulletin boards. Campus officials may decide to issue an alert about a crime occurring off-campus but in a location frequented by students, even though such a crime would not be included in the annual report.

A STATEMENT OF CURRENT POLICIES CONCERNING CAMPUS LAW ENFORCEMENT AND POLICIES THAT ENCOURAGE PROMPT REPORTING OF ALL CAMPUS CRIME TO THE CAMPUS AUTHORITIES AND LOCAL POLICE

Sandra Academy of Salon Services is essentially a residential School, and does not have a campus police force. Therefore, all crimes are reported to local authorities as described in the first section regarding policies and procedures to report crimes. All crimes should be reported immediately in order to enhance the opportunity for a quick resolution.

The Sandra Academy of Salon Services/Campus Crime Log (referenced above) may be requested from the Financial Aid's office and recording of an incident of crime or emergency. Voluntary confidential reporting: As Sandra Academy of Salon Services. is essentially a residential school, and does not have a campus police force; all crimes must be reported to local authorities. Local law enforcement will allow a victim or witness to report crime on a voluntary and confidential basis. All victims are encouraged to report all crimes to the President, Sandra Clark and local law enforcement. In the event the victim is unable to make such a report, the campus President or third-party witness is encouraged to report the crime promptly.

In very limited circumstances, an institution may remove from its crime statistics (but not from its crime log) reports of crimes that have been determined to be “unfounded” by law enforcement officials. Sandra Academy will report to the Department and disclose in the annual security report statistics of the number of crime reports that were “unfounded” and subsequently withheld from its crime statistics during each of the three most recent calendar years.

Disclose if your institution has any procedures that encourage both pastoral and professional counselors, at their discretion, to inform those they counsel of procedures for reporting crimes voluntarily and confidentially for inclusion in the institution’s annual security report and Web-

based report to ED. This includes verbal or written encouragement. If your institution does not have these procedures, state this.

Sandra Academy of Salon Services. works closely with the Local Police Department for Morristown, Tn. to insure the safety of all staff and students. That the first act is to contact the Police Department at 423-252-2710, that if the incident is an emergency to contact 911. Crime is a serious problem with no easy solutions. Therefore, all members of the school campus community are encouraged to assist one another by taking responsibility for personal safety and assisting with the security needs of others. While school staff and security measures may offer assistance regarding safety and security concerns, ultimately the primary responsibility for your personal safety rests with you.

Safety Tips

- Stay alert of your surroundings, wherever you are.
- If you feel uncomfortable in a place, leave right away.
- Keep eyes and ears open, hands free.
- Choose busy streets and avoid going through deserted areas.
- At night, walk in well-lit areas whenever possible.
- Try not to walk or jog alone. Take a friend or walk in group.
- Avoid carrying large sums of cash.
- When in public spaces, keep valuable items including jewelry, phones and wallets out of sight.
- Carry a pepper or mace spray as a precautionary measure.
- Avoid returning to campus after dark, or walk in groups to and from buildings.
- Communicate suspicious behavior immediately to a staff or faculty.

A STATEMENT OF PROGRAMS AVAILABLE TO STUDENTS AND EMPLOYEES RELATED TO CAMPUS SECURITY, PERSONAL SAFETY, AND CRIME PREVENTION

Sandra Academy of Salon Services. provides information on personal safety and crime prevention. Sandra Academy of Salon Services. provides this information at new student and new employee orientation. During the orientation of students, faculty, and staff, procedures are also outlined to cover the reporting of all criminal acts.

Additionally, the Financial Aid Office has a directory of services that are available, within the community, to assist those who have suffered from a criminal act. These services are usually free and are provided by organizations or agencies within the community. The Financial Aid office also has available resource materials that address Domestic Violence, Dating Violence, Sexual Assault and Stalking.

A STATEMENT ADVISING OF AVAILABILITY OF INFORMATION ON REGISTERED SEX OFFENDERS

The federal Campus Sex Crimes Prevention Act that became effective October 27, 2002 requires eligible institutions participating in the Title IV Federal Student Aid programs to issue a statement advising the campus community where the State law enforcement agency information concerning registered sex offenders/predators may be obtained. Sex offenders are required to be registered according to the State law in the State in which they reside and are also required to notify appropriate State officials of each postsecondary school at which the offender is employed or is a student. Any such offender is also required to give notice to the

appropriate State authorities of any changes in enrollment or employment status at the postsecondary school.

In the State of Tennessee information concerning registered sex offenders and predators may be obtained from:

Tennessee Department of Law Enforcement (SDLE) Sexual Offender & Predator Unit,
100 W 1st N St
Morristown, TN 37814

Phone: (423) 585-2710 Information is also available in the United States Department of Justice national sex offender registry at <http://www.nsopw.gov/Core/Portal.aspx>

TITLE IX POLICY STATEMENT

Title IX of the Education Amendments of 1972 ("Title IX") protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states:

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

Sandra Academy of Salon Services not only complies with the letter of Title IX's requirements but also endorses the law's intent and spirit. The Institution is committed to compliance in all areas addressed by Title IX, including access to higher education, career education, math and science, standardized testing, athletics, education for pregnant and parenting students, learning environment, and technology, as well as sexual harassment.

The purpose of this policy is to ensure that the Institution's policies are applied and interpreted in ways consistent with Title IX and other applicable law.

It is the policy of the Institution to provide educational, preventative and training programs regarding sexual or gender-based harassment; to encourage reporting of incidents; to prevent incidents of sexual and gender-based harassment from denying or limiting an individual's ability to participate in or benefit from Sandra Academy of Salon Services programs; to make available timely services for those who have been affected by discrimination; and to provide prompt and equitable methods of investigation and resolution to stop discrimination, remedy any harm, and prevent its recurrence. Violations of this policy may result in the imposition of sanctions up to, and including, termination, dismissal, or expulsion, as determined by the appropriate officials at the Sandra Academy of Salon Services.

Discrimination

(Sandra Academy of Salon Services.) prohibits discrimination and harassment based on race, color, creed, religion, sex, gender, national origin, citizenship, ethnicity, marital status, age, disability, sexual orientation, gender identity and gender expression, genetic information, veteran status, or any other status protected by applicable law to the extent prohibited by law.

Sandra Academy of Salon Services TITLE IX Officer

Sandra Academy of Salon Services. appoints Title IX Officers. The Institution's Title IX Officer is: Shannon Morelock, Financial Aid Director, 907 Main Street New Tazewell, Tn 37825

Sexual Harassment

Sandra Academy of Salon Services defines sexual harassment as unwelcome behavior of a sexual nature that relates to the gender or sexual identity of an individual and that has the purpose or effect of creating an intimidating, offensive or hostile environment for study. This policy applies to all interactions between students and Sandra Academy of Salon Services faculty members and other faculty, staff, and administrative personnel, and other students. Conduct alleged to be sexual harassment will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context, and duration of the questioned behavior. Repeated incidents or a pattern of harassing behavior may be cause for serious corrective action. However, a more serious incident, even if isolated, may be sufficient cause for action under this policy including referral to law enforcement when applicable.

Quid pro quo sexual harassment can occur whether a person resists and suffers the threatened harm, or the person submits and avoids the threatened harm. Both situations could constitute discrimination on the basis of sex. A hostile environment can be created by persistent or pervasive conduct or by a single severe episode. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment. Sexual violence, including rape, sexual assault, and domestic and dating violence, is a form of sexual harassment. In addition, the following conduct may violate this policy:

- Observing, photographing, videotaping, or making other visual or auditory records of sexual activity or nudity, where there is a reasonable expectation of privacy, without the knowledge and consent of all parties.
- Sharing visual or auditory records of sexual activity or nudity without the knowledge and consent of all recorded parties and recipients.
- Sexual advances, whether or not they involve physical touching.
- Commenting about or inappropriately touching an individual's body.
- Requests for sexual favors in exchange for actual or promised job benefits, such as favorable reviews, salary increases, promotions, increased benefits, or employment.
- Lewd or sexually suggestive comments, jokes, innuendoes, or gestures.
- Stalking

Other verbal, nonverbal, graphic, or physical conduct may create a hostile environment if the conduct is sufficiently persistent, pervasive, or severe so as to deny a person equal access to Sandra Academy of Salon Services programs or activities. Whether the conduct creates a hostile environment may depend on a variety of factors, including: the degree to which the conduct affected one or more person's education or employment; the type, frequency, and duration of the conduct; the relationship between the parties; the number of people involved; and the context in which the conduct occurred.

