



AVEDA INSTITUTE  
PHOENIX



## Aveda Institute Mission

The Aveda Institute Phoenix's mission is to provide quality, professional education and training to successfully pass the state licensure exam by:

- creating an environment of trust and respect;
- encouraging a commitment to teamwork;
- promoting personal and professional development;
- inspiring the continuous quest for knowledge and growth and;
- inspire greatness.

By supporting our Students in this manner, we prepare them for successful careers within their respective field and enable them to provide services that exceed our guest's expectations.

## The Aveda Mission

"OUR MISSION AT AVEDA IS TO CARE FOR THE WORLD WE LIVE IN, FROM THE PRODUCTS WE MAKE TO THE WAYS IN WHICH WE GIVE BACK TO SOCIETY. AT AVEDA WE STRIVE TO SET AN EXAMPLE FOR ENVIRONMENTAL LEADERSHIP AND RESPONSIBILITY, NOT JUST IN THE WORLD OF BEAUTY, BUT AROUND THE WORLD."



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## AVEDA INSTITUTE PHOENIX

ADDRESS	8475 S. Emerald Drive, Suite 101, 104 Tempe, Arizona 85284
TELEPHONE	480-280-3781
WEB	<a href="http://www.avedainstitutephoenix.com">www.avedainstitutephoenix.com</a>
FACEBOOK	<a href="https://facebook.com/pages/Aveda-Institute-Phoenix-Official-Fan-Page">facebook.com/pages/Aveda-Institute-Phoenix-Official-Fan-Page</a>
TWITTER	<a href="https://twitter.com/avedaphoenix">twitter.com/avedaphoenix</a>
INSTAGRAM	<a href="https://instagram.com/avedainstituteprovo">instagram.com/avedainstituteprovo</a>

Aveda Institute Phoenix is approved and regulated by the Arizona State Board of Cosmetology and NACCAS, National Accrediting Commission of Career Arts and Sciences

**AZBOC**  
Arizona State Board of Cosmetology  
1740 W. Adams St. #4400  
Phoenix, AZ 85007  
480-784-4539  
[www.azboc.gov](http://www.azboc.gov)

**NACCAS**  
Aveda Institute Phoenix is Accredited by NACCAS at  
3015 Colvin Street | Alexandria, VA 22314  
703.600.7600

\*Hairstyling is not yet accredited by NACCAS



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As an Aveda Institute Student you'll experience extensive education through photo shoots, education workshops from industry masters, leadership, community events, and wellness. Experience Fashion-Beauty-Wellness-Art. Experience the Aveda Institute difference.

## Photoshoots

During your program you'll work with a model to create hair and makeup themed for your own photo shoot with a professional photographer. Images from this shoot can be used to begin your professional portfolio, setting a foundation for editorial work.

## Leadership

Be a mentor and inspire yourself and others to become the best. Our leadership team allows students to participate in committee meetings and events. Additionally, students interview for the Premier Talent program during the final phase of the program.

## Hair & Makeup Shows

Be your own fashion designer at our hair & makeup shows which are hosted twice a year to raise proceeds for local charities and our Earth Month partner. From the behind the scenes planning to creating the hair style and makeup for the models, you'll be involved in every aspect of the show.

## Wellness

Aveda Institute huddles to host a wellness assembly to celebrate successes, honor day makers, review upcoming events and experience a wellness activity to set the tone for a great day at Aveda Institute.

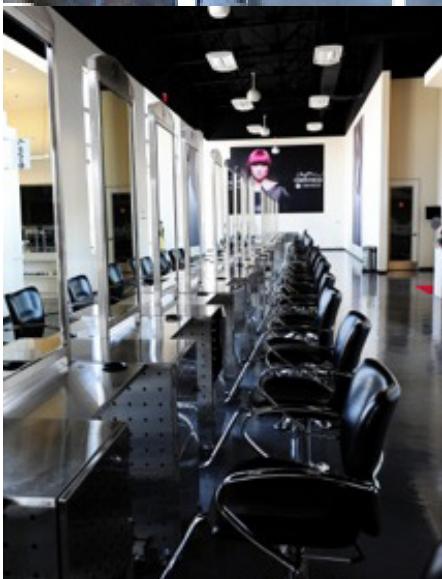
## Workshops

The Education team hosts a workshop for students to hone-in on favorite practices or to improve technical skills. Workshops vary from styling and cutting techniques to makeup lessons, waxing and skin care. Our Experience Center also works closely with students to improve upon retailing, product knowledge and reservations.

## Master Series

Aveda Institute invites the industry's top professionals to teach a seminar in the field in which they specialize. This includes Hair, Make Up, Skin Care, Franklin Covey and more.





## This is an organic place!

The Aveda Institute Phoenix is located in the Emerald Design Center across from Ikea in Tempe, just East of the I-10. The Institute offers some of the latest developments in "Green Building". Our clinic floor features modern stations and comfortable styling chairs. The shampoo area was designed as a retreat with shampoo bowls and shiatsu massage chairs. The manicure and pedicure stations are in a beautiful and functional environment. Aveda Institute also features individual spa rooms and classrooms that are set up with audiovisual support including a projection screen and a sound system all designed to enhance the Students learning.

### Clinic

A diverse array of guests come to the Aveda Institute for beauty and wellness services. As a Student, you will have the opportunity to perform a spectrum of hair, skin and nail services in a salon setting, under the supervision of a licensed educator.

### Classrooms

Classroom size and layout are designed to provide a productive learning experience for all learning styles. Classrooms are designed to incorporate both theoretical education and hands on experience.

### Aveda Institute Experience Center

A retail center for Aveda hair, skin, flower and plant Pure-Fume™, body care, make-up and lifestyle products. The store gives you the opportunity to practice your guest service and retailing skills.

### Equipment Inventory

Our teaching facilities are equipped with state of the art classrooms, clinic floors, cosmetology stations, shampoo stations and spa treatment rooms.

### Lockers / Workstations

Lockers and workstations are provided for Students to store their belongings while in school. Students are responsible for all of their belongings and must provide their own lock. If Students leave the Aveda Institute by transfer, withdrawal, or leave of absence, they need to take all belongings with them. Items left in the locker and/or workstation will be disposed of after 5 school days in order to provide space for other incoming students.

### Resource Library and Administrative Offices

A resource library has books and periodicals on styling, team development, health and wellness for your reference. Team leaders and admissions team are also available to respond to your questions and concerns.

"The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather in a lack of will."

— Vincent T. Lombardi

## Areas of Study

### Cosmetology

Explore the latest styles and techniques in hair styling; texture, cutting and color; makeup application; skin care; and nail care.

### Esthiology

Enjoy learning about waxing, makeup and skincare. Learn techniques to purify, balance and renew the skin.

### Hairstyling

Gain knowledge in haircutting, hairstyling, haircutting and hair color.

### Cosmetology/Esthiology Educator

Designed to train professionals in the beauty industry to educate Students in their program of licensure.

#### Types of learning:

- Theoretical knowledge, the foundation of your education.
- Practical experience, the application of your knowledge.
- Professional business-building skills, vital for your success.

Each phase of your education will incorporate a different combination of learning approaches.

## Career Opportunities

### Salon/Spa Industry

hair stylist  
esthetician  
makeup artist  
manicurist  
sales representative  
permanent waving specialist  
hair coloring specialist  
salon/spa manager  
salon/spa owner

### Education & Other Fields

educator  
consultant/trainer  
school owner  
paramedical esthetician  
state board member or inspector  
freelance makeup artist  
educational director for a product manufacturer  
stylist or makeup for film, theater, fashion or print

## Program Schedule and Information

Please refer to individual Program Pages for Program Start Dates.

School Closures for Evening Esthiology and Evening Cosmetology 2019 and 2020 are as follows:

Memorial Day: 5.25.2020, 5.31.2021

Independence Day: 7.4.2020, 7.4.2021

Labor Day: 9.7.2020, 9.6.2021

Thanksgiving Day: 11.26.2020, 11.25.2021

Holiday Break: 12.24.19-1.1.2020, 12.24.2020-1.1.2021, 12.24.2021-1.4.2022

School Closures for AM Cosmetology, Hairstyling, Esthiology, Cosmetology Educator and Esthiology Educator 2019 and 2020 are as follows:

Independence Day: 7.4.2020, 7.4.2021

Thanksgiving Day: 11.26.2020, 11.25.2021

Holiday Break: 12.24.19-1.1.2020, 12.24.2020-1.2.2021, 12.24.2021-1.2.2022



**"Of the various educational accomplishments I've made in my life, few have made me as proud, as happy, or as successful as graduating from AIT."**  
— Anne Skubis, Aveda Institute Tucson Alumnus

## Are you ready to begin?

If you're excited about the prospect of training at the Aveda Institute Phoenix, here's what to do to get started.

## What We're Looking For

Aveda Institute welcomes applications from motivated individuals who seek to fulfill a commitment to personal excellence. Assessment is based on review of the application materials listed below. We look for the following qualities:

- Evidence of previously demonstrated skills or aptitudes;
- Proven ability to work well with others;
- Proven ability to set and achieve goals;
- Proven communication skills, including comprehension of English;
- Evidence that your intent to attend Aveda Institute represents a researched choice that fits with your career and personal goals.

Aveda Institute reserves the right to review each application on an individual basis. In the admissions, instruction, and graduation policies, we practice no discrimination on the basis of race, religion, color, financial status, sex, ethnic or national origin, age, veteran status, or sexual orientation. Aveda Institute does not recruit students that are currently attending or admitted to another school offering a similar program of study.

### Transfer Students

Applicants for transfer into a program are considered on an individual basis. Aveda Institute may, at its discretion, refuse transfers if admission requirements, including tuition, cannot be met. Aveda Institute does not guarantee the ability to transfer hours to or from another school. The Aveda Institute does not guarantee transferability of our hours to another institution unless there is a written agreement with another institution.

### Re-Admission

Students who withdraw or are terminated from their program may reapply for enrollment 60 days after withdrawal or termination.

Students will meet before the board to be considered for reinstatement and will be notified within 48 hours if reinstatement has been granted.

Re-registration fees do apply.

Within one year of withdrawal- \$150 registration fee applies. Beyond one year new application and fees apply.

### Take the next step.

- 1 One-on-one. Schedule a tour to learn why Aveda Institute is the right fit for you.
- 2 Prepare your application packet. Following your information interview and tour, if we feel you're a great candidate for

our programs, we'll invite you to take the next steps to gain acceptance. You'll prepare an application with the following requirements:

## Complete the following and submit to our Admissions Team:

The items listed below must be provided as part of the application process. The Aveda Institute is required to maintain a copy of the items below for admission to the program.

