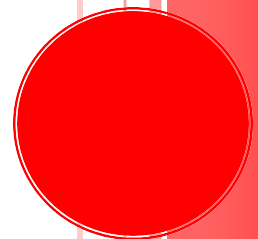




# SCHILLING-DOUGLAS SCHOOL OF HAIR DESIGN

*2021 Annual Campus Safety and Security  
Report*

09/15/2021 Date Report Prepared



# SCHILLING-DOUGLAS SCHOOL OF HAIR DESIGN

*2021 Annual Campus Safety and Security Report*

## **MESSAGE FROM THE SCHOOL DIRECTOR**

On behalf of Schilling Douglas School of Hair Design, the safety and security of our campus is of utmost importance to us. We hope that you will find this report helpful as it regards your safety and security both on campus and off campus.

Victor David has been designated as the contact person for any issues relating to campus security. The school requests that students and employees report any criminal activity/actions to the individual designated. The designated individual will assist the student/employee in reporting the incident to local police authorities.

This information is provided to meet the requirements of the Jeanne Clery Disclosure of Campus Crime Statistics Act.

Statistics on crimes reported to the school for the past three years that occurred on campus, as well as arrests for selected offenses can be found in the following document.

This report has been prepared by schools Director and Associate Director, using crime statistics that were collected from the school's crime log and from crime statistics provided to the school by request form the Newark police department. This report is prepared annually for release prior to October 1<sup>st</sup> each year.

The Schilling Douglas School of Hair Design campus is located at 211 Louviers Drive Newark DE 19711.

Thank you for taking the time to review this report. If you have questions or would like further information about safety and security at Schilling Douglas School of Hair Design, please contact Victor David at 302-737-5100.

Sincerely,

Victor David

Director

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## **REPORTING OF CRIMINAL ACTIONS OR OTHER EMERGENCIES**

All crimes or emergencies should be reported to the School Director (campus security authority) or the Associate Director as soon as possible. In addition, to report a crime or emergency, the Newark police should be notified by dialing 911 or (302)366-7111. The school does not have its own police department or security personnel. Crimes reported to the school are recorder in the school crime log and maintained in the school office.

## **ACCESS TO FACILITY**

Only the school director, associate director, administrator or instructor will open and close the school. During normal business hours the school will be open to students, parents, employees, contractors, guests and lab patrons. During non- business hours' access to the school is by key only. The student entrance is restricted by biometric finger print access during the school normal hours of operation. All guests' patrons, and visitors must enter the facility through the main entrance and check in at the reception desk. Individuals who do not have legitimate reasons for being on campus and refuse to leave may be subject to arrest. The school does not have any campus residences.

## **MAINTENANCE AND SECURITY OF CAMPUS FACILITIES**

Our parking facilities are well lit during hours of darkness when school is in session. The parking area is lit from dusk till dawn. The school encourages students to leave in groups and to not linger in the parking lot after dark. Staff members are available to escort students to their cars at night if necessary. The school building is secured by an alarm system when the school is closed. The same system provides a direct calling button for local police, which can be used in case of an emergency. Common areas of the school are monitored and recorded 24 hours a day via the school's video surveillance system. The school classrooms are under constant video and audio monitoring. Lockers are assigned to all students for use as a safe place to store personal belongings not in use in class or when class is not in session. Valuables should not be left unattended. Students must supply their own lock. Management will periodically open unmarked lockers.

## **EMERGENCY RESPONSE AND EVACUATION**

### **EMERGENCY NOTIFICATION**

Upon confirmation of a significant emergency the campus community will be notified without delay through the PA system and the schools app by the director/ associate director in his absence, 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.

Anyone interested in receiving campus alerts via the school's app should download the school's app from the appropriate app store for their device.

Students should also take responsibility for regularly checking their device for alerts.

The Director/Associate Director will be responsible for contacting the appropriate parties for confirmation of a real threat to the community, as well as updating the school's app and making the announcement on the PA system.

Christiana Hospital will be asked to confirm a serious virus outbreak.

The Newark Police Department will be asked to confirm a significant emergency situation.

Instructors will be asked to make the students aware of the situation after they have been informed by the director/associate director.

## **TIMELY WARNINGS**

Schilling Douglas School of Hair Design will issue a warning when a serious incident occurs that causes an immediate threat to the campus including the occurrence of Clery Act Crimes. This warning will be made through the schools PA system. If the PA system is not available the director, associate director and/or instructors will go around to each class and inform them of the threat. An alert will also be sent on the school app to notify the campus community.

## **EMERGENCY EVACUATION PROCEDURE**

This plan is to be followed in the event of an emergency situation which warrants complete evacuation of the school.

1. Contact the local authorities immediately, if possible. Dial 911 on the school phone. If this is not possible, use other means after completing the evacuation to contact the authorities. Immediately notify a school administrator or instructor of the event. If the event is deemed to pose a serious or continuous threat to the campus community, immediately begin the emergency evacuation.
2. Immediately perform a timely warning through the school's public addresses system. If for some reason this system is not operationally a staff member must personally notify each classroom instructor.
3. Classroom instructors: instruct all students to calmly exit the building/classroom through the clearly marked emergency exits at the rear or front of the classrooms.
4. Lab Instructors: instruct all lab patrons and students in the lab to calmly exit the building through the front lab exit. In the event that the front exit is obstructed, direct the lab patrons and lab students to the front hallway exit or student entrance/exit in the rear of building.
5. All instructors: instruct all students to meet in the rear of the school, far enough from harm's way. This location may be moved to the student parking area or further if necessary.
6. Instructors: please make every attempt to ensure all student and lab patrons exit the building. Gather all applicable roll books for that time.
7. All staff should also gather at the assigned meeting place. At this time, staff should ensure that the local authorities have been contacted regarding this event.
8. Once the building is evacuated, take roll of all students at the meeting place. Use all applicable roll books to confirm complete evacuation of the school.
9. Please maintain all students at the meeting place and await further instructions from the local authorities.
10. This plan is tested and reevaluated at least once annually through either an announced or unannounced evacuation drill.

## **EMERGENCY LOCKDOWN**

This plan is to be followed in the event of an emergency situation which warrants a complete lockdown of the school.

1. If an immediate threat to the wellbeing of the staff, students or visitors of the school is identified, a page all intercom transmission should be made to alert all areas of the school to lock down. This alert should be forwarded to the office and laboratory areas, pending on the origination of the notice.
2. All areas should remain in lock down until an all clear alert has been issued, or until law enforcement/rescue personal have responded and advise otherwise or the threat has become imminent and a decision to evacuate is prudent.
3. Classroom lockdown: Classroom doors should be locked, and all persons should move as far away from the access door as possible.
4. Laboratory lockdown: Reception area door should be locked and hallway access door should be locked. All persons in the laboratory should be directed to move to an area in the laboratory out of the sight lines of the access doors.
5. Office lockdown: Office access door should be check to ensure it is closed. This door remains locked at all times. All persons within the office area should move into an office and the office door should be secured/locked behind them.

The school will test and re-evaluate its emergency response and evacuation procedure at least once annually. This test may be announced or unannounced.

## SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

The following is a list of the crime prevention programs employed by the Schilling-Douglas School of Hair Design

- **New Student Orientation:** Administrative staff participates in new student orientation held on the first day of class for all entering students. Campus safety and this security report is reviewed as part of the orientation program.
- **Lockers:** Individual lockers are provided to all students to secure their personal belongings while in attendance.
- **Electronic Alarm System:** The school has a campus wide security system that is monitored by an outside security company.
- **Video Surveillance System:** The school has campus wide video surveillance system. Video footage is available for live view and is recorded.
- **Statistics:** the school maintains statistics on crimes that were reported to the school for the past three years that occurred on-campus, on public property adjacent to the campus and non-campus property, as well as arrests for selected offenses. These statistics can be found in this report.

## OFF-CAMPUS CONDUCT

Students are reminded that violations of local, state or federal law are subject to school action. As student may be subject to withdrawal or suspension from the school under certain circumstance.

The Schilling-Douglas School of Hair Design has no officially recognized student organizations with off campus locations.

## CRIME LOG

The school maintains a crime log in the business office. The report denotes the nature of the crime, date and time the crime occurred and was reported, the general location and the disposition. The disposition is defined as; pending, judicial, referral or criminal arrest.

Below is a sample of the log.

Schilling-Douglas School of Hair Design  
CRIME LOG

Nature	Case Number	Date/Time Reported	Date/Time Occurred	General Location	Disposition

**CAMPUS CRIME STATISTICS 2018- 2020**

Crime	Year	On-Campus property	Non-campus property	Public property	Unfounded
Murder	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Manslaughter by Negligence	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Rape	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Fondling	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Incest	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Statutory Rape	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Robbery	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Aggravated Assault	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Burglary	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Motor Vehicle Theft	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Arson	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Domestic Violence	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Dating Violence	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Stalking	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Hate Crimes	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0

## ARRESTS AND DISCIPLINARY REFERRALS STATISTICS 2018-2020

Offense	Year	On-Campus Property	Non-Campus Property	Public Property	Unfounded
Arrests: Weapons: carrying, possessing, etc.	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Arrests: Drug Abuse Violations	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Arrests: Liquor Law Violation	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Disciplinary Referrals: Weapons: carrying, possessing, etc.	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Disciplinary Referrals Drug Abuse Violations	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0
Disciplinary Referrals: Liquor Law Violation	2018	0	0	0	0
	2019	0	0	0	0
	2020	0	0	0	0

### **Hate Crimes:**

Hate crimes are not separate, distinct crimes, but are traditional offenses motivated, in whole or in part, by the offender's bias. The offender's motivation would be determined to be, in whole or in part, to commit an offense because of a bias against a race, religion, disability, sexual orientation, gender identity or ethnic or national origin group.