Unwelcome Conduct

Conduct is unwelcome if a person (1) did not request or invite it and (2) regarded the unrequested or uninvited conduct as undesirable or offensive. That a person welcomes some sexual contact does not necessarily mean that person welcomes other sexual contact.

Similarly, that a person willingly participates in conduct on one occasion does not necessarily mean that the same conduct is welcome on a subsequent occasion.

Whether conduct is unwelcome is determined based on the totality of the circumstances, including various objective and subjective factors. The following types of information may be helpful in making that determination: statements by any witnesses to the alleged incident; information about the relative credibility of the parties and witnesses; the detail and consistency of each person's account; the absence of corroborating information where it should logically exist; information that the Respondent has been found to have harassed others; information that the Complainant has been found to have made false allegations against others; information about the Complainant's reaction or behavior after the alleged incident; and information about any actions the parties took immediately following the incident, including reporting the matter to others.

In addition, when a person is so impaired or incapacitated as to be incapable of requesting or inviting the conduct, conduct of a sexual nature is deemed unwelcome, provided that the Respondent knew or reasonably should have known of the person's impairment or incapacity. The person may be impaired or incapacitated as a result of drugs or alcohol or for some other reason, such as sleep or unconsciousness. A Respondent's impairment at the time of the incident as a result of drugs or alcohol does not, however, diminish the Respondent's responsibility for sexual or gender-based harassment under this policy.

Gender-Based Harassment

Gender-based harassment is verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation or gender identity, but not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the Sandra Academy of Salon Services education or work programs or activities. For example, persistent disparagement of a person based on a perceived lack of stereotypical masculinity or femininity or exclusion from an activity based on sexual orientation or gender identity also may violate this policy.

Investigations of Complaints

A complaint that a student, staff or faculty member has committed sexual harassment or engaged in nonconsensual sexual activity may be made to the Title IX Compliance Officer, or a staff or faculty member. Sandra Academy of Salon Services will conduct an investigation, as appropriate under the circumstances.

The investigative process involves interviewing the parties involved and any witnesses while gathering documentary or other evidence. In cases involving alleged criminal conduct, the complainant may file a criminal complaint with the local police department. A complainant need not pursue a criminal complaint in order to seek or to hold the accused responsible through the Sandra Academy of Salon Services. Student Code of Conduct. As soon as possible, the complainant and the accused will be offered appropriate assistance, and our Financial Aid department will be contacted if course adjustments are required.

Based on the outcome of the investigation, the Title IX Officer or their designee will determine if there is sufficient cause to proceed with the complaint. If so, the Title IX Officer or their

designee will arrange for an informal resolution conference with the accused. (Complainants do not attend informal resolution meetings but are apprised of the meeting's outcome.) If the accused does not accept responsibility for the allegations and/or the proposed sanction, the Title IX Officer or their designee will determine if the evidence warrants a formal hearing before the Grievance Committee.

The exact nature of the responsive action depends on the circumstances, but may include discipline up to and including suspension or dismissal from the Institution for a student, staff or faculty who is found to have violated Institutional policies.

Implementing Provisions/Policies

The Institution will take appropriate action (i.e., an investigation, adjudication and disciplinary and remedial/corrective steps) in response to a complaint made pursuant to the complaint policies/procedures listed above. The Institution will make every effort to handle complaints and investigations with sensitivity to both the rights of the person who complains and the rights of the accused.

The Institution handles complaints discreetly and attempts to maintain privacy throughout the investigative process, to the extent practicable and appropriate under the circumstances. However, in order to conduct an investigation, it is generally necessary to discuss the allegations with the accused and other potential witnesses. Additionally, the institution may have legal obligations to disclose information to law enforcement or in the context of legal proceedings.

Complaints may be made anonymously. While the Institution endeavors to investigate all complaints, including anonymous complaints, the nature of anonymous complaints makes investigation, determination, and remediation more difficult and, at times, impossible. Further, while the Institution attempts to protect the identity of complainants who do not wish to be identified, this may not always be possible.

In appropriate cases as determined by the Sandra Academy of Salon Services, conflict resolution may be possible. This is permitted only where both the complainant and accused voluntarily agree to participate, and either party may terminate informal resolution attempts and commence formal Grievance procedures at any time prior to reaching a mutually acceptable resolution. Depending on the circumstances, a mediated resolution may not necessarily involve

face-to-face discussions between the complainant and the accused. Certain cases are not appropriate for conflict resolution, such as complaints of particularly egregious sexual harassment or cases involving sexual assault or violence.

Occasionally, an individual makes a complaint and later wishes to revoke or discontinue the investigation or adjudication process. Similarly, it may occur that someone other than the victim reports an incident, and the victim declines to participate in the investigation or adjudication process. In other instances, complaints may be received anonymously and/or the victim may not wish to be personally identified. The Institution endeavors to respect the wishes of a victim to either not be identified and/or not participate in the process. In these situations, the Sandra Academy of Salon Services attempts to investigate and address complaints in accordance with the victim's wishes.

If a victim wishes to talk about an incident with the assurance that the discussion will be confidential and will not result in an investigation or follow up action, the Institution offers confidential resources through the President, Sandra L. Clark. Contact with the President, Sandra L. Clark that does not result in a complaint being filed with the institution or result in action being taken by the institution. Anyone wishing to have an incident investigated, mediated or adjudicated must make a complaint either orally or in writing in accordance with the procedures described above.

In determining whether sex discrimination, sexual harassment or sexual misconduct occurred, Sandra Academy of Salon Services does not apply the criminal standard of "beyond a reasonable doubt," nor do formal court rules of evidence apply. Instead, the institution uses a "preponderance of the evidence" standard, and Sandra Academy of Salon Services may consider any evidence it deems relevant. A "preponderance of the evidence" means the evidence which is of greater weight or is more convincing than opposing evidence such that it is "more likely than not" that an act occurred.

If the applicable investigative or adjudication process allows for parties to offer witnesses and evidence, the complainant and the accused will have an equal opportunity to do so. The complainant and the accused will be informed in writing of the outcome of the complaint, to the extent permitted by law. An accused that is a student may appeal the outcome to an impartial decision maker. An employee who is deemed guilty shall have whatever rights granted under law. The particular method and grounds for appeal are explained in the student policies listed above

Sandra Academy of Salon Services will, upon written request, disclose to the alleged victim of a crime of violence (see definition below), or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, Sandra Academy of Salon Services will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

§ 16. Crime of violence defined. The term "crime of violence" means— (a) an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or (b) any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.

The Sandra Academy of Salon Services endeavors to resolve complaints promptly. Ordinarily, the investigative stage will take no longer than 60 calendar days from the time the complaint is received. In exceptional circumstances (including but not limited to especially complex cases or when the Institution is not in session), it may be necessary to extend these timelines. If that occurs, the parties will be informed of the expected timeline for completion. The Sandra Academy of Salon Services prohibits retaliation against any individual who in good faith makes a complaint of sex discrimination, sexual harassment, or sexual misconduct or participates as a witness in a proceeding under this or any other Sandra Academy of Salon Services policy. Retaliation is also unlawful pursuant to Title IX and other laws.

Compliance with the provisions of the changes that VAWA made to the Clery Act does not constitute a violation of the *Family Educational Rights and Privacy Act (FERPA)*

A STATEMENT OF CURRENT POLICIES CONCERNING THE SEXUAL ASSAULT PREVENTION PROGRAM AND THE PROCEDURES THAT ARE FOLLOWED

The new Campus Sexual Violence Elimination Act of 2013 (SaVE Act) requires schools to educate students, staff, and faculty on the prevention of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. As part of Sandra Academy of Salon Services compliance with the SaVE Act requirements for prevention and awareness programs that address the specified areas above, the institution has several relevant brochures available on display in consumer area. These brochures are from nationally recognized organizations and include awareness and preventive information. These brochures also include help hotlines related to these specific topics.

Male Victims

While most victims of sexual assault are women, some men are also victims and will be treated the same as a female victim and have the same rights, resources, and access to help.

Violence Against Women Act

Institutional Notice of Petitioner's Rights Under the Violence Against Women Act

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

Sandra Academy of Salon Services not only complies with the letter of Title IX's requirements but also endorses the law's intent and spirit. The Institution is committed to compliance in all areas addressed by Title IX including access to higher education, career education, math and science, standardized testing, athletics, education for pregnant and parenting students, learning environment, and technology, as well as sexual harassment. Sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and include dating violence, domestic violence, sexual assault and stalking. As such should you report a form of sex-based discrimination, The Sandra Academy of Salon Services wants to inform you of our policy and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus as well as your rights, and the institution's responsibilities.