- Application: Prior to submitting the application packet an application and \$50 non-refundable application fee will need to be turned in at the one-on-one meeting to be eligible for consideration.
- Letter of Intent: Please thoroughly and thoughtfully answer the questions stated below to determine your acceptance to the Aveda Institute.
  1. What will you contribute to the industry when you're finished with your training?
  2. How will you Inspire Greatness during your training?
  3. How will you care for those around you?
  4. What belief statement do you connect with the most?
- Copy of High School Diploma, High School Transcript or GED. You must be a high school graduate prior to the official start date of your course. Submit a high school transcript indicating graduation OR a copy of your General Education Diploma (GED) prior to the official start date.
- Foreign Diplomas: Must have evidence that verification of foreign student's high school diploma has been performed by an outside agency that is qualified to translate documents to English and confirm the academic equivalence to a US highschool diploma. Please see Admissions Advisor for evaluation options.
- Copy of Social Security Card.
- Proof of age (i.e. copy of driver's license, passport, or birth certificate).
- 3 If Accepted, you will schedule an appointment to register and enroll into the program!

\*If you are under 18 years of age a parent/legal guardian will need to sign the enrollment contract along with the student.

## Questions?

Contact the Admissions Department.

480-728-9108 | [www.avedainstitutephoenix.com](http://www.avedainstitutephoenix.com)

## Program

Tuition: \$19,000.00

Kit: \$2,500.00 (non-refundable)

Registration: \$150.00 (non-refundable) | Application: \$50.00 (non-refundable)

Required for licensure: 1600 hours

The scheduled hours of instruction are as follows:

**Full Time** Tuesday, Wednesday, Thursday, Friday, Saturday (added week 31-completion) 9:00am-5:00pm (30-37.5 hours per week).

**Part time:** Monday-Friday 5:30pm-10:30pm (25 hours per week)

Express your creativity and talent in hair, skin, nail care and make-up application. For more in-depth information on industry go to onetcodeconnector.org SOC Code 395112.00. Our cosmetology course provides 1600 hours of extensive hands-on learning to provide you a complete understanding of beauty. Upon completion, you'll be prepared to take the practical and theory examinations for The Arizona State Board of Cosmetology and be ready to succeed as a licensed cosmetologist, esthetician and nail technician.

Each graduate will receive an Aveda Institute Phoenix diploma, transcript and a state record of completion.

**Cosmetology Start Dates:** (weeks may vary depending on holidays and missed time) 1.2.20, 3.10.20, 5.19.20, 7.28.20, 10.6.20, 12.8.20

**Evening Cosmetology Start Dates:** 4.13.20, 10.19.20

## AM Phase Descriptions

**Earth - 300 Hours**

The emphasis of this phase is to introduce the fundamentals of shampooing, conditioning, haircutting, hairstyling, facial hair removal, manicures, pedicures, artificial nails, and State Board preparation. There is also a focus on soft skills: management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices

**Water- 300 Hours**

Strengthening cutting, coloring and styling skills are emphasized in this phase. Mens cutting, coloring, and styling is introduced in this phase. Students will review and practice foundational techniques and learn how to combine those techniques to achieve new results. Skin Care is also focused on during this phase and will be incorporated into facial treatments. Skin analysis, refinement, treatment, spa rituals, layers of the skin, diseases, disorders, & anatomy.

**Fire- 300 Hours**

Students will be trained in different perm techniques as well as how to safely and effectively chemically relax highly textured hair. The phase will also help build strength in styling, cutting and working with all textures of hair as well as preparation for the State Board examination. Students will practice all services except chemical texture on the clinic floor.

**Air- 375 Hours**

The focus of this phase is to introduce advanced techniques in Men's hair cutting, and styling along with deepening their makeup experience. Industry Trends are explored including the Aveda Barbering collection and how to build your professional portfolio. Additionally, students will focus on Business with an emphasis on professionalism. Students will gain the skill and gather information needed to create a great resume and focus on their future success. This phase includes Saturdays.

**Infinity- 325 Hours**

The focus is to prepare the students for Arizona State Board written and practical competency exams. Each week students will practice practical exam scenarios and test on theoretical principles based on the requirements set by the Arizona State Board of Cosmetology. Hours and weeks for this phase will be determined by the amount of hours the student needs to complete the required 1600 hours for state licensure. This phase includes Saturdays.



## Evening Phase Descriptions

**Grounding - 225 Hours**

The emphasis of this phase is to introduce the fundamentals of shampooing, conditioning, haircutting, hairstyling, facial hair removal, manicures, pedicures, artificial nails, and State Board preparation. There is also a focus on soft skills: management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices

**Nurturing- 225 hours**

The foundations and application of hair color is emphasized in this phase as well as joining the clinic floor and servicing guests. Students will learn color theory, all over color, foiling application and free hand color applicant as well as preparation for the State Board examination. Students will practice cuts, styling, waxing, and nails on the clinic floor.

**Intention- 225 hours**

Students will be trained in different perm techniques as well as how to safely and effectively chemically relax highly textured hair. The phase will also help build strength in styling, cutting and working with all textures of hair as well as preparation for the State Board examination. Students will practice all services except chemical texture on the clinic floor.

**Harmony- 225 hours**

Explore advanced techniques in the realm of Color, Cut, Makeup, and Nails. Students will review foundations as well as merge techniques to advance results as well as preparation for the State Board examination. At the end of the phase students will combine these skills to create a professional photoshoot. Students will offer all services on the clinic floor.

**Expression- 225 hours**

The focus for the phase in Skin Care, makeup and waxing. Aveda Skin care philosophy will be incorporated into facial treatments. Skin analysis, refinement, treatment and spa rituals will be emphasized. Students will have training in basic facial techniques, body waxing and makeup, as well as preparation for the State Board examination. Students will offer all services on the clinic floor.

**Insight- 225 hours**

This Phase introduces new techniques and builds upon acquired skills. Extensions, makeup and photo shoot styling are explored. Students will design and prepare for a professional photo shoot that will take place at the end of their phase. An emphasis on professionalism and business is featured, with focus on resume building and interviewing.

**Wisdom- 250 Hours**

The focus is to prepare the students for Arizona State Board written and practical competency exams. Each week students will practice practical exam scenarios and test on theoretical principles based on the requirements set by the Arizona State Board of Cosmetology. Hours and weeks for this phase will be determined by the amount of hours the student needs to complete the required 1600 hours for state licensure.

# Cosmetology Curriculum Overview

## Curriculum Overview

Throughout the cosmetology program, you'll cover the following topics in varying levels of depth and detail, giving you an exceptional foundation for your professional career.

Physical and Safety Demands for the Cosmetologist, and Esthetician include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

### Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Weekly Written Tests
  - Daily Classroom Participations and Quota Work
  - Written and Practical Exams
  - Phase Projects

### Instructional Methods:

- Lecture
- Hands-On Training
- Group Study
- Audio/Visual
- Textbooks
- One-on-One Coaching
- Academics
  - 96%-100% High Honors
  - 88%-95% Satisfactory
  - <88% Unsatisfactory
- Attendance
  - 88%-100% Satisfactory
  - <88% Unsatisfactory

History of the Industry- 100 hours  
anatomy, physiology and histology  
electricity  
disease and disorders  
recognition and treatment of disorders  
hair, skin, nails  
product pharmacology  
chemistry  
machines, tools, instruments and use  
alternative hair, skin, nail technology  
pre and post client consultation  
analysis and documentation  
electricity and light therapy  
laser and IPL  
ecology and monitoring

Shampooing, Rinsing,  
Conditioning- 60 hours  
product analysis  
hair and scalp care  
procedures/techniques  
draping for wet and dry  
chemical services  
selecting correct shampoo/  
conditioner

Haircoloring - 290 hours  
color theory  
classifications of hair color  
product analysis  
corrective coloring  
contemporary techniques  
one dimensional  
multidimensional  
foil placement  
enlighten & tone

Haircutting - 290 hours  
implements and techniques  
sectioning  
scissors  
clippers  
razors  
guest consultation

Hairstyling- 90 hours  
wet styling  
fundamentals  
braiding  
fingerwaving  
pin curl techniques  
roller curls  
comb out techniques  
artistry in hair styling  
thermal styling  
conventional thermal (marcel) irons  
oven press curl  
blow-dry styling

Chemical Texture Services - 180 hours  
product analysis  
guest hair analysis  
application techniques  
equipment, implements and materials  
history of permanent waving  
chemistry of solutions  
pre-perm analysis  
rod selection  
perming techniques  
custom perm design and wrapping

### Disinfection, Sanitation, and Safe Work Practices- 350 hours

Clinic Practice- including hair, nails and skin  
refinement of techniques  
clinic set-up  
sanitation

Laws, Rules and Regulations - 30 hours  
state laws and rules  
safety and sanitation requirements

### Manicuring and Pedicuring - 50 hours

manicures/pedicures  
nail design and artistry  
nail extensions  
artificial nails  
massage techniques for hands, arms and feet

### Facials and Skin Care- 50 hours

Fundamentals of body and face  
cleansing , refinement, treatment  
facial massage

Facial Makeup -40 hours  
color theory  
contoured and natural application  
lash application

Hair Removal - 20 hours  
facial and body waxing  
methods of hair removal

### Management and Salesmanship- 50 hours

Ethics, Interpersonal Skills  
time management  
goal-setting  
team building  
communication  
cover letter/resume writing  
interview techniques  
job requirements  
employee benefits and wages

# Hairstyling

## Program

Tuition: \$10,000.00

Kit: \$2,500.00 (non-refundable)

Registration: \$150.00 (non-refundable) | Application: \$50.00 (non-refundable)

Required for licensure: 1000 hours

The scheduled hours of instruction are as follows:

Full Time Tuesday, Wednesday, Thursday, Friday, Saturday (added week 31-completion) 9:00am-5:00pm (30-37.5 hours per week).

Express your creativity in the field of beauty and wellness. For more in-depth information on industry go to onetcodeconnector.org SOC Code 395112.00, CIP Code 12.0407. Our hairstyling course provides 1200 hours of extensive hands on learning to provide you a complete understanding of hair. Upon completion, you'll be prepared to take the practical and theory examinations for The Arizona State Board of Cosmetology and be ready to succeed as a licensed cosmetologist, esthetician and nail technician.