### **Campus Crime Statistics Geography:**

On-Campus property is the building space occupied and controlled by the school located within the Shoppes at Louviers and the parking areas designated within the Shoppes at Louviers for student and staff parking.

The school does not have or control any non-campus property.

Public property is the section of Paper Mill Road located directly in front and adjacent to the Shoppes at Louviers center.



# SCHOOL POLICY

## For students and employees

The School is committed to providing a work and school environment free of unlawful harassment or discrimination. In furtherance of this commitment, all students and employees are required to take our mandatory Sexual Harassment and Prevention Training

In an effort to keep the students and staff informed on security and crime prevention additional education on awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking will be given to them in the fall of every year.

Campus security procedures will be presented at new student orientation. During orientation, crime awareness and prevention applicable to our campus will be presented to encourage each individual to take personal responsibility for their security and the security of others around them. Employees will be informed upon hire of procedures to prevent crime which are reviewed at least once per year during staff meetings.

Acts of Violence, Sexual Misconduct and sexual discrimination are all strictly prohibited at Schilling Douglas School of Hair Design and are subject to our progressive disciplinary policy. This policy applies to students, staff and third parties involved with Schilling Douglas School of Hair Design regardless of sexual orientation or gender identity. School policy prohibits harassment or discrimination based on race, religion, creed, color, national origin, ancestry, sex (including pregnancy, childbirth or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information or any other basis protected by the federal, state or local law. Additionally, in accordance with Title IX of the Education Amendments of 1972, the School prohibits discrimination based on sex, which includes sexual harassment and sexual violence, and the School has jurisdiction over Title IX complaints.

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

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

## PROHIBITED CONDUCT

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

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

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

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

## COMPLAINT/GRIEVANCE PROCEDURE

If you believe that you have experienced or witnessed harassment or sexual violence, notify your instructor, supervisor, or the Title IX Coordinator as soon as possible after the incident. Do not allow an inappropriate situation to continue by not reporting it, regardless of who is creating the situation. No employee, contract worker, student, vendor or other person who does business with the School is exempt from the prohibitions in this policy. Supervisors will refer all harassment complaints to the Title IX Coordinator for student-related complaints and to the Human Resources Department if the complaint involves an employee. In order to facilitate the investigation, your complaint should include details of the incident or incidents, names of the individuals involved and names of any witnesses. The school refers all campus law enforcement issues to the Newark Police (302)366-7110. The school does not have any campus-based security personnel.

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

Title IX Coordinator:

**Tara Price**

**Associate Directors Office**

**302-737-5100 ext.106**

**tara@schillingdouglas.edu**

**Victor David, Director**

**Directors Office**

**302-737-5100 ext.101**

**victor@schillingdouglas.edu**

The School ensures that its employee(s) designated to serve as Title IX Coordinator(s) have adequate training on what constitutes sexual harassment, including sexual violence, and that they understand how the School’s grievance procedures operate. Because complaints can also be filed with an employee’s supervisor, these employees also receive training on the School’s grievance procedures and any other procedures used for investigating reports of sexual harassment. Campus Security Authorities (CSA) at our school consist of the director, associate director, instructors, student services director and business office director. These individuals are responsible for reporting any Clery Act Crimes to the director and/or associate director in his absence. All employees receive training regarding their responsibilities as it relates to being a CSA. While crime on our campus is not a serious problem, all staff and students should be aware of unusual activity by unknown persons on the property. Any questionable or suspicious acts by strangers or other students or staff members should be immediately reported to the associate director and/or director in her absence. In the event that both the associate director and director are not immediately available the incident should be reported to an instructor whom will contact the associate director/director immediately for further action.

Since the school does not have housing facilities or formal student organizations, it is not necessary to request notification by local police authorities of crime and activities engaged in by students at such locations. Upon receipt of a complaint from a victim of sexual misconduct the CSA’s will provide the victim with a list of all available assistance resources, along with a what to expect sheet to help them navigate through the reporting process. Please see “Options for Assistance following a Sexual Misconduct Sheet” (Appendix: A).

In the event that a sexual assault, and/or sex offense should occur on the school campus, the individual should report the event immediately to **Tara Price**, in the associate director’s office or have a staff member contact her

outside of her normal office hours. She will immediately take steps to ensure the offense is reported to the local authorities, if requested by the student or employee.

The school does not have on campus counseling available for victims of sex offenses, so the employee and/or student should be provided (Appendix A- OPTIONS FOR ASSISTANCE FOLLOWING AN INCIDENT OF SEXUAL MISCONDUCT).

Any sexual offense occurring between students and/or employees or both will result in:

- Discussing the options available for changing a victim's academic situation after the alleged sex offense, if changes are requested by the victim, and
- The school will implement disciplinary actions in cases of an alleged sex offense after a disciplinary proceeding. Both the accuser and the accused will be entitled to the same opportunities to have the other present during a disciplinary proceeding and both will be informed of the school's final determination in any school disciplinary proceeding with respect to the alleged sex offense and any sanction that is imposed against the accused simultaneously.
- The result of the hearing will be final and will not be subject to an appeal process

## **INVESTIGATION OF COMPLAINTS**

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

The preponderance of the evidence standard will apply to investigations, meaning the School will evaluate whether it is more likely than not that the alleged conduct occurred. Both parties will receive written notice of the outcome of the complaint.

During the investigation, the School will provide interim measures, as necessary, to protect the safety and wellbeing of students and/or employees involved.

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

To initiate a criminal investigation, reports of sexual violence should be made to "911" or local law enforcement. The criminal process is separate from the School's disciplinary process. To the extent that an employee or contract worker is not satisfied with the school's handling of a harassment or discrimination complaint, he or she may also contact the appropriate state or federal enforcement agency for legal relief.

## **RETALIATION PROHIBITED**

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

## **REPORTING REQUIREMENTS**

Victims of sexual misconduct should be aware that School administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to other members of the campus community. The School will make every effort to ensure that a victim's name and other identifying information is

not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. The School reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status. This report will be revised and redistributed annually in the fall, by October 1<sup>st</sup>, to the campus community which includes all students and employees. This report will be made available to all prospective employees and students.

This warning will be made by a school official through the use of the school's public address system. The school does not have any procedure in place for voluntarily and confidentially reporting of crimes. The school does not have any pastoral or professional counselors employed at the school. All crimes reported to the school will be referred to local law enforcement.

Schilling Douglas School of Hair Design encourages victims of sexual violence to talk to somebody about what happened so victims can get the support they need, and so the school can respond appropriately.

A victim may speak to one of the schools CSA's to report the crime, if the victim wants to maintain confidentiality, the school will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

A victim who at first requests confidentiality may later decide to file a complaint with the school or report the incident to local law enforcement, and thus have the incident fully investigated.

These school does not employ counselors or advocates so any victim will be referred to seek outside resources of which they will be provided a list of places they can contact.

The following employees (or categories of employees) are the school's responsible employees:

- Instructors
- Student Services
- Associate Directors
- Director

Before a victim reveals any information to a responsible employee, the employee should ensure that the victim understands the employee's reporting obligations – and, if the victim wants to maintain confidentiality, direct the victim to confidential resources. If the victim wants to tell the responsible employee what happened but also maintain confidentiality, the employee should tell the victim that the School will consider the request, but cannot guarantee that the School will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the responsible employee will also inform the Coordinator of the victim's request for confidentiality. Responsible employees will not pressure a victim to request confidentiality, but will honor and support the victim's wishes, including for the School to fully investigate an incident. By the same token, responsible employees will not pressure a victim to make a full report if the victim is not ready to.

## **REQUESTING CONFIDENTIALITY FROM THE SCHOOL:**

How the School Will Weigh the Request and Respond.

If a victim discloses an incident to a responsible employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the School must weigh that request against the School's obligation to provide a safe, non-discriminatory environment for all students, including the victim. If the School honors the request for confidentiality, a victim must understand that the School's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited. Although rare, there are times when the School may not be able to honor a victim's request in order to provide a safe, non-discriminatory environment for all students. The School has designated the following individual(s) to evaluate requests for confidentiality once a responsible employee is on notice of alleged sexual violence: **Tara Price**.

When weighing a victim's request for confidentiality or that no investigation or discipline be pursued, **Tara Price**/Associate Director will consider a range of factors, including the following:

The increased risk that the alleged perpetrator will commit additional acts of sexual or other violence, such as:

- whether there have been other sexual violence complaints about the same alleged perpetrator;
- whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
- whether the alleged perpetrator threatened further sexual violence or other violence against the victim or others;

- whether the sexual violence was committed by multiple perpetrators;
- whether the sexual violence was perpetrated with a weapon;
- whether the victim is a minor;
- whether the College possesses other means to obtain relevant evidence of the sexual violence (e.g., security cameras or personnel, physical evidence);
- whether the victim's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group.