As a petitioner of sexual assault, dating violence, domestic violence, or stalking, you will receive a full copy of our institution's Title IX Policy. This policy has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking. These procedures include our right to inform you of your rights to file criminal charges as well as the availability of medical, counseling, and support services. We also offer additional remedies to prevent contact between a complainant and an accused party. The policy

addresses possible sanctions and interim and/or long-term protective measures that Sandra Academy may impose.

Definitions

Consent is defined in Tennessee as “intelligent, knowing, and voluntary consent and does not include coerced submission. Consent shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender.”

Sexual Assault is defined as an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Sexual violence includes any one incident of:

- Sexual battery, as defined in a lewd or lascivious act, as defined in upon in the presence of a person younger than 16 years of age.
- Luring or enticing a child, as described in (Tn Code 39-13-528 & 39-13-529)
- Sexual performance by a child, as described in (Tn Code 39-17-1004)
- Any other forcible felony wherein a sexual act is committed or attempted regardless of whether criminal charges based on the incident were filed, reduced, or dismissed by the state attorney.

Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person cohabitating with or has cohabitated with the victim as a spouse, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

Domestic violence means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member of another family or household member. A family or household member means spouses, former spouses, persons related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

Dating Violence means violence committed by 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 will 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

Dating violence means violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on the consideration of the following factors:

- A dating relationship must have existed with in the past 6 months.

- The nature of the relationship must have been characterized by the expectation of affection or sexual involvement between the parties.
- The frequency and type of interaction between the persons involved in the relationship must have included that the persons have been involved over time, and on a continuous basis during the course of the relationship.

The term does not include violence in a casual acquaintanceship or violence between individuals who have engaged in ordinary fraternization in a business or social context.

Stalking means engaging in a course of conduct directed 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.

“Credible threat” means a verbal or nonverbal threat, or a combination of the two, including threats delivered by electronic communication or implied by a pattern of conduct, which places the person who is the target of the threat in reasonable fear for his or her safety, or the safety of his or her family members or individuals closely associated with the person, and which is made with the apparent ability to carry out the threat to cause such harm. It is not necessary to prove that the person making the threat had the intent to actually carry out the threat. The present incarceration of the person making the threat is not a bar to prosecution under this section.

“Cyber stalk” means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose. A person who willfully, maliciously, and repeatedly follows, harasses, or cyber stalks another person commits the offense of stalking, a misdemeanor of the first degree, punishable as provided in (Tn Code 39-17-315). A person who willfully, maliciously, and repeatedly follows, harasses, or cyber stalks another person and makes a credible threat to that person commits the offense of aggravated stalking, a felony of the third degree, punishable as provided in (Tn Code 39-17-315).

Bystander Intervention: A bystander is someone other than the victim who is present when an act of dating violence, domestic violence, stalking, or sexual assault is occurring or when a situation is occurring in which a reasonable person feels as though some protective action is required to prevent sexual assault, dating violence, domestic violence, or stalking. Bystanders, if active, can prevent harm or intervene before a situation gets worse.

Reporting sexual assault, dating violence, domestic violence, or stalking

After an incident of sexual assault or domestic violence, the victim should consider seeking medical attention as soon as possible at a local hospital that will supply a physical evidence recovery collection kit. In Tennessee, evidence may be collected even if you chose not to make a report to law enforcement. A victim’s name and identifying information will be withheld from the public and press in accordance with the Public Records Law. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence as may be

necessary to the proof of criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to the Institution's hearing boards/investigators or police. Although the institution strongly encourages all members of its community to report violations to law enforcement, it is the victim's choice whether or not to make such a report, and victims have the right to decline involvement with the police.

To report an incident involving a sexual assault, domestic violence, stalking or dating violence, contact Sandra L. Clark, President, 5250 W Andrew Johnson Hwy Morristown, TN 37814. The purpose and authority of the institution staff is limited to the enforcement of campus rules and regulations. Incidents that go beyond this scope are referred and investigated by the Morristown Police Department

A victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

A law enforcement officer who investigates an alleged sexual battery shall:

- Assist the victim in obtaining medical treatment, if medical treatment is necessary as a result of the alleged incident, a forensic examination, and advocacy and crisis-intervention services from a certified rape crisis center and provide or arrange for transportation to the appropriate facility.
- Advise the victim that he or she may contact a certified rape crisis center from which the victim may receive services.
- Prior to submitting a final report, permit the victim to review the final report and provide a statement as to the accuracy of the final report.

The law enforcement officer shall give the victim immediate notice of the legal rights and remedies available to a victim on a standard form developed and distributed in conjunction with the Morristown Tn Department of Law Enforcement. The notice will include the resource listing, including telephone number, for the area certified rape crisis center as designated by the State.

A person who is the victim of sexual violence or the parent or legal guardian of a minor child who is living at home who is the victim of sexual violence has standing in the circuit court to file a sworn petition for an injunction for protection against sexual violence on his or her own behalf, or on behalf of the minor child if:

- The person has reported the sexual violence to a law enforcement agency and is cooperating in any criminal proceeding against the respondent, regardless of whether criminal charges based on the sexual violence have been filed, reduced, or dismissed by the state attorney; or
- The respondent who committed the sexual violence against the victim or minor child was sentenced to a term of imprisonment in state prison for the sexual violence and the respondent's term of imprisonment has expired or is due to expire within 90 days following the date the petition is filed.

Further, the Institution complies with State law in recognizing orders of protection for dating violence, domestic violence, repeat violence, and sexual violence. Any person who obtains an order of protection from the State or any reciprocal state should provide a copy to the President, Sandra L. Clark. A petitioner should then meet with President, Sandra L. Clark to develop a Safety Action Plan, which is a plan to reduce risk of harm while on campus, or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, or other measures to assist the petitioner.

Below are details on how to file a restraining order:

The Hearing is considered a trial and is applicable to State Rules of Evidence. Non-authenticated statements and hearsay are not allowable at the hearing.

To the extent of the victim's cooperation and consent, all Institutional offices will work cooperatively to ensure that the petitioner's health; physical safety, work and academic status are protected, pending the outcome of a formal Institution investigation of the complaint. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. The Institution does not publish the name of crime victims nor publish any identifiable information regarding victims in the crime logs.

Disciplinary Procedures Following a Complaint

The investigative process involves interviewing the parties involved and any witnesses while gathering documentary or other evidence. In cases involving alleged criminal conduct, the complainant may file a criminal complaint with the local police department. A complainant need not pursue a criminal complaint in order to seek, or to hold the accused responsible through the Sandra Academy of Salon Services Student Code of Conduct. As soon as possible, the complainant will be offered appropriate assistance.

Based on the outcome of the investigation, the assigned Title IX Officer or their designee will determine if there is sufficient cause to proceed with the complaint. If so, the Title IX Officer or the designee will arrange for an informal resolution conference with the accused. Complainants do not attend informal resolution meetings but are apprised of the meeting's outcome. If the accused does not accept responsibility for the allegations and/or the proposed sanction, the Title IX Officer or their designee will determine if the evidence warrants a formal hearing before the Grievance Committee. The exact nature of the responsive action depends on the circumstances, but may include discipline up to and including suspension or dismissal from Sandra Academy of Salon Services for a student, staff or faculty who is found to have violated Institutional policies.

Sandra Academy of Salon Services will take appropriate action i.e., an investigation, adjudication and disciplinary and remedial/corrective steps in response to a complaint made pursuant to the complaint policies/procedures listed above. The Sandra Academy of Salon Services will make every effort to handle complaints and investigations with sensitivity to both the rights of the person who complains, and the rights of the accused.

The Sandra Academy of Salon Services. handles complaints discreetly and attempts to maintain privacy throughout the investigative process, to the extent practicable and

appropriate under the circumstances. However, in order to conduct an investigation, it is generally necessary to discuss the allegations with the accused and other potential witnesses. Additionally, Sandra Academy of Salon Services may have legal obligations to disclose information to law enforcement or in the context of legal proceedings.