Each graduate will receive an Aveda Institute Phoenix diploma, transcript and a state record of completion.

This program is not yet accredited.

Hairstyling Start Dates: 1.2.20, 3.10.20, 5.19.20, 7.28.20, 10.6.20, 12.8.20



### Earth - 300 Hours

The emphasis in this phase is to introduce the fundamentals of shampooing, conditioning, hair coloring, haircutting, hairstyling, chemical texture, time management, ethics, interpersonal skills, salesmanship, disinfection, sanitation, and safe work practices. Students will learn State laws, rules, regulations, and safety requirements.

### Water- 300 Hours

Strengthening cutting, coloring and styling skills are emphasized in this phase. Advanced Men and Women's cutting, coloring, styling and perming is introduced in this phase. Students will review and practice foundational techniques and learn how to combine those techniques to achieve new results. Emphasis on State Board preparation and Business building is introduced in this phase.

### Fire- 300 Hours

The focus is Chemical Texture. Students will be trained in different perming techniques, chemical relax highly textured hair, and how to safely and effectively chemically texture various hair types. This phase will also focus on hairstyling science including the human body and properties of hair.

### Air- 100 Hours

The focus is to prepare students for the Arizona State Board written and practical competency exams. Each week students will practice practical exam scenarios and test on theoretical principles based on the requirements set by the Arizona State Board of Cosmetology.

# Hairstyling Course Outline

## Course Outline

Throughout the hairstyling program, you'll cover the following topics in varying levels of depth and detail, giving you an exceptional foundation for your professional career.

Physical and Safety Demands for the Hairstylist include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

### Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Weekly Written Tests
  - Daily Classroom Participations
  - Written and Practical Finals
  - Phase Projects
- 100% Quota completion
- Academics
  - 96%-100% High Honors
  - 88%-95% Satisfactory
  - <88% Unsatisfactory
- Attendance
  - 88%-100% Satisfactory
  - <88% Unsatisfactory

### Instructional Methods:

- Lecture
- Hands-On Training
- Group Study
- Audio/Visual
- Textbooks
- One-on-One Coaching

Disinfection, State Rules and Regulations- 190 hours  
Theory of hairstyling anatomy diseases and disorders, Arizona Board of Cosmetology statutes and rules principles and practices of infection control and safety recognition of diseases and the treatment of disorders of the hair and scalp; morphology and treatment of hair; product pharmacology and chemistry interaction\ formulation, composition, and hazards ecology alternative hair technology pre and post service consultation

**Shampooing/Conditioning- 60 hours**  
product analysis procedures / techniques draping techniques for:

- wet / dry services
- chemical servicesselecting correct
- shampoo / conditioner

neck and scalp massage clinical and classroom practice

**Hair Styling- 200 Hours**  
Wet styling finger waving pin curl techniques roller curls comb out techniques artistry in hair styling hairstyling machines, tools, uses thermal styling thermal (marcel) irons marcel wave oven press curl blow-dry styling braiding and extensions clinical and classroom practice

**Hair Cutting- 200 Hours**  
implements techniques sectioning scissors fundamentals clippers razors guest consultation clinical and classroom practice

**Hair Coloring- 200 hours**  
changing existing hairsolor color theory classifications of hair color product analysis corrective coloring contemporary techniques one dimensional multidimensional foil placement enlighten & tone clinical and classroom practice

Chemical Texture Services- 120 hours product analysis guest hair analysis application techniques proper equipment implements and materials Permanent Restructuring history of permanent waving chemistry of solutions pre-perm analysis rod selection perming techniques custom perm design / wrapping clinical and classroom practice

**Management- 30 hours**  
professional ethics interpersonal skills Personal / Career Development time management goal-setting team building communication cover letter / resume writing interview techniques job requirements employee benefits and wages technology

## Program

Tuition: \$10,500

Registration: \$150.00 (non-refundable) | Application: \$50.00 (non-refundable)

Kit: \$1,800.00 (non-refundable) |

Required for licensure: 600 hours

The scheduled hours of instruction are as follows:

Full Time Tuesday, Wednesday, Thursday, Friday, Saturday (added week 11-completion) 9:00am-5:00pm (30-37.5 hours per week).

Part Time Monday-Friday 5:30pm-10:30pm (25 hours per week)

Prepare for an exciting future in skin care with Aveda Institute Phoenix. For more in-depth information on industry go to [onetcodeconnector.org](http://onetcodeconnector.org) SOC Code 39-5094.00. Our Esthiology curriculum provides 600 hours of skin care training with an emphasis on using pure flower and plant essences in treatments. Upon completion, you'll be prepared to take the practical and theory examinations for The Arizona State Board of Cosmetology and be ready to succeed as a licensed esthetician.

Each graduate will receive an Aveda Institute Phoenix diploma, transcript and a state record of completion.

Esthiology Starts: 2.18.20, 4.28.20, 7.7.20, 9.15.20, 12.1.20

Esthiology Evening Starts: 2.17.20, 5.11.20, 8.3.20, 10.26.20

(weeks may vary depending on holidays and missed time)



## AM Phase Descriptions

Earth- 300 hours

The emphasis in this phase is to introduce the fundamentals of esthetics. These skills include facials, facial and body waxing, make up application, and body treatments along with time management, ethics, interpersonal skills and salesmanship, disinfection, sanitation and safe work practices. Students combine theoretical knowledge of state laws, regulations and safety requirements with hands-on experience.

Infinity- 300 hours

This phase integrates the experience gained from the previous phase and utilizes those techniques on clinic floor with an emphasis on timing. Students build practical experience in both guest retention and retail sales, while building on the business of spa and preparation for State Board licensure. Hours and weeks for this phase may vary depending on the amount of hours each student needs to complete the required 600 hours for completion of the program. This phase includes Saturdays.

## Evening Phase Descriptions

Grounding- 300 hours

The emphasis in this phase is to introduce the fundamentals of esthetics. These skills include facials, facial and body waxing, make up application, and body treatments along with time management, ethics, interpersonal skills and salesmanship, disinfection, sanitation and safe work practices. Students combine theoretical knowledge of state laws, regulations and safety requirements with hands-on experience.

Wisdom- 300 hours

This phase integrates the experience gained from the previous phase and utilizes those techniques on clinic floor with an emphasis on timing. Students build practical experience in both guest retention and retail sales, while building on the business of spa and preparation for State Board licensure. Hours and weeks for this phase may vary depending on the amount of hours each student needs to complete the required 600 hours for completion of the program.

# Curriculum Overview

The following topics will be taught in great depth and detail to give you a deep knowledge of esthiology to build a professional career.

Physical and Safety Demands for the Cosmetologist, and Esthetician include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

## Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Weekly Written Tests
  - Daily Classroom Participations and Quota Work
  - Written and Practical Exams
  - Phase Projects

## Instructional Methods:

- Lecture
- Hands-On Training
- Group Study
- Audio/Visual
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- One-on-One Coaching
- Academics
  - 96%-100% High Honors
  - 88%-95% Satisfactory
  - <88% Unsatisfactory
- Attendance
  - 88%-100% Satisfactory
  - <88% Unsatisfactory

**History of Industry- 120 hours**

Anatomy, Physiology, Histology  
Disease and Disorder  
Treatment of Disorders  
Ecology and monitoring  
Product pharmacology  
Chemistry  
Formulation, composition, hazards  
Alternative skin technology  
Electricity and light therapy  
Laser, IPL, devices

**Safe Work Practices- 150 hours**

Infection control  
Disinfection  
Infection control  
Clinic Practice  
Refinement of techniques  
Clinic set-up  
Sanitation  
Time management  
Spa experience  
Retail  
Guest relations  
Aveda rituals

**Facial and Skin Care- 150 hours**

Skin types  
Pre and Post consultation  
Skin Analysis  
Consultation and documentation  
Facial Massage manipulations  
Spa body modalities  
Cosmetic enhancement  
Machines  
Relaxation through massage  
Skin detoxification  
Touch and intention  
Treatments  
Aveda product knowledge

**Facial Makeup- 30 hours**

Color theory  
Contoured and natural application  
Lash application  
Subtle and dramatic application

**Hair Removal - 90 hours**

Body and facial hair removal  
Methods of hair removal

**Laws, Rules and Regulations - 30 hours**

state laws and rules  
safety and sanitation requirements

**Management and Salesmanship- 30 hours**

time management  
Interpersonal skills  
Professional ethics  
goal-setting  
team building  
communication  
cover letter/resume writing  
interview techniques  
job requirements  
employee benefits and wages  
hair and make up shows  
industry days  
community involvement

## Program

Tuition: \$3,000.00 | Kit: \$1,200.00 | Registration: \$150.00 | Application: \$50.00

Required for licensure: 350 hours

The scheduled hours of instruction are as follows: Full Time Wednesday, Thursday, Friday, Saturday 8:30am-5:30pm (33hours per week)

Prepare for a new stage in your career as a Cosmetology Educator. For more in-depth information on industry go to onetcodeconnector.org SOC Code 39-5012.00. Aveda Institute's Educator Program is designed to train professionals to educate Students in every aspect of the beauty industry. Our Educator Curriculum focuses on lesson planning, presentation skills, time management, interpersonal skills, and leadership training. Our Educators are trained extensively in Aveda Culture, Guest Relations, Student Coaching, State Rules and Regulations, and Cosmetology Arts. They also have the opportunity to become Aveda Certified in Women's Cutting, Men's Cutting, Aveda Hair Color, and Aveda Spa. Instructors acquire the skills and knowledge needed to successfully complete the Theory and Practical Competency examinations for the State of Arizona Instructor Licensure.

Each graduate will receive an Aveda Institute Phoenix diploma, transcript and a state record of completion.

Upcoming Starts: 1.9.2019, 3.20.2019, 5.29.2019, 8.6.2019, 9.29.2019

(weeks may vary depending on holidays and missed time)



### Earth

175 Hours

The focus of this phase is lesson planning and presentation skills. Future Educators will learn how to create theory and practical lesson plans. Additionally, they will learn how to present lesson plans to classes and effectively communicate with Students. They will also receive extensive training in Aveda Culture, Techniques, Guest Relations, Student Coaching, Clinic Floor Training and Arizona State Rules and Regulations.

### Infinity

175 hours

#### PART ONE:

The focus of this phase is certification. Future Educators will have the opportunity to become an Aveda Certified Educator. Certification options include Aveda Hair Color and Techniques, Women's Haircutting, and Men's Haircutting. Lastly, Future Educators will receive training in Franklin Covey's "7 Habits of Highly Effective People" and Leadership.