The presence of one or more of these factors could lead the School to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the School will likely respect the victim's request for confidentiality. If the School determines that it cannot maintain a victim's confidentiality, the School will inform the victim prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the School's response. The School will remain ever mindful of the victim's well-being, and will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan. Retaliation against the victim, whether by students or School employees, will not be tolerated. The School will also:

- assist the victim in accessing other available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance both on and off campus (see portion of policy identifying these);
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of living or working arrangements or course schedules (including for the alleged perpetrator pending the outcome of an investigation) or adjustments for assignments or tests; and inform the victim of the right to report a crime to campus or local law enforcement – and provide the victim with assistance if the victim wishes to do so.

If, for example, the school has credible information that the alleged perpetrator has committed one or more prior rapes, the balance of factors would compel the school to investigate the allegation and, if appropriate, pursue disciplinary action. The school may not require a victim to participate in any investigation or disciplinary proceeding. Because the School is under a continuing obligation to address the issue of sexual violence campus-wide, reports of sexual violence (including non-identifying reports) will also prompt the School to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices. If the School determines that it can respect a victim's request for confidentiality, the School will also take immediate action as necessary to protect and assist the victim.

## **ADDITIONAL INFORMATION**

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

## **SEX OFFENDER REGISTRATION IN DELAWARE**

In accordance with Title 11, Chapter 41 of the Delaware Code, information regarding registered sex offenders is maintained by the Delaware State Police. The Delaware State Police have created the Sex Offender Central Registry, a searchable database that may be accessed via an internet website. This database located at [www.state.de.us/dsp/sexoff/](http://www.state.de.us/dsp/sexoff/) may be used to locate registered sex offenders by name, address, city, county, or zip code. Convicted sex offenders from out of state must register with the Delaware State Police within 7 business days of establishing permanent or temporary residency within the State of Delaware and all registrants must indicate

where they intend to reside, be employed and/or study. A list of registered offenders who have identified Schilling Douglas School of Hair Design as their place of employment, or study can be found at the above listed website.

## DEFINITIONS

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

**Hostile environment sexual harassment** occurs when verbal, non-verbal and/or physical conduct is:

- Sexual and/or based on sex, gender, gender identity or sexual orientation (actual or perceived).
- unwelcome, and
- Sufficiently severe and pervasive to interfere with a person's work/learning/program performance or to create a hostile, intimidating or offensive environment.

The determination is made on a case-by-case basis looking at the whole record, including the circumstances (such as the nature of the sexual advances) and the context in which the alleged incidents occurred. Some behaviors which may be acceptable in certain contexts are inappropriate in the workplace or classroom, particularly if an objection is expressed. Whether or not the behavior is contrary to law or school policy depends upon the circumstances of each case.

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

**Domestic Violence** is defined as abuse committed against an adult or a minor who is a spouse or former spouse, cohabitant or former cohabitant, or someone with whom the abuser has a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship. Delaware law defines "domestic violence" as the occurrence of one or more of the following acts of "abuse" between family or household members:

- causing or attempting to cause actual physical injury or sexual offenses
- placing or attempting to place a person in fear of physical injury or sexual offense
- damaging, destroying, or taking property
- trespassing
- child abuse
- kidnapping
- unlawful imprisonment
- interference with custody
- causing fear or emotional distress
- any other conduct that a reasonable person would find threatening or harmful

Domestic Violence can be defined per federal guidelines by:

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

This can be a misdemeanor or a felony charge depending on the severity of the crime committed.

**Dating Violence** is defined as abuse committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence is controlling, abusive, and aggressive behavior in a romantic relationship. It can happen in straight or gay relationships. It can include verbal, emotional, physical, or sexual abuse, or a combination. Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Call the National Domestic Violence Hotline at 1-800-799-7233 for help.

**Sexual Assault** occurs when a physical sexual activity is engaged in without the consent of the other person or when the other person is unable to consent to the activity. The activity or conduct may include physical force, violence, threat, or intimidation, ignoring the objections of the other person, causing the other person's intoxication or incapacitation through the use of drugs or alcohol, and taking advantage of the other person's incapacitation (including voluntary intoxication).

**Sexual Offenses:** any sexual act direct against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape**-The penetration, no matter how slight of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling**- the touching of 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 his or her age or because of his/her temporary or permanent mental incapacity.
- **Incest**- Sexual intercourse between two persons who are related to each other within degrees wherein marriage is prohibited by law.
- **Statutory Rape**- Sexual intercourse with a person who is under the statutory age of consent.

**Stalking** is behavior in which a person repeatedly engages in conduct directed at a specific person that places that person in reasonable fear of his or her safety or the safety of others.

While legal definitions of stalking vary from one jurisdiction to another, a good working definition of stalking is a course of conduct directed at a specific person that would cause a reasonable person to feel fear. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Please refer to the following website for help regarding stalking.

<http://www.victimsofcrime.org/our-programs/stalking-resource-center/help-for-victims>

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

**Communicating consent:** Consent to sexual activity can be communicated in a variety of ways, but one should presume that consent has not been given in the absence of clear, positive agreement. While verbal consent is not an absolute requirement for consensual sexual activity, verbal communication prior to engaging in sex helps to clarify consent. Communicating verbally before engaging in sexual activity is imperative. However potentially awkward it may seem, talking about your own and your partner's sexual desires, needs, and limitations provide a basis for a positive experience. Consent must be clear and unambiguous for each participant at every stage of a sexual encounter. The absence of "no" should not be understood to mean there is consent. A prior relationship does not indicate consent to future activity.

#### **Alcohol and Drugs:**

A person who is asleep or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, is not capable of giving valid consent. The use of alcohol or drugs may seriously interfere with the participants' judgment about whether consent has been sought and given.

**Sexual Exploitation-** "A person who induces another person to undertake or endure a sexual act by serious abuse of that person's position of dependency on the perpetrator, shall be guilty of sexual exploitation."

**Retaliation** is the action of harming someone because they have harmed oneself; revenge.

**Intimidation** is intentional behavior that "would cause a person of ordinary sensibilities" fear of injury or harm. It is not necessary to prove that the behavior was so violent as to cause terror or that the victim was actually frightened.

## **INVESTIGATION AND DISCIPLINARY ACTIONS**

The institution will, upon written request, disclose to the alleged victim/perpetrator of any crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense with respect to such crime or offense. They will both be notified simultaneously. If the alleged victim of such crime or offense is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph. Upon receipt of a complaint regarding a Clery Crime the school will follow the Disciplinary Policy and Procedure for Violations of VAWA/Clery Crimes.

## **DISCIPLINE POLICY AND PROCEDURE FOR VIOLATIONS OF VAWA/CLERY CRIMES**

**Purpose-** Our discipline policy and procedure for violations of VAWA/Clery crimes is designed to provide a structured corrective action process to improve and prevent a recurrence of undesirable behavior and/or conduct issues. It has been designed consistent with our organizational mission.

Outlined below are the steps of our discipline policy and procedure for violations of VAWA/Clery crimes. Schilling-Douglas School of Hair Design reserves the right to combine or skip steps depending upon facts of each situation and the nature of the offense. The level of disciplinary intervention may also vary. Some of the factors that will be considered depend upon whether the offense is repeated despite coaching and counseling. This institute only has one type of proceeding, which is fact finding investigation with both parties individually, this will be used for any VAWA/Clery Violation Investigation.



## Procedure-

***Step 1: An Investigation will be started (Written Notification Given)***-Step 1 creates an opportunity for an investigation to begin into the allegation of any VAWA/Clery crimes, both parties involved will receive written notification indicating that an investigation has begun and that they will be interviewed for fact finding. The parties involved will both be informed once a final decision has been made. Any accommodations that are determined to be necessary will be discussed in person with the party in which it directly impacts. The students/employees will be asked to sign this document. The student/employee's signature is needed to demonstrate the student/employee's understanding of the issues and corrective action needed. (This process will begin within 7-10 business days of receiving complaint.)

***Step 2: Fact Finding Interviews***- During step 2, the Title IV Coordinator will perform a fact-finding investigation. Outside parties may be called upon for help in regards to the investigation. Instructors/supervisors may also be asked to participate in the investigation process to meet with the students/employees and review any additional information gathered to make an informed decision on the possibility that the incidents is likely to have occurred. The victim and the perpetrator will both be submitted to a line of question to fact find, they will both be given the opportunity to have an advisor or council present during the questioning. Information about the conduct issues as well as any prior relevant corrective action plans will be taken into consideration as well. This process will be handled in as timely of a fashion as possible to allow adequate time for the investigation to take place. During the process it is very likely that witnesses and possible character witness's will be subject to questioning. Upon completion of the investigation the Title IV coordinator will outline the consequences for the students/employees of his or her failure to meet conduct expectations. This notification will include discipline actions deemed necessary up to and including termination if immediate and sustained corrective action is not taken may also be included in the written warning. (This process could take up to 2 months to be fully investigated.)

***Step 3: Result- Final Determination ( Final Notification will be given)***-During step 3, the Title IV coordinator will give written notification of the findings and results of the investigation the outline will include the consequences for the student/employee of his or her failure to meet conduct expectations. A warning outlining that the student/employee may be subject to additional discipline up to and including termination if immediate and sustained corrective action is not taken may also be included. (This notification will be completed with 7-10 business days of final decision being made.)

**Appeal Process-** Students/Employees will not be given an opportunity to present information that may challenge information the Title IV Coordinator has used to issue the final disciplinary action. The purpose of the investigation process is to provide insight into extenuating circumstances that may have contributed to the student/employees conduct issues while allowing for an equitable solution. As an investigation into the fact findings is done in as thorough a manner as possible for our institution, we do not accept appeals.