Complaints may be made anonymously. While Sandra Academy of Salon Services endeavors to investigate all complaints, including anonymous complaints, the nature of anonymous complaints makes investigation, determination, and remediation more difficult and, at times, impossible. Further, while Sandra Academy of Salon Services attempts to protect the identity of complainants who do not wish to be identified, this may not always be possible. In appropriate cases as determined by Sandra Academy of Salon Services, conflict resolution may be possible. This is permitted only where both the complainant and accused voluntarily agree to participate, and either party may terminate informal resolution attempts and commence formal Grievance procedures at any time prior to reaching a mutually acceptable resolution. Depending on the circumstances, a mediated resolution may not necessarily involve face-to-face discussions between the complainant and the accused. Certain cases are not appropriate for conflict resolution, such as complaints of particularly egregious sexual harassment or cases involving sexual assault or violence.

Occasionally, an individual makes a complaint and later wishes to revoke or discontinue the investigation or adjudication process. Similarly, it may occur that someone other than the victim reports an incident, and the victim declines to participate in the investigation or adjudication process. In other instances, complaints may be received anonymously and/or the victim may not wish to be personally identified. Sandra Academy of Salon Services endeavors to respect the wishes of a victim to either not be identified and/or not participate in the process. In these situations, Sandra Academy of Salon Services attempts to investigate and address complaints in accordance with the victim's wishes.

If a victim wishes to talk about an incident with the assurance that the discussion will be confidential and will not result in an investigation or follow up action, Sandra Academy of Salon Services will also proceed in this regard.

In determining whether sex discrimination, sexual harassment or sexual misconduct occurred, Sandra Academy of Salon Services does not apply the criminal standard of "beyond a reasonable doubt," nor do formal court rules of evidence apply. Instead, Sandra Academy of Salon Services uses a "preponderance of the evidence" standard, and the Institution may consider any evidence it deems relevant. A "preponderance of the evidence" means the evidence which is of greater weight, or is more convincing than opposing evidence such that it is "more likely than not" that an act occurred.

If the applicable investigative or adjudication process allows for parties to offer witnesses and evidence, the complainant and the accused will have an equal opportunity to do so. The complainant and the accused will be informed in writing of the outcome of the complaint, to the extent permitted by law. An accused that is a student may appeal the outcome to an impartial decision maker. An employee who is deemed guilty shall have whatever rights the law

grants. The particular method and grounds for appeal are explained in the student policies listed above.

Sandra Academy of Salon Services endeavors to resolve complaints promptly. Ordinarily, the investigative stage will take no longer than 60 calendar days from the time the complaint is received. In exceptional circumstances (including but not limited to especially complex cases, or when Sandra Academy of Salon Services is not in session), it may be necessary to extend these timelines. If that occurs, the parties will be informed of the expected timeline for completion.

Sandra Academy of Salon Services prohibits retaliation against any individual who in good faith makes a complaint of sex discrimination, sexual harassment, or sexual misconduct or participates as a witness in a proceeding under this or any other Institution policy. Retaliation is also unlawful pursuant to Title IX and other laws.

Sandra Academy of Salon Services engages in educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and faculty that:

- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;

- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;

- Defines what behavior and actions constitute consent to sexual activity in the State of Tennessee.

- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander;

- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks.

- Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

This educational campaign will consist of but not be limited to the distribution of educational materials to new students, participating in and presenting information and materials during student/employee orientation and through newsletters among other means of distribution through the year. The President, Sandra L. Clark, also has a directory of services that are available to victims within the community to assist those who have suffered from a criminal act.

Risk Reduction/Warning Signs of Abusive Behavior

No victim is ever to blame for being assaulted or abused. Unfortunately, a person who is the victim of sexual or dating violence is more likely to be re-victimized. Below are some tips to help reduce your risk, to recognize warnings signs of abusive behavior and how to avoid potential attacks.

Warning Signs of Abusive Behavior

Domestic and dating abuse often escalates from threats and verbal abuse to violence. And, while physical injury may be the most obvious danger, the emotional and psychological

consequences of domestic and dating violence are also severe. Warning signs of dating and domestic violence include:

- Being afraid of your partner.
- Constantly watching what you say to avoid a “blow up.”
- Feelings of low self-worth and helplessness about your relationship.
- Feeling isolated from family or friends because of your relationship.
- Hiding bruises or other injuries from family or friends.
- Being prevented from working, studying, going home, and/or using technology (including your cell phone.)
- Being monitored by your partner at home, work, or school.
- Being forced to do things you don’t want to do.

Help Reduce Your Risk and Avoid Potential Attacks

If you are being abused or suspect that someone you know is being abused, speak up or intervene.

- Learn how to look for “red flags” in relationships so you can learn to avoid some of those characteristics in future partners.
- Consider making a report with the Campus President, Sandra L. Clark and ask for a “no contact” directive from Sandra Academy of Salon Services to prevent future contact.
- Consider getting a protective order or stay away order.
- Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported.
- Trust your instincts—if something doesn’t feel right in a relationship, speak up or end it.

Sexual Assault Prevention (From Rape, Abuse and Incest National Network - RAINN)

- Try not to leave your drink unattended.
- Only drink from un-opened containers, or from drinks you have watched being made and poured.
- Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top, or choose drinks that are contained in a bottle and keep your thumb over the nozzle.
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible.
- If you suspect you have been drugged, go to a hospital and ask to be tested.
- Keep track of how many drinks you have had.
- Try to come and leave with a group of people you trust.
- Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take his/her number instead of giving out yours.

Traveling around campus

- Make sure your cell phone is easily accessible and fully charged.
- Take major, public paths rather than less populated shortcuts.
- Avoid dimly lit places and talk to campus services if lights need to be installed in an area.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.

- Carry a noisemaker on your keychain.
- Carry a small flashlight on your keychain.

Sandra Academy of Salon Services has a sexual assault prevention program that includes, but is not limited to the following:

- If an assault occurs, notify the Campus President, Sandra L. Clark, immediately
- Do not disturb the crime scene
- Notify local law enforcement officials
- Secure counseling for the victim
- Change the academic schedule and/or living situation (on campus housing) if victim requests
- Disciplinary actions include dismissal from Sandra Academy of Salon Services.

The nature of sexual assault, particularly when perpetrated by an acquaintance, makes it difficult for many survivors to report their experience. For this reason, the local Shelters and Women's Service Centers are primary places where individuals may seek assistance in complete confidentiality.

Important Phone Numbers

Abuse Hotline - 800-752-6200

Cease Domestic Violence/Court Advocate - 1740 Main Street
423-626-7867

Cease Domestic Violence & Sexual Assault - 800-303-2220

Cumberland River Comprehensive Care Center - 324 N 19th St.
Middlesboro KY- 606-248-4949

215 E TN Ave Pineville KY - 606-337-6137

Rape Crisis Hotline - 800-656-4673

Adult Crisis Hotline Toll Free - 888-435-7761

Children Crisis Hotline Toll Free - 877-454-3702

TTY Toll Free - 888-640-9335

Drug Helpline - 800-662-HELP

Poison Control - 800-222-1222

TN Dept of Human Services - 423-626-7285

TN Dept of Health - 423-626-4291

EMERGENCY RESPONSE AND EVACUATION PROCEDURES – STATEMENT OF POLICY

Sandra Academy of Salon Services has in place at each campus facility a campus response protocol. In an emergency or a dangerous situation, upon confirmation with the Campus President, Sandra L. Clark, or designee, of the need for mass notification, the Campus President, Sandra L. Clark, or designee, will without delay, 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 the responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Emergency or dangerous situations may include, but are not limited to, gas leaks, tornadoes, contagious viruses, etc.

EMERGENCY NOTIFICATIONS

In the event of an emergency or a dangerous situation that poses an immediate threat to the campus community, Sandra Academy of Salon Services may utilize some or all of its mass notification capabilities to notify its campus community. These capabilities may include e-mail, voice mail and text messages to alert the campus community. In addition, members of the administration will post relevant updates and advisories on the appropriate school Website (www.sandraacademy.edu) and bulletin boards. The Campus President, Sandra L. Clark, or designee, will simultaneously use the local means at her disposal to notify the campus students, staff and faculty of the situation, as well as disseminate pertinent information to relevant public entities.

This emergency notification requirement does not replace the timely warning requirement described earlier. They differ in that the timely warning applies only to Clery Act reportable crimes while the emergency notification requirement addresses a much wider range of threats (i.e., gas leaks, tornadoes, contagious viruses, etc.). However, an institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances or incident, but must provide adequate follow-up information to the community as needed.