#### PART TWO:

The focus is to prepare the Future Educators for Arizona State Board Theory and Practical Competency exams.

# Cosmetology Educator Curriculum Overview

## Curriculum Overview

The following topics will be taught in great depth and detail to give you a deep knowledge of Cosmetology Instruction.

Physical and Safety Demands for the Cosmetologist, and Esthetician include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

### Grading Procedure:

- Maintain an 88% or higher grade average for the following:

Weekly Written Tests  
Daily Classroom Participations and Quota Work  
Written and Practical Exams  
Phase Projects

### Instructional Methods:

- Lecture
  - Hands-On Training
  - Group Study
  - Audio/Visual
  - Textbooks
  - One-on-One Coaching
- 
- Academics  
96%-100% High Honors  
88%-95% Satisfactory  
<88% Unsatisfactory
  - Attendance  
88%-100% Satisfactory  
<88% Unsatisfactory

State Rules and Regulations- 80 hours  
Review of AZ statutes and rules  
Preparation for AZ Instructor examination

Curriculum development- 100 hours  
Theory preparation  
Developing and using educational aids  
Practical and written presentation principles  
Classroom management  
Diversity in learning, cultural differences  
methods of teaching  
Alternative learning

Classroom and Clinic oversight- 100 hours  
\*Cosmetology Educator Students may not provide checks until 80 hours of basic instructor training is reached.

Professional Development- 30 hours  
7 Habits of Highly Effective People  
4Mat

Educator Certification - 40 Hours

# Esthiology Educator

## Program

Tuition: \$3,000.00 | Kit: \$1,200.00 | Registration: \$150.00 | Application: \$50.00  
Required for licensure: 350 hours

The scheduled hours of instruction are as follows: Full Time Wednesday, Thursday, Friday, Saturday 8:30am-5:30pm (33hours per week)

Prepare for a new stage in your career as a Esthiology Educator. For more in-depth information on industry go to onetcodeconnector.org SOC Code 39-5012.00. Aveda Institute's Educator Program is designed to train professionals to educate Students in every aspect of the beauty industry. Our Educator Curriculum focuses on lesson planning, presentation skills, time management, interpersonal skills, and leadership training. Our Instructors are trained extensively in Aveda Culture, Guest Relations, Student Coaching, State Rules and Regulations, and Cosmetology/Esthiology Arts. They also have the opportunity to become Aveda Certified in Aveda Spa. Educators acquire the skills and knowledge needed to successfully complete the Theory and Practical Competency examinations for the State of Arizona Instructor Licensure.

Each graduate will receive an Aveda Institute Phoenix diploma, transcript and a state record of completion.

Upcoming Starts: 1.9.2019, 3.20.2019, 5.29.2019, 8.7.2019, 10.15.2019

(weeks may vary depending on holidays and missed time)

Earth  
175 Hours

The focus of this phase is lesson planning and presentation skills. Future Educators will learn how to create theory and practical lesson plans. Additionally, they will learn how to present lesson plans to classes and effectively communicate with Students. They will also receive extensive training in Aveda Culture, Techniques, Guest Relations, Student Coaching, Clinic Floor Training and Arizona State Rules and Regulations.



Infinity  
175 hours

### PART ONE:

The focus is certification. Future Educators will have the opportunity to become an Aveda Certified Spa Educator. They will also receive training in Franklin Covey's "7 Habits of Highly Effective People" and Leadership.

### PART TWO:

The focus is to prepare the Future Educators for Arizona State Board Theory and Practical Competency exams.

# Esthiology Educator Curriculum Overview

## Curriculum Overview

The following topics will be taught in great depth and detail to give you a deep knowledge of Cosmetology/Esthiology Instruction.

Physical and Safety Demands for the Cosmetologist, and Esthetician include standing on your feet for long hours of the day; using your hands, arms and wrists continuously; stretching and bending; possible exposure to chemical odors; possible contact with communicable disease.

### Grading Procedure:

- Maintain an 88% or higher grade average for the following:
  - Weekly Written Tests
  - Daily Classroom Participations and Quota Work
  - Written and Practical Exams
  - Phase Projects

### Instructional Methods:

- Lecture
  - Hands-On Training
  - Group Study
  - Audio/Visual
  - Textbooks
  - One-on-One Coaching
- 
- Academics
    - 96%-100% High Honors
    - 88%-95% Satisfactory
    - <88% Unsatisfactory
  - Attendance
    - 88%-100% Satisfactory
    - <88% Unsatisfactory

State Rules and Regulations- 80 hours  
Review of AZ statutes and rules  
Preparation for AZ Instructor examination

Curriculum development- 100 hours  
Theory preparation  
Developing and using educational aids  
Practical and written presentation principles  
Classroom management  
Diversity in learning, cultural differences  
methods of teaching  
Alternative learning

Classroom and Clinic oversight- 100 hours  
\*Esthiology Educator Students may not provide checks until 80 hours of basic Instructor training is reached.

Professional Development- 30 hours  
7 Habits of Highly Effective People  
4Mat

Educator Certification - 40 Hours

## Our Points of Difference

**CURRICULUM** Aveda Institute programs embody a balanced view of beauty that encompasses nutrition, body care, health and wellness. Our exclusive curriculum sets the trend within the beauty and wellness industry-worldwide.

**BEAUTY IS AS BEAUTY DOES** An Aveda Institute education teaches how to become environmentally responsible by giving you the tools to minimize your global footprint, thus creating a greener planet. Aveda is also one of the largest purchasers of organic ingredients working with indigenous peoples and farmers all over the world. Aveda achieves 80%-100% Post Consumer-Recycled (PCR) content in much of its packaging.

**LIFESTYLE CAREER** Aveda Institute offers a large network of global job opportunities. As an Aveda Institute graduate, students have access to our worldwide network of nearly 7,000 salons and spas in 24 countries.

**GLOBAL RECOGNITION** Aveda is synonymous with innovation and excellence. Once you have completed your education, your diploma will have international brand name recognition.

**PRACTICAL EXPERIENCE** At Aveda Institute, students receive practical hands-on experience with a diverse clientele. This allows students the opportunity to work with many different skin, hair, body and personality types while perfecting their skills. Our locations offer great exposure to potential guests that work, live or visit the area.

**WELLNESS** From Aroma Confirmation to Rituals of Renewal, we teach our students to individually pamper our guests to increase retention and offer a unique point of difference.

**CONNECT AVEDA** Retailing accounts for a large portion of income in a salon/spa. Our students learn retail skills through educating guests on products and services and home care. By doing so, you will be able to retail more effectively and successfully.

**LIVE THE MISSION** Aveda Institute utilizes Aveda's plant-based products in educational and merchandising programs. Our brand has always been rooted in environmental sustainability.

**CONTINUING EDUCATION** Learning never ends! As a student, you'll have the opportunity to study abroad in locations like London, Madrid, India and Tokyo. Our Master Series workshops and community events take your education to the next level. \*Additional fees apply. Continuing education classes are not accredited.

**PROFESSIONAL CONNECTIONS** Aveda is a fast growing worldwide salon network and a successful salon business model in the industry. You're part of the family from the first day of school through continued education and employment.

## Vision

Connecting beauty, environment, well-being.

## Beliefs

1. We believe in treating ourselves, each other, and the planet with care and respect.
2. We believe social responsibility is our responsibility.
3. We believe ecological and profit goals are mutually achievable.
4. We believe our authenticity and experience are our points of difference.
5. We believe in inspiring and educating people to integrate wellness and beauty in their lives.
6. We believe in the power of oneness: from our global image to a focused network.
7. We believe learning never ends.
8. We believe in encouraging innovation and empowered decision-making.
9. We believe our actions, products and services should always embody excellence.
10. We believe personal and organizational balance is the key to sustainable business.
11. We believe true leadership is delivered with passion and by example.



"Environmental responsibility means adopting business strategies and activities that meet the needs of the enterprise today while protecting, sustaining and enhancing the human and natural resources that will be needed in the future"

As we look back over the past 10 to 15 years, we think it's clear that we have come a long way from the time when business thought that environmental measures were simply a cost. Most now recognize that there are many financial, economic, and environmental benefits to cutting waste and pollution. We have seen a growing awareness that responsible corporate environmental stewardship is also smart business practice. The corporate landscape is filled with examples of positive environmental action yielding positive results on the bottom line.

We believe companies that take advantage of environmental opportunities can gain a competitive advantage over their peers through cost reductions, quality improvements, increased profitability, and access to new and growing markets. Sustainable development is good business in itself. It creates opportunities for suppliers, developers of environmentally safer materials and processes, firms that invest in eco-efficiency, and those that engage themselves in social well-being. We strongly believe these companies will have a competitive advantage. They will earn their local economy's goodwill and see their efforts reflected in the bottom line.

Over the last decade, we have seen many polls confirming the importance of the environment to Americans.

Only an irresponsible company would dismiss this trend as a passing fad or fail to recognize the need to integrate environmental considerations into every aspect of its business. Environmental excellence has to become part of strategic thinking. It is in our best economic interests to do so. In fact, whenever we are forced to change, we often find opportunities.

A new study by Winslow Management Company adds to the evidence that companies that are good to the environment are also good to their shareholders, partners, and clients. And in our case students.

So as we face the next generation of environmental challenges, we must do so together. We must engage the many minds and listen to the many voices that share our determination to discover the best solutions to our complex problems. Our business practices impact the environment in several ways. We therefore will seek to conduct our business in a manner that protects and sustains the environment.

We look forward to exploring ways that we can work with Aveda to advance toward our common goals. We want a partnership with someone who shares our same goals and values.

Our institute will be committed to the conservation, sustainable use and enhancement of the local, and global environment for the present and for the future. We will meet our commitment through leadership by example in education, environmentally responsible practices and through equitable and participatory partnerships. Aveda Institute is committed to environmental responsibility in the areas of the natural environment; development, design and management of the built environment, and resource conservation.

Education must strive to honor systems which encourage a public vision of inclusive human societies dedicated to enhancing the social, intellectual and spiritual growth of all people.

It should encourage the celebration, unity and diversity of life, and recognize the need to maintain a balance between the human uses of natural wealth and the regenerative limits of the earth's ecosystem for the benefit of present and future generations.

Cosmetology educational institutions have a pivotal role in the promotion of environmentally sustainable management, i.e. management which is appropriate to the cultural and historical context of the society where

it takes place, and where economic and social objectives are achieved within the limits of ecological systems.