### Possible Sanctions (students)

1. ***Sent Home for the remainder of the day***
2. ***Verbal Warning (without suspension)***
3. ***Written Warning (without Suspension)***
4. ***Written Warning (with 1 day suspension)***
5. ***No contact order***
6. ***Written Warning with suspension from school (3, 7, 15, or 30 days)***
7. ***Change of classroom***
8. ***Suspension from school during the time of the investigation***
9. ***Suspension from school for an extended period of time to prevent contact (Up to 1 full semester).***

10. *Leave of Absence may be given to the perpetrator until the victim graduates to eliminate contact between the two parties involved (Must comply with LOA Policy).*
11. *Class schedule of perpetrator being changed from either full time to part time or part time to full time to accommodate the no contact ruling.*
12. *Signing a no contact contract with school officials with rules for no contact between the two parties, if such rules are broken this will result in further disciplinary action.*
13. *Termination from school with option for re-enrollment after victim graduates.*
14. *Termination with no possibility of re-enrollment.*

#### Possible Sanctions (employees)

1. *Sent Home for the remainder of the day (without pay)*
2. *Verbal warning (without suspension)*
3. *Written Warning (without Suspension)*
4. *Written Warning (with 1 day suspension without pay)*
5. *No contact order*
6. *Written Warning with suspension from school (3, 7, 15, or 30 days without pay)*
7. *Change of classroom*
8. *Suspension from work (without pay) during the time of the investigation*
9. *Suspension from work (without pay) for an extended period of time to prevent contact (Up to 1 full semester).*
10. *Work schedule of perpetrator being changed from either full time to part time or part time to full time to accommodate the no contact ruling.*
11. *Signing a no contact contract with school officials with rules for no contact between the two parties, if such rules are broken this will result in further disciplinary action.*
12. *Termination from employment with option for re-hire after victim graduates.*
13. *Termination with no possibility of re-hire.*

The last and most serious step in the progressive discipline procedure is termination. Generally, Schilling-Douglas School of Hair Design will try to exercise a progressive nature of this policy by first providing warnings, written warnings with suspension and final written warnings with suspension from the school before proceeding to terminate. However, Schilling-Douglas School of Hair Design reserves the right to combine and skip steps depending upon the circumstances of each situation and the nature of the offense. Furthermore, students/employees may be terminated without prior notice or disciplinary action.

**Performance and Conduct Issues Not Subject to Progressive Discipline-**Behavior that is illegal is not subject to progressive discipline and may be reported to local law enforcement. Theft, intoxication at school, fighting and other acts of violence are also not subject to progressive discipline and may be grounds for immediate termination.

**Documentation-** The student/employee will be provided copies of all progressive discipline documentation, including all performance improvement plans. The student/employee will be asked to sign copies of this documentation attesting to their receipt and understanding of the corrective action outlined in these documents. Refusal to sign does not constitute dismissal of the disciplinary action. Copies of these documents will be placed in the student/employee's official permanent file.

## APPENDIX A: OPTIONS FOR ASSISTANCE FOLLOWING AN INCIDENT OF SEXUAL MISCONDUCT

If you or someone you know is/ or has been a victim of sexual assault, there are people that can help. You are not alone. The following is a list of things you may want to do:

- Go to a safe place.
- If you want to report the crime, notify the police immediately. Reporting the crime can help you regain a sense of personal power and control.
- Call a friend, a family member, or someone else you trust who can be with you and give you support.
- Preserve all physical evidence of the assault.
- Do not shower, bathe, douche, eat, drink, wash your hands, or brush your teeth until after you have had a medical examination.
- Save all of the clothing you were wearing at the time of the assault. Place each item of clothing in a separate paper bag. Do not use plastic bags.
- Do not clean or disturb anything in the area where the assault occurred.
- Get medical care as soon as possible.
- Go to a hospital emergency department or a specialized forensic clinic that provides treatment for sexual assault victims. Even if you think that you do not have any physical injuries, you should still have a medical examination and discuss with a health care provider the risk of exposure to sexually transmitted infections and the possibility of pregnancy resulting from the sexual assault. Having a medical exam is also a way for you to preserve physical evidence of a sexual assault.
- If you suspect that you may have been given a "rape drug," ask the hospital or clinic where you receive medical care to take a urine sample. Drugs, such as Rohypnol and GHB, are more likely to be detected in urine than in blood.
- Write down as much as you can remember about the circumstances of the assault, including a description of the assailant.
- Get information whenever you have questions or concerns. After a sexual assault, you have a lot of choices and decisions to make - e.g., about getting medical care, making a police report, and telling other people.
- You may have concerns about the impact of the assault and the reactions of friends and family members. You can get information by calling a rape crisis center, a hotline, or other victim assistance agencies.

### CHRISTIANA CARE- Newark, DE

4755 Ogletown-Stanton Road, Newark, DE 19718  
1-302-733-1000

Christiana Care forensic nurse examiners treat more than 400 victims of sexual assault, and domestic violence every year. Nurse examiners at Christiana Care's emergency departments are part of the state of Delaware's multidisciplinary Sexual Assault Response Team, created to ensure that survivors of sexual assault do not become victims of a fragmented medical-legal system. They offer confidential services, evaluate each victim's pregnancy risk and help prevent sexually transmitted diseases and infections. These services are provided at no cost to the victim. Confidential services are provided whether or not the victim chooses to have police involvement.

Talk with a counselor who is trained to assist rape victims. Counseling can help you learn how to cope with the emotional and physical impacts of the assault. You can find a counselor by contacting a local rape crisis center, a hotline, a counseling service, and other victim assistance agencies.

National Programs Available**NATIONAL SEXUAL ASSAULT HOTLINE**

1-800-656-4673

**LOVE IS RESPECT**

1-866-331-9774

**NATIONAL DOMESTIC VIOLENCE HOTLINE**

1-800-799-7233

Local Programs Available**CCDV RAPE CRISIS PROGRAM- Elkton, MD**

Hotline: 1-410-996-0333

Phone: 1-410-996-0333

**CONTACT LIFELINE INC- Wilmington, DE**

Hotline: 1-800-262-9800

Hotline: 1-302-761-9100

Phone: 1-302-761-9100

**THE CRIME VICTIMS CENTER OF CHESTER COUNTY INC- West Chester, PA**

Hotline: 1-610-692-7232

Phone: 1-610-692-7232

**SALEM COUNTY WOMENS SERVICES- Salem, NJ**

Hotline: 1-888-632-9511

Phone: 1-856-935-6655

If you are a victim of sexual assault student services is available to make changes to your course schedule or to grant an academic leave of absence, or other protective measures that may be taken. They can also speak with you in regards to any financial aid that may be available, your living situations, transportation situation, and/or working situation.

**APPENDIX B: STATEMENT OF VICTIMS RIGHTS**

Victims have the right to choose counseling and medical treatment, and to prosecute and report their case through the off-campus court system. They also have the right to refuse all these options without reproach from any Schilling Douglas School of Hair Design personnel.

The victim will be given the choice in whether or not the incident is to be reported to the local authorities. If the victim chooses to notify law enforcement the victim has the option to have a school representative present to assist them in the reporting of the incident. The victim also has the right to decline reporting of the incident to the local authorities, in which case no further legal action can be taken by the school.

- Victims have the right to be treated with dignity and seriousness by campus personnel.
- Victims of crimes against an individual have the right to be reasonably free from intimidation and harm.
- Personnel are encouraged to inform all victims that:

(1) Victims are not responsible for crimes committed against them;

(2) Victims are not negligent toward their own and thus do not assume the risk of crime; and

(3) Victims should always report their crime, despite the possibility of adverse publicity for the School.

- Victims will be made aware of appropriate student services, including hotlines available for counseling.

- Victims are entitled to the same support opportunities available to the accused in a campus disciplinary proceeding.
- If the accused is prohibited from contacting the victim or entering the victim's residence, the victim will be notified that the ban is in effect.
- Any victim who does not wish to remain in his/her present class may be granted a transfer to any available class.
- The victim has the right to information regarding the status of his/her case, including the results of any disciplinary proceedings.
- Both the accused and the victim are entitled to have an advisor/advocate present during the student disciplinary process.
- Both the accused and the victim are entitled to file an appeal if they feel the hearing was unfair or unjust.
- Both the accused and the victim shall be simultaneously informed in writing of the final decision.
- Victim's personal information will be kept confidential and not be made available to the general public.

## APPENDIX C: PREVENTING SEXUAL ASSAULT

**Sexual assault** is a general term that includes any forced or unwanted sexual activity, including rape, incest, sexual abuse, and molestation. Sexual assault includes any forced or unwanted touching of an intimate part of the body, such as breasts, buttocks, or genitals.

**What is consent?** Sexual activity requires consent, which is defined as voluntary, positive agreement between the participants to engage in specific sexual activity.

Communicating consent:

Consent to sexual activity can be communicated in a variety of ways, but one should presume that consent has not been given in the absence of clear, positive agreement.

While verbal consent is not an absolute requirement for consensual sexual activity, verbal communication prior to engaging in sex helps to clarify consent. Communicating verbally before engaging in sexual activity is imperative. However potentially awkward it may seem, talking about your own and your partner's sexual desires, needs, and limitations provide a basis for a positive experience.

Consent must be clear and unambiguous for each participant at every stage of a sexual encounter. The absence of "no" should not be understood to mean there is consent.

A prior relationship does not indicate consent to future activity.

**Alcohol and drugs:**

A person who is asleep or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, is not capable of giving valid consent.