Members of the community at large who are interested in receiving updates during an emergency visit the website at www.sandraacademy.edu. Training, exercises and tests will be conducted annually by management on the campus level and by the individuals relevant to mass notification. Management will document each test conducted by all relevant entities.

Student Must Know – Emergency Information

The campus takes various precautionary measures to protect the students, staff, faculty, and campus visitors. Nevertheless, unavoidable emergencies may occur in extreme situations. Therefore, each campus has a Campus Security Authority, President Sandra L. Clark that implements and oversees the campus response to a crisis situation. The President, Sandra L. Clark receives training in dealing with crisis situations and will primarily direct the immediate response to a crisis situation until the arrival of law enforcement and emergency response personnel.

In order to make this program effective, students are to familiarize themselves with the following emergency procedures.

Nothing herein precludes any student, staff or faculty from contacting the appropriate authorities directly in the event they feel in threat of physical harm or imminent danger.

*** In case of emergency - dial 911***

Department of Homeland Security:

“Active shooter awareness- options for consideration”

<http://www.dhs.gov/video/options-consideration-active-shooter-training-video>

Student Emergency Responses

There is potential for students to be involved in a variety of emergency situations for which appropriate actions must be taken. These possible situations include incidences that may require emergency evacuation, emergency lockdown, external lockdown, or to shelter in place. Emergency Evacuation

Evacuation is the movement of campus occupants from a dangerous or potentially dangerous

location to a safe location. There are two types of evacuation: fire evacuation and non-fire evacuation.

Fire evacuation:

- Evacuation is mandatory when a fire alarm is activated.
- Follow authorized personnel's (e.g., faculty, staff, or fire department personnel, etc.) instructions if given.
- Do not use the elevators.
- Assist people with disabilities, if possible.
- Ensure all doors and windows are closed as a room and building are evacuated. (Do not lock doors.)
- Do not attempt to reenter the facility unless and until directed to do so by authorized personnel.
- Evacuate to a safe distance and location from the building affected, away from fire hydrants, fire lanes, and not under power lines.
- Non-fire evacuation
- A non-fire evacuation will be initiated by campus President, Sandra L. Clark.
- Follow the President, Sandra L. Clark instructions if given.
- Do not use the elevators.
- Assist people with disabilities if possible.
- Do not attempt to reenter the facility unless directed to do so

Emergency Lockdown

Emergency Lockdown is used to dramatically and rapidly enhance the level of security of the campus. By locking all exterior, interior and classroom doors, staff can make it more difficult for dangerous person(s) in the vicinity of the campus and in the campus to gain access to staff and students;

- Lock or barricade doors of classroom and internal student areas of congregation.
- Close blinds, turn off lights.
- Remain quiet and out of sight.
- If gunshots are heard, lie on the floor and try to use available resources for additional cover and concealment.
- If you are outside when a lockdown is declared, seek shelter away from danger.
- If a fire alarm is activated during a lockdown, proceed with extreme caution.
- Do not open the door for people claiming to be public safety personnel unless you have an opportunity to view photo identification or are instructed to do so by a staff member whom you recognize.

External Lockdown

External lockdown creates a physical layer of security between the internal and external dimensions of the campus. In addition to locked entrances, this may also include a supervised entry and exit to campus facilities, and/or barricade to campus property (e.g., barricades or chains restricting access to campus parking and grounds). This lockdown allows staff and students to continue activities while maintaining access control to the campus and remain in an elevated state of security.

- Remain in classroom.
- Follow faculty and staff instructions
- Remain attentive to any change in status.

Shelter in place

- Sheltering in place procedures are traditionally utilized when: A tornado has been spotted.
- There has been a chemical or biological incident outside of, but in proximity to a campus and available information indicates that there is no adequate time to evacuate building occupants to another safe location before the dangerous contaminants reach the facility.
- Follow staff and faculty instructions.
- Assist people with disabilities if possible
- If you are outside when a shelter in place is declared, immediately seek an interior room or hallway with no windows.
- Close windows and doors – do not lock doors.
- Remain in shelter until an all clear is given.

Staff and Faculty Must Know – Emergency Information

The campus takes various precautionary measures to protect the students, staff, faculty, and campus visitors. Nevertheless, unavoidable emergencies may occur in extreme situations. Therefore, each campus has a Campus Security Authority, President, Sandra L. Clark that implements and oversees the campus response to a crisis situation. The President, Sandra L. Clark receives training in dealing with crisis situations and will primarily direct the immediate response to a crisis situation until the arrival of law enforcement and emergency response personnel.

In order to make this program effective, all staff and faculty are expected to familiarize themselves with the following emergency procedures.

Nothing herein precludes any student, staff or faculty from contacting the appropriate authorities

directly in the event they feel in threat of physical harm or imminent danger.

Staff and Faculty Emergency Responses

***** In case of emergency: dial 911 *****

There are a number of different potential situations that may occur that have capability to impact students or staff and faculty. The following possible scenarios are described below with steps to be taken.

- Emergency evacuation for a fire incident
- Emergency evacuation for bomb threat or other non-fire situation
- Emergency lockdown
- External lockdown
- Shelter in place

Emergency Evacuation for a Fire Incident

Definition: A fire emergency evacuation is initiated when a fire incident occurs. Depending upon the campus size, it may require an evacuation of a single particular building affected by the fire incident, rather than the entire campus.

The objective: All building occupants are safely evacuated to a safe distance and location from the building affected, away from fire hydrants, fire lanes, and not under power lines.

Staff Response: Staff/faculty responsible for the affected areas should conduct a sweep of the building(s) to ensure all students are aware of and appropriately responding to the fire alarm and safely evacuated.

Fire evacuation procedures:

- Evacuation is mandatory when a fire alarm is activated.
- Designated staff or faculty check the affected building(s) to ensure all personnel are appropriately evacuating.
- Do not use the elevators.
- Assist people with disabilities if possible.
- Ensure all doors and windows are closed as a room and building are evacuated.
- Do not attempt to reenter the facility unless and until directed to do so by authorized personnel.
- Evacuated persons are directed to a safe distance and location from the building affected, away from fire hydrants, fire lanes, and not under power lines.

Emergency Evacuation for Bomb Threat or Other Non-Fire Situation

Definition: Non-fire emergency evacuation is used for any emergency evacuation not related to a fire incident. It is important to remember that evacuation distances significantly expand, up to hundreds of yards, for suspicious object evacuations. Nevertheless, not all bomb threats will necessarily result in evacuation, depending upon the individual event circumstances.

The objective: move all campus occupants to a remote, predefined and controlled location.

Staff Response: Team members who are designated to sweep evacuation routes and sites should locate a staff member to take responsibility for students under their supervision, and should then sweep the evacuation route and evacuation site for secondary hazards. They should immediately report their findings to the lead administrator.

Note: The lead administrator will typically direct that this step be completed before making the general announcement for evacuation of the building.

Other staff:

- Gather all students and visitors in your area of responsibility and evacuate using the route and site designated by the lead administrator or designee.
- Ensure that all special needs persons are provided assistance by their designees as per the site evacuation plan.
- Remain alert to your surroundings. Be particularly alert to any people or conditions that might pose a danger to evacuees. If you encounter a significant hazard, quickly evaluate the situation; adjust your evacuation route and attempt to notify the lead administrator or the appropriate public safety officials.
- Once you reach the designated evacuation site, search the site for suspicious objects and adjust accordingly.
- On evacuation site - develop a written list of all evacuees and provide the list to the lead administrator or his/her designee. Also indicate the presence or lack of any suspicious objects in your room/work area.
- Supervise students under your care.

- Do not attempt to reenter the facility unless the lead administrator or his/her designee directs you to do so.

Emergency Lockdown

Definition: Emergency Lockdown is used to dramatically and rapidly enhance the level of security in the facility. By locking all exterior, interior and class doors, staff can make it more difficult for dangerous person(s) in the vicinity or in the facility to gain access to staff and students. **Note – locking doors should not eliminate immediate egress possibilities from the facility.**

The objective: Create as many physical layers of separation between you and the potential aggression.

Staff Response:

- Make sure entrance points to the building near your location are locked immediately.
- If you are located in an area with a door that can be locked, gather all students in the vicinity into the room and lock the door.
- Improvise additional door blocking if possible.
- Close blinds and cover additional windows, e.g., with a shirt, up-turned table, paper, etc.
- Turn off lights in the room.
- If possible, report your status to the lead administrator or designee by telephone or intercom.
- Do not open the door for people claiming to be public safety personnel unless you have an opportunity to view photo identification or are instructed to do so by a staff member whom you recognize.