The commitment to environmental sustainability is an ethical commitment. Education for sustainability therefore requires academic staff to consider promoting it where appropriate in their teaching.

Sustainability should be practiced by every member of academic and general staff in each of the areas for which they have responsibility.

The development and operation of Aveda Institute must allow for a clean, safe and healthy environment for members of Aveda Institute and community. This will be achieved through the avoidance, remediation or mitigation of any adverse effects of Aveda Institute's activities upon the natural and built environment and the local community.

Aveda Institute will enhance amenity and aesthetic values at Aveda Institute. This will include efforts to:

- Ensure that buildings are designed to incorporate and enhance the use of open and green space;
- Encourage the use of environmentally responsible transportation and provide facilities for that use; (light rail)

Aveda Institute will minimize waste and other pollution discharges from Institute facilities. This will include efforts to:

- Establish environmentally responsible and appropriate purchasing practice;
- Promote the efficient use of Institute classrooms, clinic floor, equipment, resources, materials and utilities;
- Undertake a comprehensive waste management program to reduce the quantities of waste being generated and, where possible, reuse or recycle wastes which are still produced;
- Energy provider will conduct an audit of facility's energy use
- Use equipment with energy saving features
- Use compact fluorescents
- Insulate pipes and water heaters
- Install lighting controls with occupancy sensors
- Ensure all wastes are properly managed and handled, particularly hazardous materials.
- Integrate environmental considerations into our business planning and decision making processes.
- Comply with all applicable legal and regulatory requirements and, to the extent we determine it appropriate, adopt more stringent standards for the protection of our employees, students, and the community which we live in.
- Provide regular communications to, and training for, employees and students to heighten awareness of, and pride in, environmental issues.

In closing, without the active involvement at the corporate level it would be difficult to implement sustainable business practices. As, Horst Rechelbacher stated, "We are committed to working for these ends by expressing our values and serving as agents of change in our workplaces, with our families and friends, and in our communities. We believe that the microscopic actions of single individuals have the power to change the course of human civilization. We aim to help steer society in a more sustainable direction for our benefit and the benefit of generations to come".

We are excited for you to begin a partnership with a corporate culture that has the same values, beliefs, and philosophies as we do. We look forward to developing an Aveda Institute Phoenix and bringing our values and beliefs to help our environment.

## Student Services

### Career Placement

Students enrolling at the Aveda Institute are provided education appropriate to license in the state of enrollment. Aveda Institute does not guarantee acceptance or transfer of hours earned to another state or institution. The Aveda Institute offers employment support through industry days, resume review and self-promotion techniques. While we offer assistance in job placement, Aveda Institute does NOT guarantee job placement.

### Academic and Individual Advising

The Aveda Institute Phoenix provides academic advising to all Students. We will help you with tutoring, should you experience challenges in meeting the minimum performance standards and course requirements as set by Aveda Institute and the state board.

If you experience personal challenges, the Aveda Institute Phoenix encourages Students to contact Student Services for a list of local crisis hotlines, which provide personal counseling referrals to a network of professionals.

### Alumni

Student records are maintained at Aveda Institutes. Current Students may review their file upon request to Student Care – file will include enrollment documents. Attendance and grades are posted weekly. Transcripts are available to former Students and Alumni. Students may request Transcripts, by completing a written request. For more information email [info@avedaphoenix.com](mailto:info@avedaphoenix.com).

### Veteran's Affairs

Aveda Institute will inquire about each veteran's previous education and training, and request transcripts from all prior institutions, including military training, traditional college coursework and vocational training. Previous transcripts will be evaluated and credit will be granted, as appropriate. VA beneficiaries cannot be extended past their original contract date and GI Bill® funding will not cover any additional hours.

### Veterans Affairs Leave of Absence/Re-admission Policy

If a veteran has been enrolled and attended Aveda Institute, and is deployed, the Student will be placed on an administrative leave of absence or withdrawn as appropriate. If the Student will be returning in 180 days or less, the Student will be placed on an administrative leave of absence. If the Student will be returning after

more than 180 days, the Student will be withdrawn in accordance with required refund policies and funds may be returned as required by law. Upon their return the veteran will be re-admitted with no additional registration fee, and tuition assessed according to the amount of hours remaining in the program. The applicable funds will be requested and reinstated upon their return.

### VETERANS ADMINISTRATION SATISFACTORY PROGRESS/ ADVISING POLICY

In addition to the Satisfactory Academic Progress Policy stated elsewhere in this catalog, all students enrolled receiving Veterans Administration Benefits will also be subject to this stricter policy.

All VA students enrolled in the Esthiology program will be evaluated for satisfactory academic progress and advised two times during their program (300 and 500 scheduled hours). Aveda Institute's normal SAP policy evaluation points will apply to students enrolled in other programs. If any VA student fails to meet the minimum cumulative academic and attendance requirements they will be notified in writing. A record of this will be documented in the student's file. If the student does not meet the required cumulative attendance and academic requirements the VA will be promptly notified which may result in the termination of VA Benefits.

## Sources of Financial Assistance

Sources of financial assistance include:

- Monthly Payment Plans
- Private Loans
- Federal Student Aid
- VA Benefits

Forms of Payment Include:

Checks, cash, credit card or money order

**In-House Financing:** Automatic withdrawal is accepted for monthly payment plans. A \$25 late fee/insufficient fund fee will be assessed to any tuition payment after the selected due date

### Continuing Education Credit

Aveda Institute offers a continuing education credit on tuition and registration fee for Students that enroll in a second program (\$1,000 for Cosmetology and Hairstyling and \$500 for Esthiology programs). To be eligible, Students must enroll into the second program no more than one year from the first completion date.

## Graduation and Licensing Requirements

### Exit Interviews

Students will meet with administrative services prior to graduation to review requirements for financials and graduation of the program.

### Graduation Requirements

In order to graduate from the program/course of instruction, the Student must:

- a complete contracted program hours
- b complete course requirements
- c make satisfactory payment arrangement for any debt owed the school

### Licensing Requirements

For all programs, a Student is required to:

- a complete the hours in the course of instruction. Student must successfully complete the state law examination conducted by the state board"

### Additional Hours

If a Student does not graduate within the maximum time frame outlined in the Contract, additional training will be provided at the rate of \$10/hr.

# Cancellation and Refund Policies

## Refund Policy

Applies to all terminations, for any reason, by either party, including Student's decision, course or program cancellation or school closure. Students not accepted to participate in the Aveda Institute's programs are entitled to a refund of all monies paid, less the \$50.00 non-refundable application fee. Students who cancel this contract by notifying the school within three (3) days of contract signing are entitled to a full refund of all tuition and fees paid, less the non-refundable \$50.00 application fee. This policy applies whether or not the Student has begun training. Students who withdraw after three (3) days, but before the commencement of classes, are entitled to a full refund of all tuition and fees paid except the \$50 non-refundable application fee and \$150 registration fee. In the case of students withdrawing after 3 days of signing the contract and after commencement of classes, the school will retain the non-refundable \$50.00 application fee and the \$150.00 registration fee, plus a percentage of tuition and fees based on the Refund Table. The amount of any refund is based on scheduled hours as the last day of attendance as outlined in the Refund Table.

- Any students who withdraw or terminate prior to course completion are also charged the cancellation charge or fee referred to in the Refund table. Other charges the student may have incurred at the



**Refund Table**

Percent of scheduled time enrolled to total course or program	Amount of Tuition Owed the School
Within .001% to 4.9% of the program	20% of tuition / \$150 cancellation charge
Within 5% to 9.9% of the program	30% of tuition / \$150 cancellation charge
Within 10% to 14.9% of the program	40% of tuition / \$150 cancellation charge
Within 15% to 24.9% of the program	45% of tuition / \$150 cancellation charge
Within 25% to 49.9% of the program	70% of tuition / \$150 cancellation charge
50% or more of the program	100% of tuition / \$150 cancellation charge

- institution, such as student kit, products, policy or postponement fees, and an application fee are non-refundable and will be calculated and paid by such student separately at the time of withdrawal.
- Aveda Institute will make all refunds within 30 days from the date of determination, whether officially or unofficially, with the exception of the non-refundable \$50 application fee and the non-refundable \$150 registration fee. The official date of termination or withdrawal of a student shall be determined in the following manner:
    - The date on which the school receives notice of the student's intention to discontinue the training program; or the cancellation date will be determined by the postmark on written notification, or the date said information is delivered to school in person; or
    - The date on which the student violates published school policy, which provides for termination.
    - Should a student fail to return from an excused leave of absence, the effective date of termination for a student on an extended leave of absence or a leave of absence is the earlier of the date the school determines the student is not returning or the scheduled date of return from the leave of absence.
    - Should a student fail to attend school for 14 consecutive calendar days, the school will terminate the Student's attendance.
    - For purposes of financial aid, the 14th day of absence will be used as the date of determination in calculating returns.
    - Attendance is monitored on a monthly basis.
  - If a course and/or program is cancelled subsequent to a Student's enrollment, and before instruction in the course and/or program has begun, the Institute shall provide a full refund of all monies paid.
  - If the Institute cancels a course and/or program and ceases to offer instruction after the Students have enrolled and instruction has begun, the Institute shall provide a refund for all students transferring to another Institute based on the hours accepted by the receiving school OR provide completion of the course OR participate in a Teach-Out Agreement OR provide a full refund of all monies paid.

on the hours accepted by the receiving Institute or provide a refund of all monies paid.

5 The policy for granting credit for previous training shall not impact the refund policy.

6 In the case of disabling illness or injury, death in the Student's immediate family or other documented mitigating circumstances, a reasonable and fair refund settlement will be made. Any settlement made will be determined on a case by case situation by a board made up of the Owner, Director and the Student Services department, these settlements are private and not to be shared with anyone but the parties involved.

Refunds are based on scheduled hours and calculated from the last date of attendance.

7 If permanently closed or no longer offering instruction after a student has enrolled, and instruction has begun, the school will provide a pro rata refund of tuition to the student OR provide course completion through a pre-arranged teach out agreement with another institution.

8 If the course is cancelled subsequent to a student's enrollment, and before instruction in the program has begun, Aveda Institute will either provide a full refund of all monies paid or completion of the course. If the course is cancelled after students have enrolled and instruction has begun, Aveda Institute shall provide a pro rata refund for all students transferring to another institute based on the hours accepted by the receiving school OR provide completion of the course OR participate in a Teach-Out Agreement OR provide a full refund of all monies paid.