The use of alcohol or drugs may seriously interfere with the participants' judgment about whether consent has been sought and given.

## APPENDIX D: DOMESTIC VIOLENCE PREVENTION

Delaware law defines "domestic violence" as the occurrence of one or more of the following acts of "abuse" between family or household members:

- causing or attempting to cause actual physical injury or sexual offenses
- placing or attempting to place a person in fear of physical injury or sexual offense
- damaging, destroying, or taking property
- trespassing
- child abuse
- kidnapping
- unlawful imprisonment
- interference with custody
- causing fear or emotional distress
- any other conduct that a reasonable person would find threatening or harmful

Call the National Domestic Violence Hotline at 1-800-799-7233 for help.

## APPENDIX E: DATING VIOLENCE PREVENTION

Healthy relationships allow both partners to feel supported and connected but still feel independent.

**COMMUNICATION** and **BOUNDARIES** are the two major components of a healthy relationship. Ultimately, the two people in the relationship decide what is healthy for them and what is not. If something doesn't feel right, you should have the freedom to voice your concerns to your partner.

What Is It? Dating violence is controlling, abusive, and aggressive behavior in a romantic relationship. It can happen in straight or gay relationships. It can include verbal, emotional, physical, or sexual abuse, or a combination.

Anyone can be a victim of dating violence. Both boys and girls are victims, but boys and girls abuse their partners in different ways. Girls are more likely to yell, threaten to hurt themselves, pinch, slap, scratch, or kick. Boys injure girls more and are more likely to punch their partner and force them to participate in unwanted sexual activity. Some teen victims experience physical violence only occasionally; others, more often.

If You Are a Victim of Dating Violence, You Might...

- Think it's your fault.
- Feel angry, sad, lonely, depressed, or confused.
- Feel helpless to stop the abuse.
- Feel threatened or humiliated.
- Feel anxious.
- Not know what might happen next.
- Feel like you can't talk to family and friends.
- Be afraid of getting hurt more seriously.
- Feel protective of your boyfriend or girlfriend.

Get Help-Being a victim of dating violence is not your fault. Nothing you say, wear, or do gives anyone the right to hurt you.

- If you think you are in an abusive relationship, get help immediately. Don't keep your concerns to yourself.
- Talk to someone you trust like a parent, teacher, or student services personnel.
- If you choose to tell, you should know that some adults are mandated reporters. This means they are legally required to report neglect or abuse to someone else, such as the police or child protective services. You can ask people if they are mandated reporters and then decide what you want to do. Some examples of mandated reporters are teachers, counselors, doctors, social workers, and in some cases, coaches or activity leaders. If you want help deciding whom to talk to, call a crisis line in your area. You might also want to talk to a trusted family member, a friend's parent, an adult neighbor or friend, an older sibling or cousin, or other experienced person who you trust. Call the National Domestic Violence Hotline at 1-800-799-7233 for help.

## APPENDIX F: STALKING PREVENTION

What is stalking? While legal definitions of stalking vary from one jurisdiction to another, a good working definition of stalking is a course of conduct directed at a specific person that would cause a reasonable person to feel fear.

Stalking is serious, often violent, and can escalate over time. Warning Signs:

- Follow you and show up wherever you are.
- Send unwanted gifts, letters, cards, or e-mails.
- Damage your home, car, or other property.
- Monitor your phone calls or computer use.
- Use technology, like hidden cameras or global positioning systems (GPS), to track where you go.
- Drive by or hang out at your home, school, or work.
- Threaten to hurt you, your family, friends, or pets.
- Find out about you by using public records or online search services, hiring investigators, going through your garbage, or contacting friends, family, neighbors, or co-workers.
- Posting information or spreading rumors about you on the Internet, in a public place, or by word of mouth.
- Other actions that control, track, or frighten you.

You are not to blame for a stalker's behavior. Please refer to the following website for help regarding stalking.

<http://www.victimsofcrime.org/our-programs/stalking-resource-center/help-for-victims>

## APPENDIX G: BYSTANDER INTERVENTIONS

If you know someone who might be in an abusive relationship, or a victim of any of the before mentioned crimes, you can help.

- Tell the person that you are worried. Be a good listener. Offer your friendship and support.
- Ask how you can help. Encourage your friend to seek help.
- Educate yourself about dating violence and healthy relationships.
- Avoid any confrontations with the abuser. This could be dangerous for you and your friend.
- Offer your support by going with the friend when they report the crime.
- Recognize situations of potential harm
- Understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene
- Engaging in a course of conduct directed at a specific person that would cause a reasonable person to
- Fear for the person's safety or the safety of others; or Suffer substantial emotional distress.

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

## APPENDIX H: RISK REDUCTION TIPS

There are things all of us can do to be as safe as possible. Here are some suggested strategies to help to reduce vulnerability to sexual violence, whether it be sexual assault, relationship abuse, or stalking.

### To reduce the risk of sexual assault....

- Respond assertively- Communicate any discomfort you feel with another person's behavior. Don't make excuses. Trust your instincts.
- Don't isolate with someone you just met- Always have a safe way to get home. Don't sleep over because you can't get home. Especially don't isolate with someone who tries to get too close, enjoys your discomfort or someone who doesn't listen or respond when you say "NO".
- Avoid drunk sex- Limit your alcohol consumption so that you can protect yourself, prevent aggressive behavior under the influence or help a friend who may need you.
- Believe in your right to set sexual limits for yourself- Learn how to communicate these limits and how to assert yourself by saying "NO" convincingly when you mean "NO" and "YES" when you mean "YES".
- Believe in another person's right to say "NO"- Be aware of the affect peer pressure has on your decision here. Remember it's okay not to have sex. Accept that "NO" means "NO".
- Date men/women who are your equal thinking you have more of a right to your desires can lead to date rape or dating abuse.
- Remember active consent is necessary every time you have sexual contact with someone. Don't assume previous permission for sexual contact applies to the current situation (especially when a person is asleep or drunk).
- Don't assume behavior is a signal for sex. Thinking someone wants sex is not the same as knowing for sure. Be sure. Communicate.

### To reduce the risks and warning signs of abusive relationship:

- Listen to yourself if you are sensing "bad vibes", especially if you are feeling down on yourself or find yourself afraid in a relationship. Trust your instincts.
- Know that even one instance of physical, verbal or emotional violence is dating violence.
- Cruelty or physical violence to other people, animals or you, even if it happens just once, is a sure sign that more abuse is to come.
- Be alert to actions which reduce your personal independence and self-control, such as urging you to give up existing friendships or family connections, telling you either what to wear, or what to say or who to hang out with.
- Be alert to signs of jealousy and/or possessiveness. These are signs of insecurity, not love.
- Seek assistance from professionals who can help you learn more about abusive relationships and to explore options that are available to you.

### To reduce the risks of stalking:

- If you are in immediate danger, call 911.
- Do not ignore any threat. Report any instance of stalking to local Police, immediately. Trust your instincts.
- Keep evidence of any threat or instance of stalking. Keep a daily journal containing information on time, date and place of each instance, and keep it all in a safe and confidential place. Keep e-mails, phone messages, letters, and notes.



- Don't downplay a sense of danger by thinking "it will just go away". If you feel unsafe, you probably are. Stalking behavior typically does not just stop.
- Tell family, friends, roommates and co-workers about the stalking and seek their support.
- Limit the distribution of personal information, including home address and phone numbers, and be wary of any person who seeks to obtain too much personal information about you too quickly. Be careful about what you choose to post on public web services, such as "Facebook". Fully shred all personal information before disposing of anything in the trash.
- Maintain quick access to critical telephone numbers and the location of safe places.
- Seek assistance from law enforcement and/or qualified professionals who can help you with safety strategies that are appropriate to your individual circumstance, including assistance with obtaining court issued orders of protection.

## DRUG AND ALCOHOL POLICIES

The abuse of alcohol and the use of illegal drugs by members of the Schilling Douglas School of Hair Design community are incompatible with the goals of an academic institution. In order to ensure that alcohol and illegal drugs do not interfere with the goals of the school, substance abuse prevention programs have been developed that apply to the school as both an educational institution and a work place. All employees and students are required to take part in the school's drug and alcohol abuse prevention program presented upon hire and new student orientation. Should a student at any time need information regarding alcohol or drug abuse they are asked to please contact the school's business office. Employees and students may also contact The National Alcohol and Substance Abuse Treatment Information Center at 1(800)784-6776.

All Employees and students are prohibited from the unlawful manufacture, distribution, possession or use of illicit drugs or alcohol while on school property or during school trips. A student or staff member found to have violated this policy would be terminated from enrollment or employment and Federal, state or local authorities will be contacted to properly handle the event.

Please refer to our separate Drug Prevention Program for additional information.

## APPENDIX I: DRUG PREVENTION PROGRAM

The National Institute on Drug Abuse estimates that one in every five workers age 18-25 and one in every eight workers age 26-34 uses drugs on the job. While it is difficult to put a price tag on the cost to employers of the theft, low morale, impaired judgment, high absenteeism, and high turnover caused by substance abuse, employers are aware of these costs and are attempting to ascertain that a person is not a potential substance abuser before hiring them.