Department of Homeland Security:

- **“Active shooter awareness - options for consideration”** <http://www.dhs.gov/video/options-consideration-active-shooter-training-video>

External Lockdown

Definition: External lockdown creates a physical layer of security between the internal and external dimensions of the campus. By locking all exterior doors and supervising these doors, staff can make it more difficult for a possible external intruder or a potentially dangerous person in the vicinity of the facility to gain access to staff and students. In addition to locked entrances and supervised entry and exit to campus facilities, this step may include barricades to campus property (e.g., barricades or chains restricting access to campus parking lots and grounds). This lockdown allows staff and students to continue with productive activities while maintaining access control to the facility.

Objective: Create a physical layer of security between the external environment and internal campus operation while elevating the overall level of security.

Staff Response:

- Make sure the designated entrance points to the building near your location are locked immediately.
- If you are in an external classroom to the main building move students to alternative internal classrooms.
- If possible, report your status to the lead administrator or designee by telephone or intercom.
- Continue with normal activities as much as the situation allows.

- If students or staff have a need to move about in the building, obtain permission first from the lead administrator or designee.
- Be prepared to rapidly implement an emergency evacuation or emergency lockdown – if directed to do so or if circumstances indicate you should do so.

Shelter in Place

Definition: Sheltering in place procedures are traditionally utilized when: 1. A tornado has been spotted. 2. There has been a chemical or biological incident outside of, but in proximity to, a facility and available information indicates that there is no adequate time to evacuate building occupants to another safe location before the dangerous contaminants reach the facility.

Objective: Seek immediate shelter away from doors and windows and remain there during an emergency

Staff Response:

- All staff that is outdoors should quickly gather all students and adults in the area and instruct them to go inside the facility immediately. Once inside, if possible instruct everyone to move to an interior area without windows and doors.
- Close all windows and doors.
- In chemical spills / biological incident - if available, use tape to cover all windows and doors with sheets of plastic to help reduce airflow into the area. Wet towels can be used to reduce airflow under doors. Close all outside air vents. Turn off all heating or ventilation systems. Use damp towels or cloths to cover any openings in walls or doors. Tape can also be used to cover any cracks, crevices, electrical outlets, cable television connections or other openings that might allow air to flow into the shelter area.
- Listen to local radio or television news for instructions from emergency management and public safety officials.
- Review emergency evacuation protocols

Missing Student Notification Procedures (Mandatory for all institutions with on campus student housing facilities)

If a student who lives in on-campus student housing is determined to have been missing for 24 hours, you have only 24 hours after receiving the report in which to initiate specific notification procedures. Students, employees or other individuals should immediately report that a student has been missing for 24 hours to the CSA on your campus or in the absence of institutional police or a campus security department, to the local law enforcement agency. The local law enforcement agency will be notified regardless. The institution's policy should have a contact person that the student designated and that the institution advised would remain confidential. The school can notify that contact within 24 hours of the determination that the student is missing. If student is under age 18 and not emancipated the institution is required to notify a custodial parent or guardian within 24 hours of the determination that the student is missing in addition to notify the contact person that was designated by the student.

Fire Safety Log (Mandatory for all institutions with on-campus student housing facilities)

The institution maintains a fire log that records the date the fire was reported, the nature of the fire, the date and time of the fire, and the general location of the fire.

Fire Safety Statistics (Mandatory for all institutions with on-campus student housing facilities)

The institution collects statistics for reported fires in on-campus student housing facilities. The statistics are disclosed in the annual fire safety report and the annual web-based data collection. The statistics include the number of fires and the cause of each fire, the number of persons with fire related injuries for each fire, the number of fire related deaths for each fire and the value of property damage caused by each fire.

Annual Fire Safety Report (Mandatory for all institutions with on-campus student housing facilities)

This report will be distributed to all enrolled students and employees by October 1 each year. A report is available for all prospective students and employees.

The following must be addressed for all on campus student housing facilities:

- A description of each fire safety system
- Number of fire drills held during previous calendar year
- Policy on the rules for portable electrical appliances, smoking and open flames.
- Procedures for evacuation in case of a fire.
- Policies in regard to fire safety education and training provided to students and employees including procedures to be followed in case of a fire.
- A list of the titles of each person or organization that students or employees should report a fire so that it can be included in the annual fire safety report.
- Any plans for improvement for fire safety if the institution feels necessary.

Crime Definitions From the Summary Reporting System (SRS) User Manual From the FBI's UCR Program

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.

Criminal Homicide - Manslaughter by Negligence - The killing of another person through gross negligence.

Criminal Homicide - Murder and Nonnegligent Manslaughter - The willful (nonnegligent) killing of one human being by another.

Rape - The penetration, no matter how slight, of the vxxxxx or axxx with any body part or object,

or oral penetration by a sxx organ of another person, without the consent of the victim.

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

Aggravated Assault - An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary - The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony;

breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft - The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned— including joyriding.)

Weapons: Carrying, Possessing, Etc.

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violations The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Crime Definitions From the National Incident-Based Reporting System (NIBRS) User Manual from the FBI's UCR Program

Sex Offenses - Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental incapacity.

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

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

Crime Definitions From the Hate Crime Data Collection Guidelines and Training Manual From the FBI's UCR Program

Larceny - Theft (Except Motor Vehicle Theft) The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

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

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

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



SANDRA ACADEMY OF SALON SERVICES

MORRISTOWN CAMPUS 5250 W ANDREW JOHNSON HWY MORRISTOWN, TN 37814 423-312-4790

WWW.SANDRAACADEMY.EDU SANDRAACADEMY@HOTMAIL.COM

SANDRA ACADEMY DRUG & ALCOHOL REPORT AUGUST 2026

Sandra Academy of Salon Services currently has zero Drug and Alcohol crimes for the 2025 and 2026 reporting biennial year. The Drug and Alcohol committee has reviewed the policies and deemed everything effective with no changes that need to be implemented at this time.

Sandra Academy does not offer any on campus housing and does not own or control any other property or outbuildings. Sandra Academy does not have a campus police.

Sandra Academy will distribute the biennial report to its current employees, staff, and students at the school by email and will publish to its future employees and students on our website.

Sandra Academy will distribute Drug and Alcohol, Sanctions for Violations, Laws, Prevention, Health Risks, and Counseling, Treatments, and Rehabilitation Programs.

Drug Abuse Prevention

The school actively supports the prevention of drug abuse. Upon enrollment, students are provided the school's policy on drug and alcohol abuse. For students seeking personal assistance with a drug or alcohol problem, a list of agencies and counselors is made available from the President's office. There is also information about Crisis Intervention posted on the school bulletin board.

Campus Crime Statistics & Security Information

A handout on Sandra Academy's policy and annual campus safety and security report detailing campus crime statistics is provided at the time of enrollment and information is also available upon request from the school Director and can be accessed on Sandra Academy website.

The following additional resources are available:

The Drug-Free Workplace Helpline - Provides information to private entities about workplace programs and drug testing. Proprietary and private nonprofit schools may call this line (1-800-967-5752). www.samhsa.gov/workplace

Substance Abuse & Mental Health Services Administration - SAMHSA (U.S. Department of Health & Human

Services) Treatment and Referral Hotline 1-800-662-HELP (1-800-662-4357) Publications:

<https://store.samhsa.gov>

Find Treatment Substance Use Treatment Locator - Millions of Americans have a substance use disorder. Help is available.

FindTreatment.gov.

Behavioral Health Treatment Services Locator - Find alcohol, drug, or mental health treatment facilities and

programs around the country at findtreatment.samhsa.gov.

Buprenorphine Practitioner & Treatment Program Locator - Find information on locating practitioners and treatment programs authorized to treat opioids, such as heroin or prescription pain relievers, at www.samhsa.gov/medication-assisted-treatment/practitioner-program-data/treatment-practitioner-locator.

Early Serious Mental Illness Treatment Locator - Find treatment programs in your state that treat recent onset of serious mental illnesses such as psychosis, schizophrenia, bi-polar disorder, and other conditions at www.samhsa.gov/esmi-treatment-locator.

Opioid Treatment Program Directory - Find treatment programs in your state that treat addiction and dependence on opioids, such as heroin or prescription pain relievers, at dpt2.samhsa.gov/treatment/.