## Re-Admission

Students who withdraw or are terminated from their program may reapply for enrollment 60 days after withdrawal or termination. Students will meet before the board to be considered for reinstatement and will be notified within 48 hours if reinstatement has been granted. Re-registration fees may apply.

## Satisfactory Academic Progress Policy

The Satisfactory Academic Progress Policy is consistently applied to all students enrolled at the Aveda Institute Tucson. It is printed in the catalog to ensure that all students receive a copy prior to enrollment. The policy complies with the guidelines established by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and the federal regulations established by the United States Department of Education.

### Evaluation Periods

Students are evaluated for Satisfactory Academic Progress as follows:

- Cosmetology 450, 900, 1250 scheduled hours
- Hairstyling 450, 900 scheduled hours
- Esthiology 300 scheduled hours
- Cosmetology Educator 125 scheduled hours
- Esthiology Educator 125 scheduled hours
- Transfer Students- Midpoint of the contracted hours or the established evaluation periods, whichever comes first.

Evaluations will determine if the student has met the minimum requirements for satisfactory academic progress. The frequency of evaluations ensures that students have had at least one evaluation by midpoint in the course. Progress records are maintained by institution and furnished to students at each evaluation period.

### Attendance Progress Evaluations (Quantitative) Pace

Students are required to attend a minimum of 88% of the hours possible based on the applicable attendance schedule in order to be considered maintaining satisfactory attendance progress. Evaluations are conducted at the end of each evaluation period to determine if the student has met the minimum requirements. The attendance percentage is determined by dividing the total hours accrued by the total number of hours scheduled. At the end of each evaluation period, the school will determine if the student has maintained at least 88% cumulative attendance since the beginning of the course which indicates that, given the same attendance rate, the student will graduate within the maximum time frame allowed. Standard rounding rules apply. E.g. 66.5% is rounded up to 67%.

- ≥88% satisfactory
- <87% unsatisfactory

## Academic Progress Evaluations

The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and a minimum number of practical experiences. Academic learning is evaluated cumulatively. Practical assignments are evaluated as completed and counted toward course completion. At least two comprehensive practical skills evaluations will be conducted during the course of study. Practical skills are evaluated according to text procedures and set forth in practical skills evaluation criteria adopted by the school. Students must maintain a written grade average of 88%. Numerical grades are considered according to the following scale:

- 96%-100% High Honors
- 88%-95% Satisfactory
- <88% Unsatisfactory

### Maximum Time Frame

The maximum time (which does not exceed 114% of the course length) allowed for students to complete each course at satisfactory academic progress is stated below:

### Maximum Time Allowed

#### Course

Cosmetology (Full time, 30-37.5 hrs/wk)	- 1600 Hours
56 Weeks	1824 Scheduled Hours
Cosmetology (Full time, 25 hrs/wk)	- 1600 Hours
73 Weeks	1824 Scheduled Hours
Hairstyling (Full time- 30-37.5 hrs/wk)	- 1000 Hours
39 Weeks	1140 Scheduled Hours
Esthiology (Full time, 30-37.5 hrs/wk)	- 600 Hours
21 Weeks	684 Scheduled Hours
Esthiology (Full time, 25 hrs/wk)	- 600 Hours
27 Weeks	684 Scheduled Hours
Cosmetology Educator (Full time, 33 hrs/wk)	- 350 Hours
12 Weeks	399 Scheduled Hours
Esthiology Educator (Full time, 33 hrs/wk)	- 350 Hours
12 Weeks	399 Scheduled Hours

The maximum time allowed for transfer students who need less than the full course requirements will be determined based on 88% of the scheduled contracted hours. Students exceeding Max time frame will lose Title IV funding.

### Determination Of Progress Status

Students meeting the minimum requirements for academics and attendance at the evaluation point are considered to be making satisfactory academic progress until the next scheduled evaluation. Students will be notified of their Satisfactory Academic Progress Determination at the time of each of the evaluations. Students deemed not maintaining Satisfactory Academic Progress may have their Title IV Funding interrupted, unless the student is on warning or has prevailed upon appeal resulting in a status of probation.

## Warning

Students who fail to meet minimum requirements for attendance or academic progress are placed on warning and considered to be making satisfactory academic progress while during the warning period. The student will be advised in writing on the actions required to attain satisfactory academic progress by the next evaluation. The student may continue to receive Title IV aid for one payment period during the warning period without an appeal. If at the end of the warning period, the student has still not met both the attendance and academic requirements, he/she will be placed on probation and, if applicable, students will be deemed ineligible to receive Title IV funds and VA Educational Benefits

## Probation

Students who fail to meet minimum requirements for attendance or academic progress after the warning period will be placed on probation and considered to be making satisfactory academic progress while during the probationary period, if the student appeals the decision, and prevails upon appeal. Additionally, only students who have the ability to meet the Satisfactory Academic Progress Policy standards by the end of the evaluation period may be placed on probation. Students placed on an academic plan must be able to meet requirements set forth in the academic plan by the end of the next evaluation period. Students who are progressing according to their specific academic plan will be considered making Satisfactory Academic Progress. The student will be advised in writing of the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the probationary period, the student has still not met both the attendance and academic requirements required for satisfactory academic progress or by the academic plan, he/she will be determined as NOT making satisfactory academic progress and, if applicable, students will not be deemed eligible to receive Title IV funds and VA educational benefits.

### Re-Establishment Of Satisfactory Academic Progress

Students may re-establish satisfactory academic progress and Title IV Aid and VA funding, as applicable, by meeting minimum attendance and academic requirements by the end of the warning or probationary period.

## Interruptions, Course Incompletes, Withdrawals

If enrollment is temporarily interrupted for a Leave of Absence, the student will return to school in the same progress status as prior to the leave of absence. Hours elapsed during a leave of absence will extend the student's contract period and maximum time frame by the same number of days taken in the leave of absence and will not be included in the student's cumulative attendance percentage calculation. Students who withdraw prior to completion of the course

and wish to re-enroll will return in the same satisfactory academic progress status as at the time of withdrawal.

## Appeal Procedure

If a student is determined to not be making satisfactory academic progress, the student may appeal the determination within 10 calendar days. Reasons for which students may appeal a negative progress determination include death of a relative, an injury or illness of the student, or any other allowable special or mitigating circumstance. The student must submit a written appeal to the school on the designated form describing why they failed to meet satisfactory academic progress standards, along with supporting documentation of the reasons why the determination should be reversed. This information should include what has changed about the student's situation that will allow them to achieve Satisfactory Academic Progress by the next evaluation point. Appeal documents will be reviewed within 10 days of submission. The student will be notified of the plan of action within 5 days of the determination. If the student prevails upon appeal, the satisfactory academic progress determination will be reversed and federal financial aid will be reinstated, if applicable. The appeal and decision documents will be retained in the Student File.

## Noncredit And Remedial Courses

Noncredit and remedial courses do not apply to this institution. Therefore, these items have no effect upon the school's satisfactory academic progress standards.

## Transfer Hours

With regard to Satisfactory Academic Progress, a student's transfer hours will be counted as both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted.

## Phase Progress

Educators will review progress of the students periodically throughout the phase. Students must achieve at least 88% Phase and Cumulative Academics to be in good standing and to earn credit for completion of each phase. Students will be evaluated for competency and may need to repeat phase.

## Failed Phase

Students must pass each phase with 88% Phase and Cumulative Academics. If a student fails a phase, he/she will retake the phase and pay additional money for completion of that phase. The fee to repeat a phase is \$500.00. Students that fail more than one phase will be subject to termination. Phase incompletes and repetition of phases have no effect upon the school's

satisfactory progress standards.

## Attendance Incomplete

Students who do not achieve 88% attendance in a phase must make up hours in order to move forward in the program. An attendance action plan will be established. The fee to make up hours is based on the hourly rate of the program multiplied by the number of hours needed to repeat.

## Leave of Absence (LOA) Policy

If a Student desires to take a leave of absence from his/her studies, then the following policy will be in effect:

1. The request must be made in advance of the leave. The Student provides requested documentation to Student Services and the Director and will be reviewed on an individual basis.
2. The request must be made in writing and the reason(s) for the leave must be specified.
3. The leave request must contain the Student's signature.
4. The leave of absence does not exceed 180 calendar days in a 12-month period.
5. In the event the Student cannot make the request in advance (due to an unforeseen circumstance), then the Institute may still allow a leave. The beginning of the leave will be determined as the first date the Student was unable to attend the institution because of the accident and an end date will be noted that will not exceed the 180 day maximum. The Institute will document the reason(s) for its decision and collect the request from the Student at a later date.
6. There must be a reasonable expectation that the Student will return from the LOA.
7. The Student shall not owe any additional fees during any approved leave of absence and will not be granted any additional financial aid assistance as a result of any extension of the term of this contract as a result of any approved leave of absence.
8. If enrollment is temporarily interrupted for a leave of absence, the Student will return to class in the same progress status as prior to the leave of absence.
9. Hours elapsed during a leave of absence will extend the Student's contract period and maximum time frame by the same number of days taken in the leave of absence and will not be included in the Student's cumulative attendance percentage calculation. Changes to the contract period on the Enrollment Agreement must be initiated by all parties or an addendum must be signed and dated by all parties.
10. A leave of absence will be granted at the discretion of the administrative board. Students who withdraw prior to the completion of the course and wish to re-

enroll will return in the same satisfactory academic progress status as the time of withdrawal.

11. A Student granted an LOA that meets these criteria is not considered withdrawn, and no refund calculation is required at that time;
12. If the Student fails to return from the LOA, the withdrawal date for the purpose of calculating a refund is always the Student's last date of attendance.
13. If an enrolled Veteran deploys, they will be placed on an administrative Leave of Absence (please see Veteran's Affairs Leave of Absence/Re-Admission Policy)

## Access to Records

Student records are maintained at Aveda Institutes. Current Students may review their file upon request to Student Care – file will include enrollment documents. Attendance and grades are posted weekly. Transcripts are available to former Students and Alumni. Students may request Transcripts, by completing a request. For more information contact Administrative Services ([info@avedaphoenix.com](mailto:info@avedaphoenix.com))

## FERPA

### Family Education Rights and Privacy Act (FERPA)

Students and Parents/Guardians of dependent minor have a right to:

- inspect and review the student's education records to ensure they are not inaccurate, misleading or otherwise in violation of the Student's privacy or other rights;
- request the amendment of the Student's education records;
- consent to the disclosure of personally identifiable information contained in the Student's education records, except for the information the regulations in this act authorize disclosure without consent, including disclosure to the school's accreditation agency;
- file a complaint with the Department of Education under section 99.64 concerning alleged failure by the school to comply with the requirements of the FERPA; and
- obtain a copy of the policy.