We at Schilling Douglas School of Hair Design, have made a commitment to our students to prepare them for a long and successful professional career. Schilling Douglas School of Hair Design, as a result of these responsibilities, has a compelling obligation to eliminate illegal drug use from the school. We intend to honor this obligation in the following manner:

1. Imposing an absolute prohibition on the unlawful distribution, dispensation, possession, or use of a controlled substance or alcohol by any student or employee of the school, on school property or as a part of any school activity.
2. Making available to all students and employees information concerning the health hazards involved with alcohol and drug abuse.
3. Making available to all students and employees information concerning the legal sanctions involved with the illegal use of drugs and alcohol.
4. Making available to all students and employees information concerning drug and alcohol counseling and rehabilitation services

The school in its policies supports and endorses the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or abuse of alcohol by anyone on School property or as a part of any School activity is prohibited. Students taking prescribed or over-the-counter medication which may affect functioning should so inform Campus Security Authorities.

### **Facts about Drugs and Alcohol and their health risks....**

**Alcohol-** Ethyl alcohol, or ethanol, is an intoxicating ingredient found in beer, wine, and liquor. Alcohol is produced by the fermentation of yeast, sugars, and starches. It is a central nervous system depressant that is rapidly absorbed from the stomach and small intestine into the bloodstream. A standard drink equals 0.6 ounces of pure ethanol, or 12 ounces of beer; 8 ounces of malt liquor; 5 ounces of wine; or 1.5 ounces (a "shot") of 80-proof distilled spirits or liquor (e.g., gin, rum, vodka, or whiskey). NIDA does not conduct research on alcohol; for more information, please visit the [National Institute on Alcohol Abuse and Alcoholism \(NIAAA\)](#), the [Substance Abuse and Mental Health Services Administration](#), and the [Centers for Disease Control \(CDC\)](#).

Health Risks- Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.

**Bath Salts-** The term "bath salts" refers to an emerging family of drugs containing one or more synthetic chemicals related to cathinone, an amphetamine-like stimulant found naturally in the Khat plant.

Health Risks- Reports of severe intoxication and dangerous health effects associated with use of bath salts have made these drugs a serious and growing public health and safety issue. The synthetic cathinone in bath salts can produce euphoria and increased sociability and sex drive, but some users experience paranoia, agitation, and hallucinatory delirium; some even display psychotic and violent behavior, and deaths have been reported in several instances.

**Club Drugs-** Club drugs tend to be used by teenagers and young adults at bars, nightclubs, concerts, and parties. Club drugs include GHB, Rohypnol®, ketamine, and others. [MDMA \(Ecstasy\)](#), [Methamphetamine](#), and [LSD \(Acid\)](#), are considered club drugs and are covered in their individual drug summaries.

Health Risks- Uncertainties about the sources, chemicals, and possible contaminants used to manufacture many club drugs make it extremely difficult to determine toxicity and associated medical consequences. Nonetheless, we do know that:

- Coma and seizures can occur following use of GHB. Combined use with other drugs such as alcohol can result in nausea and breathing difficulties. GHB and two of its precursors, gamma butyrolactone (GBL) and 1,4 butanediol (BD), have been involved in poisonings, overdoses, date rapes, and deaths.
- Rohypnol may be lethal when mixed with alcohol and/or other CNS depressants.
- Ketamine, in high doses, can cause impaired motor function, high blood pressure, and potentially fatal respiratory problems.

**Cocaine-** Cocaine is a powerfully addictive stimulant drug made from the leaves of the coca plant native to South America. It produces short-term euphoria, energy, and talkativeness in addition to potentially dangerous physical effects like raising heart rate and blood pressure.

**Health Risks-** Cocaine affects the body in a variety of ways. It constricts blood vessels, dilates pupils, and increases body temperature, heart rate, and blood pressure. It can also cause headaches and gastrointestinal complications such as abdominal pain and nausea. Because cocaine tends to decrease appetite, chronic users can become malnourished as well. Most seriously, people who use cocaine can suffer heart attacks or strokes, which may cause sudden death. Cocaine-related deaths are often a result of the heart stopping (cardiac arrest) followed by an arrest of breathing. People who use cocaine also put themselves at risk for contracting HIV, even if they do not share needles or other drug paraphernalia. This is because cocaine intoxication impairs judgment and can lead to risky sexual behavior. Some effects of cocaine depend on the method of taking it. Regular snorting of cocaine, for example, can lead to loss of the sense of smell, nosebleeds, problems with swallowing, hoarseness, and a chronically runny nose. Ingesting cocaine by the mouth can cause severe bowel gangrene as a result of reduced blood flow. Injecting cocaine can bring about severe allergic reactions and increased risk for contracting HIV, hepatitis C, and other blood-borne diseases.

Binge-patterned cocaine use may lead to irritability, restlessness, and anxiety. Cocaine abusers can also experience severe paranoia—a temporary state of full-blown paranoid psychosis—in which they lose touch with reality and experience auditory hallucinations. Cocaine is more dangerous when combined with other drugs or alcohol (poly-drug use). For example, the combination of cocaine and heroin (known as a “speedball”), carries a particularly high risk of fatal overdose.

**Hallucinogens-** Hallucinogenic compounds found in some plants and mushrooms (or their extracts) have been used—mostly during religious rituals—for centuries. Almost all hallucinogens contain nitrogen and are classified as alkaloids. Many hallucinogens have chemical structures similar to those of natural neurotransmitters (e.g., acetylcholine-, serotonin-, or catecholamine-like). While the exact mechanisms by which hallucinogens exert their effects remain unclear, research suggests that these drugs work, at least partially, by temporarily interfering with neurotransmitter action or by binding to their receptor sites.

**Health Risks-** LSD, peyote, psilocybin, and PCP are drugs that cause hallucinations, which are profound distortions in a person’s perception of reality. Under the influence of hallucinogens, people see images, hear sounds, and feel sensations that seem real but are not. Some hallucinogens also produce rapid, intense emotional swings. LSD, peyote, and psilocybin cause their effects by initially disrupting the interaction of nerve cells and the neurotransmitter serotonin.<sup>1</sup> Distributed throughout the brain and spinal cord, the serotonin system is involved in the control of behavioral, perceptual, and regulatory systems, including mood, hunger, body temperature, sexual behavior, muscle control, and sensory perception. On the other hand, PCP acts mainly through a type of glutamate receptor in the brain that is important for the perception of pain, responses to the environment, and learning and memory.

There have been no properly controlled research studies on the specific effects of these drugs on the human brain, but smaller studies and several case reports have been published documenting some of the effects associated with the use of hallucinogens.

**Heroin-** Heroin is an opioid drug that is synthesized from morphine, a naturally occurring substance extracted from the seed pod of the Asian opium poppy plant. Heroin usually appears as a white or brown powder or as a black sticky substance, known as “black tar heroin.”

**Health Risks-** Heroin abuse is associated with a number of serious health conditions, including fatal overdose, spontaneous abortion, and infectious diseases like hepatitis and HIV (see box, “Injection Drug Use and HIV and HCV Infection”). Chronic users may develop collapsed veins, infection of the heart lining and valves, abscesses, constipation and gastrointestinal cramping, and liver or kidney disease. Pulmonary complications, including various types of pneumonia, may result from the poor health of the user as well as from heroin’s effects on breathing. Chronic use of heroin leads to physical dependence, a state in which the body has adapted to the presence of the drug. If a dependent user reduces or stops use of the drug abruptly, he or she may experience severe symptoms of withdrawal. These symptoms—which can begin as early as a few hours after the last drug administration—can

include restlessness, muscle and bone pain, insomnia, diarrhea and vomiting, cold flashes with goose bumps (“cold turkey”), and kicking movements (“kicking the habit”). Users also experience severe craving for the drug during withdrawal, which can precipitate continued abuse and/or relapse. Besides the risk of spontaneous abortion, heroin abuse during pregnancy (together with related factors like poor nutrition and inadequate prenatal care) is also associated with low birth weight, an important risk factor for later delays in development. Additionally, if the mother is regularly abusing the drug, the infant may be born physically dependent on heroin and could suffer from neonatal abstinence syndrome (NAS), a drug withdrawal syndrome in infants that requires hospitalization. According to a recent study, treating opioid-addicted pregnant mothers with buprenorphine (a medication for opioid dependence) can reduce NAS symptoms in babies and shorten their hospital stays. In addition to the effects of the drug itself, street heroin often contains toxic contaminants or additives that can clog blood vessels leading to the lungs, liver, kidneys, or brain, causing permanent damage to vital organs.

**Inhalants-** Many products readily found in the home or workplace—such as spray paints, markers, glues, and cleaning fluids—contain volatile substances that have psychoactive (mind-altering) properties when inhaled. People do not typically think of these products as drugs because they were never intended for that purpose. However, these products are sometimes abused in that way. They are especially (but not exclusively) abused by young children and adolescents, and are the only class of substance abused more by younger than by older teens.

Health Risks- Most abused inhalants other than nitrites depress the central nervous system in a manner not unlike alcohol. The effects are similar—including slurred speech, lack of coordination, euphoria, and dizziness. Inhalant abusers may also experience light-headedness, hallucinations, and delusions. With repeated inhalations, many users feel less inhibited and less in control. Some may feel drowsy for several hours and experience a lingering headache. Unlike other types of inhalants, nitrites enhance sexual pleasure by dilating and relaxing blood vessels. Although it is not very common, addiction to inhalants can occur with repeated abuse.

**K2/Spice-** "Spice" refers to a wide variety of herbal mixtures that produce experiences similar to marijuana (cannabis) and that are marketed as "safe," legal alternatives to that drug. Sold under many names, including K2, fake weed, Yucatan Fire, Skunk, Moon Rocks, and others — and labeled "not for human consumption" — these products contain dried, shredded plant material and chemical additives that are responsible for their psychoactive (mind-altering) effects.