Learn More

Find out more about these treatment topics:

Alcohol, Tobacco, and Other Drugs - <https://www.samhsa.gov/find-help/atod>

Behavioral Health Treatment and Services - <https://www.samhsa.gov/find-help/treatment>

Implementing Behavioral Health Crisis Care - <https://www.samhsa.gov/find-help/implementing-behavioral-healthcrisis-care>

Mental Health and Substance Use Disorders - <https://www.samhsa.gov/find-help/disorders>

Recovery and Recovery Support - <https://www.samhsa.gov/find-help/recovery>

Substance Abuse and Mental Illness Prevention - <https://www.samhsa.gov/find-help/prevention>

Suicide Prevention - <https://www.samhsa.gov/find-help/suicide-prevention>

Suicide Prevention Lifeline

1-800-273-TALK (8255) TTY: 1-800-799-4889

Website: www.suicidepreventionlifeline.org

24-hour, toll-free, confidential suicide prevention hotline available to anyone in suicidal crisis or emotional distress. Your call is routed to the nearest crisis center in the national network of more than 150 crisis centers.

SAMHSA's National Helpline

1-800-662-HELP (4357)

TTY: 1-800-487-4889

Website: www.samhsa.gov/find-help/national-helpline

Also known as, the Treatment Referral Routing Service, this Helpline provides 24-hour free and confidential treatment referral and information about mental and/or substance use disorders, prevention, and recovery in English and Spanish.

Disaster Distress Helpline

1-800-985-5990

Website: www.samhsa.gov/find-help/disaster-distress-helpline

Stress, anxiety, and other depression-like symptoms are common reactions after any natural or human-caused disaster. Call this toll-free number to be connected to the nearest crisis center for information, support, and counseling.

Veteran's Crisis Line

1-800-273-TALK (8255)

TTY: 1-800-799-4889

Website: www.veteranscrisisline.net

Connects veterans in crisis (and their families and friends) with qualified, caring Department of Veterans Affairs responders through a confidential, toll-free hotline, online chat, or text.

Drug-Free Workplace

1-800-WORKPLACE (967-5752)

Website: www.samhsa.gov/workplace/resources/drug-free-helpline

Assists employers and union representatives with policy development, drug testing, employee assistance, employee education, supervisor training, and program implementation.

Last Updated: 06/11/2021

Drug-Free Workplace Requirements For Campus-Based Schools

A school that participates in the Campus-Based Programs must take certain steps to provide a drug-free workplace, including 1) establishing a drug-free awareness program to provide information to employees, 2) distributing a notice to its employees of prohibited unlawful activities and the school's planned actions against an employee who violates these prohibitions, and 3) notifying the Department and taking appropriate action when it learns of an employee's conviction under any criminal drug statute.

Sandra Academy of Salon Services does not have an athletics department. Sandra Academy does not provide information about athletics, The EADA Report, The Equity in Athletics Disclosure Act (EADA).

Sincerely,

Sandra L. Clark

Sandra L. Clark, President

DRUG AND ALCOHOL PROGRAM

At this time we have 0% crime.

Sandra Academy of Salon Services publishes and distributes annually to all current students and employees a copy of the Drug and Alcohol Abuse Prevention Program. Below are the details related to this topic.

Drug And Alcohol Abuse Prevention

Drug abuse affects all aspects of American life. It threatens the workplace, our homes, our schools, and our community. The U.S. Department of Education requires institutions of higher education to implement a drug prevention and awareness program for their students and employees through the Safe and Drug-Free Schools and Communities Act. All students are expected to conduct themselves as mature adults and as members of an academic community. The consumption of alcohol or drugs while attending class is prohibited and may be subject to disciplinary action.

Standards Of Conduct

The School community must adhere to a code of conduct that recognizes that the unlawful manufacture, sale, delivery, unauthorized possession or use of any illicit drug is prohibited on property owned or otherwise controlled by Sandra Academy of Salon Services. If an individual associated with the School is apprehended for violating any drug- or alcohol-related law when on School property, or participating in a School activity, the School will fully cooperate with all law enforcement agencies. Underage possession or consumption of alcoholic beverages is not permitted on property owned or controlled by the School and the state laws will be enforced. Intentionally or knowingly selling, or intentionally or knowingly furnishing alcoholic beverages to persons under the age of 21, or to persons obviously inebriated, is not permitted on property owned or controlled by the School.

Health Risks Associated With The Use Of Illicit Drugs And The Abuse Of Alcohol

Moderate to high doses of alcohol cause marked impairments in higher mental functions and the loss of memory.

High doses of alcohol can cause respiratory depression and death. Long-term consumption, particularly when combined with poor nutrition, can also lead to dependence and permanent damage to vital organs such as the brain and the liver. Physical effects of drugs include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite. The use of drugs may impair or reduce short-term memory and comprehension, alter sense of time, and reduce the ability to perform tasks requiring concentration and coordination. Motivation and cognition may also be altered making the acquisition of new information difficult. As one can see from the above, there are major health risks associated with the use of illicit drugs and the abuse of alcohol.

Federal Financial Aid Penalties For Drug Violations

Federal guidelines focus strongly on illicit drug use and distribution. The Higher Education Opportunity Act states students convicted of an illicit drug violation can be denied federal financial aid for a specific period, in addition to other legal penalties. The Free Application for Federal Student Aid (FAFSA) asks students if they have been convicted of a drug-related offense: "Have you ever been convicted of possessing or selling illegal drugs?" If you answer "yes," Sandra Academy of Salon Services, will send out documentation prior to the student taking the State Board Examines. Failure to answer the question automatically disqualifies students from receiving federal financial aid. Answering this question falsely could result in fines up to \$20,000, imprisonment or both.

Penalties For Drug Convictions

If the student was convicted of both possessing and selling drugs, and the periods of ineligibility are different, the student will be ineligible for the longer period.

Possession of Illegal Drugs

- For a first offense, a student loses eligibility for federal financial aid for one year from the date of conviction.
- For a second offense, a student loses eligibility for federal financial aid for two years from the date of conviction.
- For a third offense and subsequent offenses, a student has indefinite ineligibility for federal financial aid from the date of conviction.

Sale of Illegal Drugs

- For a first offense, a student loses eligibility for federal financial aid for two years from the date of conviction.
- For a second offense and subsequent offenses, a student has indefinite ineligibility from the date of conviction.

Other Potential Federal Penalties For Drug Violations

Some other potential federal penalties and sanctions applicable to drug-related offenses include:

21 U.S.C. 844

1st conviction: Up to 1-year imprisonment and fined at least \$1,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5, or both.

Provisions relating to increased penalties in cases of certain serious crack possession offenses, making offenders subject to fines under Title 18 or imprisonment to terms not less than 5 years and no more than 20 years, or both. Possession of flunitrazepam shall be imprisoned for not more than 3 years, shall be fined as otherwise provided in this section, or both after mixture or substance exceeds 1 gram.

21 U. S. C. 844a

Civil fine up to \$10,000

21 U. S. C. 847 Additional Penalties

Any penalty imposed for violation of this subchapter shall be in addition to, and not in lieu of, any civil or administrative penalty or sanction authorized by law.

21 U. S. C. 854 Investment of illicit drug profits

Whoever violates this section shall be fined no more than \$50,000 or imprisoned not more than 10 years, or both.

21 U. S. C. 862

a. Drug Traffickers - Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 5 years for the first offense, up to 10 years for second and permanently ineligible for

subsequent offenses.

b. Drug Possessors – 1st offense is up to 1 year and 2nd and subsequent offenses are up to 5 years.

c. Suspension of period of ineligibility (A) (B) (C)

21 U. S. C. 862a

Denial of assistance and benefits for certain drug related convictions, i.e., state program funded under the Social Security Act or food stamp program or state program under the Food Stamp Act.

More information about federal penalties and sanctions for unlawful possession, use, sale, and/or distribution of controlled substances is located at <http://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>

There are Legal Consequences of Substance Abuse in the State of Tennessee.

For more information contact Sandra L. Clark/President at:

Sandra Academy of Salon Services 423-312-4790 sandraacademy@hotmail.com



SANDRA ACADEMY OF SALON SERVICES
907 Main Street New Tazewell, TN 37825
Sandraacademy.edu sandraacademy@hotmail.com
(423)626-7877

Campus Hazing Transparency Report

Sandra Academy of Salon Services — New Tazewell Campus

Effective date: 09/01/2026 Last reviewed:09/01/2026 Next scheduled review: 03/01/2027

Statement of Policy

Sandra Academy of Salon Services — New Tazewell Campus is committed to a learning environment free from hazing. This Campus Hazing Transparency Report is published in accordance with the Stop Campus Hazing Act (Public Law 118-115), which amends the Clery Act, 20 U.S.C. § 1092(f). This report summarizes findings of responsibility for hazing violations involving any student organization operating under the sanction of the campus.