Aveda Institute Phoenix will disclose information from a Student's education records only with the written consent of the Student or parent/guardian of dependent minor, except:

1. To school officials who have a legitimate educational interest in the records.
2. To officials of another school, upon request, in which a student seeks or intends to enroll.
3. To certain officials of the U.S. Department of Education, and state and local educational authorities, in connection with certain state or federally supported education programs.
4. In connection with a Student's request for or receipt of financial aid, as necessary to determine the eligibility, amount or conditions of the financial aid, or to enforce the terms and conditions of the aid.
5. To accrediting organizations to carry out their functions.
6. To parents of an eligible student who claim the student as a dependent for income tax purposes.
7. To comply with a judicial order or a lawfully issued subpoena.
8. To appropriate parties in a health or safety emergency
9. The Aveda Institute Phoenix also allows access to student's records to its accrediting body.

Students must allow reasonable time to assemble records. (No more than 45 days).

## Title IV Policy

### (1) Verification Policy

- 1 All students selected for verification must provide to the Financial Aid Administrator the following information:
  - Use the IRS Data Retrieval Tool within the FAFSA or
  - Provide a copy of their IRS Tax Return Transcript
  - Signed Verification Worksheet

Documentation must be received and verified before any aid is awarded. All documentation must be received within 14 days and no later than the start date the student wishes to be a part of. If a student is unable to provide the verification documents within the time frame, the student must meet with the Financial Aid Administrator to request an extension (an extension must be requested in writing from the student within 14 days as stated above). For Pell Grant eligibility, the student must provide acceptable verification documentation no later than the date established each year by the Secretary of Education, or 120 days after the last date of the student's enrollment, whichever is earlier.

- 2 If a student fails to provide verification documentation within the guidelines set forth in paragraph 1 above, student financial aid will not be awarded or disbursed.
- 3 If the student's EFC changes as a result of verification and results in a change in the award, the student will be notified by mail or email.
- 4 If any of the student's information is found to be incorrect, the school will electronically process the correction, or notify the student to correct through his/her FAFSA)
- 5 Department of Education regulations (34 CFR 668.16(g)) require schools to refer to the Department's Office of Inspector General any credible information indicating that an applicant for Title IV aid may have engaged in fraud or other criminal misconduct in connection with his or her application. The school will report any suspected fraud to OIG at 1-800-MISUSED.

### (2) Treatment of Title IV Aid When a Student Withdraws

The law specifies how schools must determine the amount of Title IV program assistance that you earn if you withdraw from school. The Title IV programs that are covered by this law are: Federal Pell Grants, Academic Competitiveness Grants, National SMART Grants, Stafford Loans, PLUS Loans, Federal Supplemental Educational Opportunity Grants (FSEOGs), and Federal Perkins Loans.

When you withdraw during your payment period, the amount of Title IV program assistance that you have earned up to that point is determined by a specific formula. If you received (or your school or parent received on your behalf) less assistance than the amount that you earned, you may be able to receive those additional funds. If you received more assistance than you earned, the excess funds must be returned by the school and/or you.

The amount of assistance that you have earned is determined on a pro rata basis based on the scheduled hours/credits as of your date of withdrawal. For example, if you were scheduled to complete 30% of your payment period at the time you withdrew, you earn 30% of the assistance you were originally scheduled to receive. If more than 60% of the scheduled hours of the payment period have passed at your date of withdrawal, you earn all the assistance that you were scheduled to receive for that period.

If you did not receive all of the funds that you earned, you may be due a post-withdrawal disbursement. If the post-withdrawal disbursement includes loan funds, the school must get your permission before it can disburse them. You may choose to decline some or all of the loan funds so that you don't incur additional debt. The school may automatically set all or a portion of your post-withdrawal disbursement (including loan funds, if you accept them) for tuition, fees and books/ supplies. For all other school charges, the school needs your permission to use the post-withdrawal disbursement. If you do not give your permission (which some schools ask for when you enroll), you will be offered the funds. However, it may be in your best interest to allow the school to keep the funds to reduce your debt at the school.

There are some Title IV funds that you were scheduled to receive that cannot be disbursed to you once you withdraw because of other eligibility requirements. For example, if you are a first-time, first-year undergraduate student and you have not completed the first 30 days of your program before you withdraw, you will not receive any FFEL or Direct Loan funds that you would have received had you remained enrolled past the 30th day.

If you receive (or the school or parent receives on your behalf) excess Title IV program funds that must be returned, the school must return a portion of the excess equal to the lesser of:

- 1 Your institutional charges multiplied by the unearned percentage of your funds, or
  - 2 The entire amount of excess funds.
- If the school is not required to return all of the excess funds, you must return the remaining amount. Any loan funds that you must return, you (or your parent for a PLUS Loan) repay in accordance with the terms of the promissory note. That is, you make scheduled payments to the holder of the loan over a period of time.

Any amount of unearned grant funds that you must return is called an overpayment. The amount of a grant overpayment that you must repay is half of the grant funds you received or were scheduled to receive. You must make arrangements with the school or the Department of Education to return the unearned grant funds.

The requirements for Title IV program funds when you withdraw are separate from any refund policy that the school may have. Therefore, you may still owe funds to the school to cover unpaid institutional charges. The school may also charge you for any Title IV program funds that the school was required to return. A copy of the school's refund policy is contained in the School Catalog.

### Procedure for Withdrawing from School

The requirements and procedures for officially withdrawing from school are: If a student wishes to withdraw from Aveda Institute they must first notify their educator via written or verbal notice. Secondly, the Student will need to provide a brief, written explanation of why they wish to discontinue their education to the Student Services Administrator. The date upon which the Student Services department receives the written notification will be the date of determination for withdrawal.

### POSTWITHDRAWAL DISBURSEMENT (PWD)

- 1 A PWD is due when the amount of Title IV aid earned is greater than the amount of Title IV aid disbursed. The actual amount of the PWD is the difference between the amount of Title IV aid earned and the amount of Title IV aid disbursed.
- 2 If outstanding charges exist on the student's account, the school may credit the student's account with all or a portion of the PWD. However, if Title IV loan funds are used to credit the student's account the school must first notify the student/parent and provide the opportunity to cancel all or a portion of the loan.
- 3 Any amount of a PWD that is not credited to the student's account must be offered to the student within 30 days of the date of that the school determined that the student withdrew. The offer must be made in writing and will also notify the student that no PWD will be made if the student does not respond within 14 days of the date that the school sent the notification. The notification will also inform the student that they may accept or decline some or all of the PWD that is not credited to the student's account.
- 4 If the student responds within 14 days the PWD funds will be disbursed as soon as possible but no later than 180 days from the date that the school determined that the student withdrew.
- 5 If the student responds late, the school may choose to make the PWD at its own discretion depending on the circumstances. The student is reminded that the school has no obligation to make a PWD after the 14-day timeframe.

# Professional Standards

To help you achieve excellence in our programs, we have established these guidelines to ensure fairness, understanding and positive work habits among our students.

## Standards

Students are students in training to become future employees, managers or entrepreneurs in the industry and are held to a high professional standard to prepare for a career. Students are expected to maintain a professional appearance at all times.

- To maintain a productive learning environment for all Students, anyone who is disruptive in the classroom or on the clinic floor may be dismissed for the day and no hours will be earned for the time missed.
- Food, candy and gum are not allowed on the clinic floor at any times Students may be given permission to have small snacks during theory only (as permitted by the educator). Beverages in enclosed containers are allowed in the classrooms and on the clinic floor.
- Aveda Institute is a smoke-free facility. Smoking is not permitted in or around the building. Students that do smoke during breaks may not be in Aveda uniform.
- Personal phone calls are not accepted at any time in order to not disrupt the educational process. Students will be notified of any emergency calls.
- Cell phones are permitted for professional use only while in the building.

## Student Services

All services or work done by Students must be assigned by, performed under the supervision of, and evaluated by an educator within the educational team of Aveda Institute. Students who refuse an assigned service or are not properly prepared to perform the service will be dismissed for the remainder of the day.

- Any additional product used for personal use or for use on models shall be charged a per product fee.

## Bullying Policy

The Aveda Institute believes that all students have a right to a safe and healthy school environment. The school has an obligation to promote mutual respect, tolerance and acceptance. The Aveda Institute will not tolerate behavior that infringes on the safety of any student or deters from the learning environment. A student shall not intimidate, harass or bully another student through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period and any comments made on social media sites (i.e. facebook, twitter, email... etc.) Any student who engages in bullying may be subject to disciplinary action including termination.

## Ethics

Stealing, cheating, defacing or damaging property will result in termination and require monetary restitution.

## Assigned Areas

To ensure that each Student receives consistent and comprehensive instruction in the classroom and clinic floor, Students must remain in assigned areas or receive educator permission to be in unassigned areas.

## Dress code

Students are required to be in proper dress code at all times. Students must arrive in the morning ready for the day—hair styled and makeup applied. Nails must be groomed. Failure to meet the standards may result in being sent home, loss of participation points or suspension. Dress code is subject to change.

### All Student Uniform Guidelines

#### Tops

- Kit Shirt or an OFFICIAL Aveda branded shirt
- Cover up may only be black and open in the front so that uniform shirt is easily seen.
- Uniform shirts may not be altered in any way including cutting/cropping the hem, neck or sleeves.

#### Bottoms

- Bottoms worn with uniform shirts must be black.
- Pants and shorts must have a button or zipper closure and be clean of holes.
- Leggings and yoga/athletic wear are not permitted unless worn under a skirt or shorts.
- Solid unfaded black jeans with no holes are allowed.
- Overalls, rompers, dresses, and jumpsuits are allowed worn over uniform shirt if it is easily seen.
- Skirt, dress, and short hems must reach the knee when standing, walking, and working.
- Skirts, dresses, and shorts that do not reach the knee must be worn with solid black opaque tights or leggings.

#### Accessories

- Colored accessories including jewelry, shoes, socks, scarves, ties, and belts are acceptable.
- The following hats are allowed:
- Aveda branded beanies and baseball hats.
- Fashion hats and head coverings including wraps.