Health Risks- Spice users report experiences similar to those produced by marijuana—elevated mood, relaxation, and altered perception—and in some cases the effects are even stronger than those of marijuana. Some users report psychotic effects like extreme anxiety, paranoia, and hallucinations. So far, there have been no scientific studies of Spice’s effects on the human brain, but we do know that the cannabinoid compounds found in Spice products act on the same cell receptors as THC, the primary psychoactive component of marijuana. Some of the compounds found in Spice, however, bind more strongly to those receptors, which could lead to a much more powerful and unpredictable effect. Because the chemical composition of many products sold as Spice is unknown, it is likely that some varieties also contain substances that could cause dramatically different effects than the user might expect.

**Marijuana-** Marijuana is a dry, shredded green and brown mix of leaves, flowers, stems, and seeds from the hemp plant *Cannabis sativa*. In a more concentrated, resinous form, it is called hashish, and as a sticky black liquid, hash oil. The main psychoactive (mind-altering) chemical in marijuana is delta-9-tetrahydrocannabinol, or THC.

Health Risks- Marijuana use may have a wide range of effects, particularly on cardiopulmonary and mental health. Marijuana smoke is an irritant to the lungs, and frequent marijuana smokers can have many of the same respiratory problems experienced by tobacco smokers, such as daily cough and phlegm production, more frequent acute chest illness, and a heightened risk of lung infections. One study found that people who smoke marijuana frequently but do not smoke tobacco have more health problems and miss more days of work than those who don’t smoke marijuana, mainly because of respiratory illnesses. It is not yet known whether marijuana smoking contributes to risk for lung cancer.

**MDMA (Ecstasy/Molly)-** MDMA (3,4-methylenedioxy-methamphetamine), popularly known as ecstasy or, more recently, as Molly, is a synthetic, psychoactive drug that has similarities to both the stimulant amphetamine and the hallucinogen mescaline. It produces feelings of increased energy, euphoria, emotional warmth and empathy toward others, and distortions in sensory and time perception.

Health Risks- MDMA can have many of the same physical effects as other stimulants like cocaine and amphetamines. These include increases in heart rate and blood pressure, which are particularly risky for people with circulatory problems or heart disease. MDMA users may experience other symptoms such as muscle tension, involuntary teeth clenching, nausea, blurred vision, faintness, and chills or sweating. In high doses, MDMA can interfere with the body's ability to regulate temperature. On rare but unpredictable occasions, this can lead to a sharp increase in body temperature (hyperthermia), which can result in liver, kidney, or cardiovascular system failure or even death. MDMA can interfere with its own metabolism (breakdown within the body), causing potentially harmful levels to build up in the body if it is taken repeatedly within short periods of time. Compounding the risks is the fact that ecstasy tablets and even capsules of supposedly pure "Molly" sometimes actually contain other drugs instead or in addition. Those may include ephedrine (a stimulant), dextromethorphan (a cough suppressant), ketamine, caffeine, cocaine, methamphetamine, or even, most recently, synthetic cathinones (the psychoactive ingredients in "bath salts"). These substances are harmful alone and may be particularly dangerous mixed with MDMA. Users who intentionally or unknowingly combine such a mixture with additional substances such as marijuana and alcohol may be putting themselves at even higher risk for adverse health effects. Additionally, the closeness-promoting effects of MDMA and its use in sexually charged contexts (and especially in combination with sildenafil) may encourage unsafe sex, which is a risk factor for contracting or spreading HIV and hepatitis.

**Methamphetamine-** Methamphetamine is a central nervous system stimulant drug that is similar in structure to amphetamine. Due to its high potential for abuse, methamphetamine is classified as a Schedule II drug and is available only through a prescription that cannot be refilled. Although methamphetamine can be prescribed by a doctor, its medical uses are limited, and the doses that are prescribed are much lower than those typically abused. Most of the methamphetamine abused in this country comes from foreign or domestic superlabs, although it can also be made in small, illegal laboratories, where its production endangers the people in the labs, neighbors, and the environment.

Health Risks- Taking even small amounts of methamphetamine can result in many of the same physical effects as those of other stimulants, such as cocaine or amphetamines. These include increased wakefulness, increased physical activity, decreased appetite, increased respiration, rapid heart rate, irregular heart-beat, increased blood pressure, and increased body temperature. Long-term methamphetamine use has many negative consequences for physical health, including extreme weight loss, severe dental problems ("meth mouth"), and skin sores caused by scratching. Methamphetamine use also raises the risk of contracting infectious diseases like HIV and hepatitis B and C. These can be contracted both by sharing contaminated drug injection equipment and through unsafe sex. Regardless of how it is taken, methamphetamine alters judgment and inhibition and can lead people to engage in these and other types of risky behavior. Methamphetamine use may also worsen the progression of HIV/AIDS and its consequences. Studies indicate that HIV causes more injury to neurons and greater cognitive impairment in individuals who are HIV-positive and use methamphetamine than it does in HIV-positive people who do not use the drug.

**Prescription Drugs and Cold Medicine-** Some medications have psychoactive (mind-altering) properties and, because of that, are sometimes abused—that is, taken for reasons or in ways or amounts not intended by a doctor, or taken by someone other than the person for whom they are prescribed. In fact, prescription and over-the-counter (OTC) drugs are, after marijuana (and alcohol), the most commonly abused substances by Americans 14 and older.

**Health Risks-** Taken as intended, prescription and OTC drugs safely treat specific mental or physical symptoms. But when taken in different quantities or when such symptoms aren't present, they may affect the brain in ways very similar to illicit drugs. For example, stimulants such as Ritalin achieve their effects by acting on the same neurotransmitter systems as cocaine. Opioid pain relievers such as OxyContin attach to the same cell receptors targeted by illegal opioids like heroin. Prescription depressants produce sedating or calming effects in the same manner as the club drugs GHB and rohypnol. And when taken in very high doses, dextromethorphan acts on the same cell receptors as PCP or ketamine, producing similar out-of-body experiences. When abused, all of these classes of drugs directly or indirectly cause a pleasurable increase in the amount of dopamine in the brain's reward pathway. Repeatedly seeking to experience that feeling can lead to addiction.

**Salvia-** Salvia (*Salvia divinorum*) is an herb in the mint family native to southern Mexico. It is used to produce hallucinogenic experiences.

**Health Risks-** The main active ingredient in salvia, salvinorin A, is a potent activator of nerve cell targets called kappa opioid receptors. (These receptors differ from the receptors activated by commonly known opioid drugs such as heroin and morphine.) Although salvia is generally considered a hallucinogen, it does not act at serotonin receptors that are activated by other hallucinogens like LSD or psilocybin, and its effects are reported by experienced users to be different from those drugs. Subjective effects of salvia use have been described as intense but short-lived, appearing in less than 1 minute and lasting less than 30 minutes. They include psychedelic-like changes in visual perception, mood and body sensations, emotional swings, feelings of detachment, and a highly modified perception of external reality and the self, leading to a decreased ability to interact with one's surroundings. This last effect has prompted concern about the dangers of driving under the influence of salvinorin.

**Steroids-** "Anabolic steroids" is the familiar name for synthetic variants of the male sex hormone testosterone. The proper term for these compounds is *anabolic-androgenic steroids* (abbreviated AAS)—"anabolic" referring to muscle-building and "androgenic" referring to increased male sexual characteristics.

**Health Risks-** Anabolic steroids work very differently from other drugs of abuse, and they do not have the same acute effects on the brain. The most important difference is that steroids do not trigger rapid increases in the neurotransmitter dopamine, which is responsible for the rewarding "high" that drives the abuse of other substances. However, long-term steroid use can affect some of the same brain pathways and chemicals—including dopamine, serotonin, and opioid systems—that are affected by other drugs, and thereby may have a significant impact on mood and behavior. Abuse of anabolic steroids may lead to aggression and other psychiatric problems, for example. Although many users report feeling good about themselves while on steroids, extreme mood swings can also occur, including manic-like symptoms and anger ("roid rage") that may lead to violence. Researchers have also observed that users may suffer from paranoid jealousy, extreme irritability, delusions, and impaired judgment stemming from feelings of invincibility.

**Tobacco/ Nicotine-** Tobacco use is the leading preventable cause of disease, disability, and death in the United States. According to the Centers for Disease Control and Prevention (CDC), cigarette smoking results in more than 480,000 premature deaths in the United States each year—about 1 in every 5 U.S. deaths<sup>1</sup>—and an additional 16 million people suffer with a serious illness caused by smoking.<sup>1</sup> In fact., for every one person who dies from smoking, about 30 more suffer from at least one serious tobacco-related illness.