The full text of the campus Hazing Prevention Policy and Procedures, including the definition of hazing, reporting instructions, and the applicable Tennessee state law (Tennessee Code Annotated § 49-7-123), is available in the student handbook and at the campus administrative office, and is provided to every student at the start of enrollment.

Availability of Annual Security Report

Statistics on hazing incidents reported to campus security authorities or local law enforcement are included in the campus's Annual Security Report, available upon request from the Campus Director and, where applicable, posted on the campus website. This Transparency Report is distinct from the Annual Security Report: this report reflects only incidents resulting in a finding of responsibility against a student organization, while the Annual Security Report reflects all reported incidents regardless of finding.

Reporting Period

This report covers the period from **[09/01/2026] to [03/01/2027]**, and will be updated no less than twice per year.

Findings of Responsibility

There were no findings of responsibility for hazing violations by any student organization at this campus between **[09/01/2026] and [03/01/2027]**.

If this changes, each entry added to this report will include: the name of the student organization found responsible; a general description of the violation, including whether it involved alcohol or drugs; the date the incident occurred; the date the investigation began; the date of the finding of responsibility; the date the campus notified the organization of the finding; and the sanction imposed. No personally identifiable information about any individual student is included in this report, consistent with FERPA.

Update Schedule

This report is reviewed and updated at least twice each year, in [Insert Month] and [Insert Month], and immediately following any new finding of responsibility.

Contact

Questions regarding this report may be directed to the Campus Director at New Tazewell Campus, (423) 626-7877, 907 Main Street, New Tazewell, TN 37825.



SANDRA ACADEMY OF SALON SERVICES
907 Main Street New Tazewell, TN 37825
Sandraacademy.edu sandraacademy@hotmail.com
(423)626-7877

Hazing Prevention Policy and Procedures

Sandra Academy of Salon Services — New Tazewell Campus

Effective date: 10/01/2026 Last reviewed: 10/01/2026 Next scheduled review: 10/31/2027

1. Purpose

Sandra Academy of Salon Services — New Tazewell Campus (the "campus") prohibits hazing in any form. This policy establishes a definition of hazing, prohibited conduct, reporting and investigation procedures, sanctions, and the campus's hazing prevention and awareness program. This policy is adopted to comply with the Stop Campus Hazing Act (Public Law 118-115), which amends the Clery Act, and with Tennessee Code Annotated § 49-7-123.

2. Definition of Hazing

For purposes of this policy, "hazing" means any intentional, knowing, or reckless act committed by a student, whether individually or in concert with other persons, against another student, in connection with initiation into, admission into, affiliation with, or continued membership in any organization operating under the sanction of, or recognized as a student organization by, the campus, that meets both of the following conditions:

1. Was not consistent with the academic curriculum or the organization's stated purpose, or was not necessary for participation in an athletic or extracurricular event; and
2. Caused or created a risk, above the reasonable risk encountered in the course of participation in the institution or organization, of physical or psychological injury, including but not limited to whipping, beating, striking, branding, electric shocking, placing of a harmful substance on the body, forced consumption of any food, liquor, drug, or other substance, or other forced physical activity that could adversely affect the physical health or safety of the student, and also includes any activity that would subject the student to extreme mental stress, including sleep deprivation, forced exclusion from social contact, forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the student.

Hazing does not include customary athletic events or similar contests or competitions, and is limited to actions taken and situations created in connection with initiation into or affiliation with any organization. Consent of the student being hazed is not a defense.

3. Scope

This policy applies to all students of the campus and to any organization operating under the sanction of the campus, regardless of whether the conduct occurs on or off campus property. This policy applies whether or not the organization is formally recognized by the campus.

4. Prohibited Conduct

No student, group of students, or organization may engage in, encourage, aid, or assist in any act of hazing as defined in Section 2, and no student may permit hazing to be conducted with the student's knowledge. Examples of prohibited conduct include, but are not limited to:

- Requiring or encouraging the consumption of alcohol, drugs, or any other substance.
- Physical acts such as paddling, striking, or requiring excessive physical exertion.
- Forced or coerced personal servitude, errands, or tasks unrelated to legitimate program requirements.
- Deprivation of sleep, food, or personal hygiene as a condition of membership or participation.
- Verbal abuse, humiliation, or activity intended to cause embarrassment or psychological distress.
- Any act that endangers the mental or physical health or safety of a student, whether or not the student consents or acquiesces.

5. Reporting Procedures

Any student, employee, or other individual who believes that hazing has occurred, is occurring, or is planned should report it immediately. Sandra Clark, President, and all campus staff are authorized to receive hazing reports, using any of the following methods:

- In person or by phone to Sandra Clark, President, or any staff member at this campus: (423) 626-7877
- In writing, delivered to the campus administrative office at the address below.
- By email to sandraacademy@hotmail.com.
- Anonymously, using the anonymous reporting form available at the front office and referenced in the student handbook.

Campus address for written reports: 907 Main Street, New Tazewell, TN 37825

A report may be made by the student affected, a witness, or any other person with knowledge of a suspected incident. Reports are accepted regardless of whether the reporting person was personally involved. The campus does not require a student to exhaust an internal grievance process before reporting hazing to NACCAS, the Tennessee Board of Cosmetology and Barber Examiners, or another appropriate authority.

6. Investigation Procedures

3. Upon receipt of a report, the Campus Director (or designee) will begin a prompt review, ordinarily within three business days.
4. The Campus Director will interview the reporting party (if known), the student or students alleged to be involved, and any identified witnesses, and will document each interview in writing.
5. The campus will take interim measures as needed to protect the safety of the student or students involved while the review is pending.
6. The Campus Director will document a finding of responsible or not responsible, along with the basis for that finding, and will notify the affected student organization or individual students in writing of the outcome.
7. Where the conduct may also constitute a criminal offense under Tennessee law, the Campus Director will notify local law enforcement in accordance with the campus's crime reporting obligations.

8. All investigation records are retained in accordance with the campus's record retention policy and are treated as confidential to the extent permitted by law.

7. Sanctions

A student or organization found responsible for hazing is subject to disciplinary action up to and including probation, suspension, or dismissal from the program, in accordance with the campus's Student Code of Conduct. Sanctions are determined based on the severity of the conduct, whether alcohol or drugs were involved, and any prior history. Conduct that violates Tennessee's criminal hazing statute may also be referred to law enforcement independent of any campus disciplinary action.

8. Retaliation Prohibited

Retaliation against any person who reports hazing in good faith, or who participates in an investigation of a hazing report, is strictly prohibited and is itself grounds for disciplinary action.

9. Hazing Prevention and Awareness Program

The campus maintains a research-informed hazing prevention and awareness program intended to reach students, staff, and faculty. The program includes:

- Distribution of this policy to every student at the start of enrollment and annually thereafter.
- A dedicated discussion of this policy, its criminal implications under Tennessee law, and institutional penalties, held during new student orientation.
- Bystander intervention guidance: how to recognize hazing, how to safely intervene or seek help, and how to report a concern.
- Education on building group cohesion and camaraderie among students without hazing.
- Posting of this policy in the student handbook and on the bulletin board in the main student common area of the campus.

10. Distribution and Annual Notice

This policy is provided to every student at enrollment and is available at all times in the student handbook and campus catalog. In accordance with Tennessee Code Annotated § 49-7-123, time is set aside during orientation, or within the first month of each enrollment period, to discuss this policy, its ramifications as a criminal offense, and the institutional penalties that may apply.

11. Relationship to Other Reporting Obligations

The campus separately maintains a Campus Security and Crime Awareness Policy addressing Clery Act reporting, and a Campus Hazing Transparency Report addressing hazing findings involving student organizations, updated at least twice each year, as required under the Stop Campus Hazing Act. This hazing policy, and hazing incident data, are also reviewed as part of the campus's institutional operating policies and procedures under NACCAS Standard III, Criterion 3 (compliance with applicable federal, state, and local law) and Criterion 4 (written operating policies and procedures).

12. Policy Administration

Questions about this policy should be directed to the Campus Director at New Tazewell Campus, (423) 626-7877.