**Health Risks-** Cigarettes and other forms of tobacco—including cigars, pipe tobacco, snuff, and chewing tobacco—contain the addictive drug nicotine. Nicotine is readily absorbed into the bloodstream when a tobacco product is chewed, inhaled, or smoked. A typical smoker will take 10 puffs on a cigarette over the period of about 5 minutes that the cigarette is lit. Thus, a person who smokes about 1 pack (25 cigarettes) daily gets 250 "hits" of nicotine each day. Upon entering the bloodstream, nicotine immediately stimulates the adrenal glands to release the hormone epinephrine (adrenaline). Epinephrine stimulates the central nervous system and increases blood pressure, respiration, and heart rate. Similar to other addictive drugs like cocaine and heroin, nicotine increases levels of the

neurotransmitter dopamine, which affects the brain pathways that control reward and pleasure. For many tobacco users, long-term brain changes induced by continued nicotine exposure result in addiction—a condition of compulsive drug seeking and use, even in the face of negative consequences. Studies suggest that additional compounds in tobacco smoke, such as acetaldehyde, may enhance nicotine’s effects on the brain.<sup>3</sup> When an addicted user tries to quit, he or she experiences withdrawal symptoms including irritability, attention difficulties, sleep disturbances, increased appetite, and powerful cravings for tobacco. Treatments can help smokers manage these symptoms and improve the likelihood of successfully quitting. Cigarette smoking accounts for about one-third of all cancers, including 90 percent of lung cancer cases. Smokeless tobacco (such as chewing tobacco and snuff) also increases the risk of cancer, especially oral cancers. In addition to cancer, smoking causes lung diseases such as chronic bronchitis and emphysema, and increases the risk of heart disease, including stroke, heart attack, vascular disease, and aneurysm. Smoking has also been linked to leukemia, cataracts, and pneumonia.<sup>4-5</sup> On average, adults who smoke die 10 years earlier than nonsmokers.<sup>1</sup> Although nicotine is addictive and can be toxic if ingested in high doses, it does not cause cancer—other chemicals are responsible for most of the severe health consequences of tobacco use. Tobacco smoke is a complex mixture of chemicals such as carbon monoxide, tar, formaldehyde, cyanide, and ammonia—many of which are known carcinogens. Carbon monoxide increases the chance of cardiovascular diseases. Tar exposes the user to an increased risk of lung cancer, emphysema, and bronchial disorders. Pregnant women who smoke cigarettes run an increased risk of miscarriage, stillborn or premature infants, or infants with low birthweight.<sup>5</sup> Maternal smoking may also be associated with learning and behavioral problems in children. Smoking more than one pack of cigarettes per day during pregnancy nearly doubles the risk that the affected child will become addicted to tobacco if that child starts smoking.<sup>6</sup> While we often think of medical consequences that result from direct use of tobacco products, passive or secondary smoke also increases the risk for many diseases. Secondhand smoke, also known as environmental tobacco smoke, consists of exhaled smoke and smoke given off by the burning end of tobacco products. Nonsmokers exposed to secondhand smoke at home or work increase their risk of developing heart disease by 25–30% and lung cancer by 20–30%.<sup>7</sup> In addition; secondhand smoke causes health problems in both adults and children, such as coughing, overproduction of phlegm, reduced lung function and respiratory infections, including pneumonia and bronchitis. Each year about 150,000 – 300,000 children younger than 18 months old experience respiratory tract infections caused by secondhand smoke.<sup>7</sup> Children exposed to secondhand smoke are at an increased risk of ear infections, severe asthma, respiratory infections and death. In fact, more than 100,000 babies have died in the past 50 years from sudden infant death syndrome (SIDS), and other health complications as a result of parental smoking.<sup>8</sup> Children who grow up with parents who smoke are more likely to become smokers, thus placing themselves (and their future families) at risk for the same health problems as their parents when they become adults. Although quitting can be difficult, the health benefits of smoking cessation are immediate and substantial—including reduced risk for cancers, heart disease, and stroke. A 35-year-old man who quits smoking will, on average, increase his life expectancy by 5 years.<sup>9</sup>

## ON-CAMPUS PROHIBITION OF DRUGS OR ALCOHOL

**Employees-** As a condition of employment, employees will notify the school of any criminal drug statue conviction for a violation occurring in the workplace no later than five days after such conviction. Within 30 days of the employee notification of the first such conviction, the school will either terminate the employee or request written documentation from the employee that he/she has entered a rehabilitation program. A second conviction will result in termination.

**Students-** The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or abuse of alcohol by anyone on school property or as a part of any school activity is prohibited. Students taking prescribed or over-the-counter medication which may affect functioning should so inform Campus Security Authorities.

If a final determination is made that any student of the School is found to be abusing alcohol or using, possessing, manufacturing or distributing controlled substances in violation of the law on school property or at school events,

they shall be subject to, at a minimum, the referral to counseling and automatic and immediate suspension or dismissal from School. Schilling Douglas School of Hair Design. imposed sanctions are additional to any legal actions taken by local, state or federal authorities.

## **Federal Penalties and Sanctions for Possession of a Controlled Substance**

(From the Federal Register, Vol. 55, No. 159, August 16, 1990)

21 U.S.C. 844 1st conviction: Up to one 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. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years, and fined at least \$5,000. Special sentencing provisions for possession of substance with a cocaine base: Mandatory 5 years in prison or more, not to exceed 20 years, and fined a minimum of \$1,000, or both if:

- (a) First conviction and the amount of crack possessed exceeds 5 grams.
- (b) Second crack conviction and the amount of crack possessed exceeds 3 grams.
- (c) Third or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7) Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment.

21 U.S.C. 881(a)(4) Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 862 Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.

16 U.S.C. 922(g) Ineligible to receive or purchase a firearm.

## **Delaware Penalties and Sanctions for Possession of a Controlled Substance**

The sections of the Delaware Code dealing with drug laws are extensive. Delaware has adopted the Uniform Controlled Substances Act, 16 Delaware. Code 4701-4796. The following outline is an effort to provide a general summary of the law. Employees with specific questions about the law should seek legal advice from an attorney and not rely on the following summary for complete information. Illegal drugs are divided into five schedules (or categories) by the law:

1. Schedule I- Substances with a high potential for abuse and for which there is no accepted medical use for treatment in the United States. This schedule includes certain opiates, opium derivatives (including heroine), hallucinogenic substances (including Phencyclidine (PCP), Lysergic acid diethylamide (LSD), mescaline and psilocybin), and marijuana.
2. Schedule II- Substances with a high potential for abuse and for which there is a currently accepted medical use for treatment in the United States. This schedule includes certain opium and opiates, and derivatives; coca leaves and derivatives; certain central nervous system stimulants (including amphetamines, phenmetrazines and methamphetamines); and certain central nervous system depressants (including methaqualones).
3. Schedule III- any stimulant or depressant drug; certain barbiturates with short-term effects; and certain narcotic compounds and combinations, all having less potential for abuse than Schedule I and II.



4. Schedule IV- certain barbiturates and other central nervous system depressants having lower potential for abuse than Schedule III. This schedule now includes dextropropoxyphene (Darvon).

5. Schedule V- drug substances with a lower potential for abuse than Schedule IV. (These substances may contain narcotic drugs, but certain sufficient quantities of non-narcotic drugs with medicinal qualities must be present.)

Under Delaware law, drug offenses are divided into two basic categories: (1) illegal delivery (sale), possession with intent to deliver; manufacture; or intent to manufacture and (2) illegal possession, use or consumption. Penalties under the law are generally severe. Jail sentences may be imposed for most offenses, and the judge has discretion to impose a sentence within the range allowed by the law. For the illegal manufacture, delivery or possession with an intent to manufacture or deliver a controlled substance or counterfeit controlled substance classified in Schedule I or II that is a narcotic drug, one is guilty of a class C felony and shall be fined at least \$5,000 but no more than \$50,000 and shall serve at least 6 years imprisonment for a first conviction and at least 12 years imprisonment for a second and subsequent convictions. For the illegal manufacture, delivery or possession with intent to manufacture or deliver a controlled substance or counterfeit controlled substance classified in Schedule I-V that is not a narcotic drug, one is guilty of a class E felony and shall be fined at least \$1,000 but no more than \$10,000 and shall serve no more than 5 years imprisonment. Delaware classifies as a class A misdemeanor the illegal possession, use or consumption of a controlled substance or counterfeit controlled substance which is a narcotic drug. Delaware also classifies as a class B misdemeanor the illegal possession, use or consumption of any controlled substance or counterfeit substance classified in Schedule I-V that is not a narcotic drug.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	<b>First Offense:</b> Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. <b>Fine</b> of not more than \$5 million if an individual, \$25 million if not an individual.  <b>Second Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. <b>Fine</b> of not more than \$8 million if an individual, \$50 million if not an individual.	Cocaine 5 kilograms or more mixture	<b>First Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. <b>Fine</b> of not more than \$10 million if an individual, \$50 million if not an individual.  <b>Second Offense:</b> Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. <b>Fine</b> of not more than \$20 million if an individual, \$75 million if not an individual.  <b>2 or More Prior Offenses:</b> Life imprisonment. <b>Fine</b> of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.  Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.  Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount Of All Schedule V Drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

## Prevention and Treatment Centers

Delaware:

Chief Bureau of Alcoholism and Drug Abuse

1901 North Dupont Highway

New Castle, DE 19720

1(302)421-6101

Maryland: Director Alcohol and Drug Abuse Administration

201 W. Preston St.

Baltimore, MD 21201

1(301)225-6910

New Jersey: Director Division of Narcotic and Drug Abuse Control Department of Health

CN 362

Trenton, NJ 08625

1(609)292-5760

Pennsylvania: Deputy Secretary Drug and Alcohol Programs Department of Health

P.O. BOX 90

Harrisburg, PA 17108

1(717)787-9857

## HOTLINES

**AL-Anon**-1-800-356-9996

**American Council on Alcoholism Help Line**  
1-800-527-5344

**National Institute on Drug Abuse Hotline** 1-800-662-HELP

**Cocaine Hotline** 1-800-COCAINE

**National Council on Alcoholism** 1-800-NCA-CALL