#### Shoes

- Shoes may be in color, open toe and open heel.
- No flip flops – nothing that is only supported with a single piece between the toes.
- No slippers.
- Other
- Aveda aroma exclusively. Synthetic aroma is not permitted.
- Re-useable containers for beverages are required. Non-reuseable containers will result in loss of participation points.
- Name tags must be worn at all times.

## Kits

Student kits are for educational purposes only. For Students to perform services, Student kits must be complete at all times. Any missing or damaged items must be replaced by the Student within 24 hours. Aveda Institute is not responsible for lost or stolen items.

## Personal Property

Students are responsible for their own personal property and are required to provide locks for their lockers and stations to secure their property in these locked areas. Cabbies may not lock and require removal of property at the end of each day. Aveda Institute is not responsible for lost or stolen items.

## Student I.D

Students will be issued a name tag along with proof of enrollment letter during the first phase and must wear name tag at all times. If a nametag is lost or stolen a new one may be purchased from Student Services.

## Environmental Commitment

Students are responsible for recycling properly while at Aveda Institute. Students are also required to use reusable containers for water and hot beverages such as coffee and tea. (Paper cups and plastic water bottles are not permitted).

To help prepare you for the workplace, Aveda Institute Phoenix operates much like a professional salon and spa environment. Late arrivals, absences and other interruptions in your training have a significant affect on your achievement—just as they would if you were an employee in a salon, day spa or other professional environment. By law, we must keep track of your training hours for licensure or certification.

## Academic and Attendance Policy

Students must pass each phase with 88% Phase and Cumulative Academics. If a Student fails a phase, he/she may retake the phase and pay additional money for completion of that phase. The opportunity to retake the phase is dependent upon completing within the Max Time Frame of 114%. The fee to repeat a phase is based on the hourly rate of the program multiplied by the number of hours needed to repeat. Students that fail more than one phase will be subject to termination. Students who do not achieve 88% Phase and Cumulative attendance must make up hours in order to move forward in the program. An Attendance action plan will be established. The fee to make up hours is based on the hourly rate of the program multiplied by the number of hours needed to repeat.

- Tardy Policy- AM Cosmetology, Hairstyling and Esthiology Students are considered tardy at 9:01am. Cosmetology Educator and Esthiology Educator students are considered tardy at 8:31am. PM Esthiology and PM Cosmetology Students are considered tardy at 5:31pm. If the Student arrives after 9:00am/9:30am/6:00pm (depending on program) he/she will receive zero hours for the day and be sent home. A student will lose 5 Participation points for the first 3 tardies per phase. Once the Student has exceeded 3 tardies, he/she will lose all Participation Points for each subsequent tardy that Phase. Excessive tardies may result in termination from the program.
- AM Cosmetology Students are allowed to miss 80 Friday/Saturday hours during the program, Hairstyling Students are allowed to miss 60 Friday/Saturday hours, and AM Esthiology Students are allowed to miss 40 Friday/Saturdays hours during the program. Cosmetology Educator and Esthiology Educator Students are allowed to miss 20 Friday/Saturday hours during the program. PM Cosmetology Students are allowed to miss 80 Friday/Saturday hours during the program. PM Esthiology Students are allowed to miss 20 Friday hour during the program. Any missed Friday/Saturday hours will accrue at an additional fee of \$10/hour for every hour that goes over the allotted amount per program. This fee will need to be paid by the completion of the program in order to receive all completion records.
- Attendance Exceptions - AM/PM Cosmetology and Hairstyling students are allowed to make up 30 hours per phase. Esthiology Students are allowed to make up 30 hours per phase. Cosmetology Educator and Esthiology Educator Students are allowed to make up 10 hours per phase. Additional makeup hours may be granted for Students on an attendance action plan.
- Missed or Failed Work- May be made up at a maximum score of 80%. Missed or failed work will be accepted through the final week of the phase.
- Early Release - Students leaving early need to obtain an "Early Release Form" and have approval from the phase educator and guest services (if on the clinic floor) prior to release. Participation points will be taken for early release.
- Expected Absence - Students planning a future absence should complete an "Expected Absence" form and have the phase educator verify and approve the absence so that planned exams, assignments or class material can be completed prior to the absence. Partial participation points will be honored for Expected Absences within minimum 24 hours prior notice. Pre-arranged absences may hand in work, prior to absence, for full credit.
- Unexpected Absence - Students that miss class due to illness or emergency should contact the school attendance email at: [attendance@avedadenver.com](mailto:attendance@avedadenver.com) or attendance line at 303-567-7500 before 8:30am for proper clinic floor rescheduling. Participation points will not be earned for unexpected absences.
- Time Keeping Guidelines - Attendance is recorded based on the timetclock. Students must sign in at the beginning of each day according to the time posted at the sign-in sheets. Students must also sign in/out for all breaks and then sign out at the end of each day. Students are responsible for accurately signing in and out. Failure to sign in and out accurately or falsifying documents will result in termination. Any adjustments to the

Student's time clock entries need to be corrected within two weeks.

- Temporary Closure

If the school is closed for an unscheduled day the Student's may either make up the hours missed due to closure or contract will be extended the same number of days the school is closed (Closures due to weather- snow closure, natural disaster; structural problems- flooding, construction)

## Complaint Procedure

- 1 Student should first discuss the challenge with their phase educator.
- 2 If the Student does not feel the phase educator resolved the challenge the next step is to schedule a meeting with the department team lead.
- 3 If the Student does not feel the team lead resolved the challenge the next step is to write a formal internal complaint to the director of education/director:
  - a. A formal complaint must be completed by the Student and then given to the education director/ director for review.
- 4 The director will then review and respond to the complaint by scheduling a meeting within 30 days of receiving the complaint form.
- 5 The complaint will go the complaint review board:
  - a Board consists of the following members:
    - i Director
    - ii Education Director
    - ii Department Team Lead
    - iv Educator
    - v Student
- 6 The Student may file a complaint with the following:
  - a Arizona State Board of Cosmetology, 1721 East Broadway Tempe Arizona 85282-1611, 480-784-4539
  - b NACCAS at 3015 Colvin Street, Alexandria, VA 22314, 703-600-7600

## Suspension

Students who are suspended for minor violations have up to 30 days to provide the review board documentation that the stipulations have been met. Once the review board has agreed that the Student is prepared to comply with the professional standards of the school, the Student may return to school; however, a record of suspension will be recorded in the Student's permanent file. While a Student is suspended, no days may be earned and the contract graduation date is extended by the number of school days missed. If a Student on suspension fails to respond within 30 days, the Student is automatically terminated. During suspension, the Student is not allowed on the premises unless an appointment with administration has been first approved.

## Minor Violations Policy

Minor violations include assigned area violations, property misuses, guest services violations, unprofessional behavior, and any disruptive or unsafe behavior determined by an educator or team member as interruptive or preventing the regular operation of the school or preventing the education of another Student. Anytime during the Student's program the violation of a minor standard may result in community service, suspension or termination from the program.

## Major Violations Policy

Major violations include using controlled substances/alcohol, defacing or destroying property, stealing, falsifying documents, committing fraud, abusing and/or causing physical harm to others, and violating local, state and federal laws. At anytime during a Student's program, the violation of a major violation will result in termination.

## Termination Policy

For any policy violations the Institute can terminate the Student from the program, including but not limited to compliance with the Institute's rules and/or policies, including Satisfactory Academic Progress, code of conduct, and/or financial obligations.

## Services to the Public

Services to the Public: Part of the Student Curriculum is delivering services to the public. Students will perform services on the public. Students are not employees and will not receive compensation for any aspect of their education, including when providing services in the school clinic to members of the public who pay a fee for services.

## Safety

All students are encouraged to take an active role in maintaining a safe environment. To avoid accidents and injuries, Students are required to take preventative measures by:

- using equipment properly;
- following manufacturer's directions when using chemicals and products;
- immediately wiping spills found on the floor;
- assisting elderly and disabled guests;
- keeping all aisles and areas around work stations free from personal items and debris; and
- immediately reporting building and equipment safety hazards to Administration personnel.

## Safety Reports

For all minor or serious accidents, Security personnel must be called to the scene to gather the following information and submit a written report to the school's administration:

- name, address, phone number of the injured person;
- name of student(s) and educator working on the guest (if applicable);
- date and time of accident;
- description of how the accident happened; and
- name, address, phone number of other witnesses to the accident

## Medical Emergencies and Accidents

It is the goal of the Aveda Institute Phoenix to provide and maintain a safe and nonviolent academic and working environment. In an effort to consistently reach this goal, we have established the following procedures in the event that a student witnesses or becomes involved in an occurrence.

### Emergency (medical)

Notify your Team Lead immediately, in case of a medical emergency such as:

- serious fall
- apparent heart attack
- unconsciousness
- chemical product; (spills in the eye or swallowing)
- violent acts, assault, or rape

The staff must provide the following information:

- nature of medical problem
- address of the building
- location of the person in the building
- notify the Administrative personnel of the location and nature of the accident
- stay with the injured person
- have someone meet the Emergency personnel
- keep the area clear of bystanders

### Non-Emergency (medical)

All accidents must be reported to the Director. The Team Lead or personnel will attend to the injured guest or student and determine if professional medical attention is required. If there is any doubt, we recommend the injured person see a doctor.

## Bomb Threat/Active Shooter

In case of a bomb threat at the Aveda Institute:

- immediately contact the Police or Administrative personnel;
- lock or barrocade doors. Only evacuate the building when directed by the Police or Administrative personnel; and
- remember in all situations to remain calm.

## Fire Drills

From time to time, fire drills will be conducted to prepare for an emergency. Everyone must follow normal procedures in evacuating the building. Only Security personnel will give clearance to re-enter the building upon completion.

## Fire

The Aveda Institute Phoenix has an alarm monitored system that is directed to the Fire Department. Whenever a fire is detected, a continuous siren will sound.

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

- instruct all guests to evacuate the building;
- assist the guests who need help evacuating;
- request assistance for disabled guests to evacuate down the stairs;
- evacuate the building immediately;
- re-enter the building only when the Fire Department or Security has given clearance.

## Escape Route

Floor plans are posted throughout Aveda Institute. Each plan will show a direct escape route. Please familiarize yourself with the escape routes in designated student areas.

## Severe Weather Warnings

Based on weather-service information the building management will make a decision on when to evacuate team members, students, and guests.

## Building Security

The Aveda Institute Phoenix provides building security for Students who may need assistance in case of an emergency. Please contact your educator for information on how to contact security.

## Campus Security Policy

By October 1 of each year, every enrolled Student will receive a current campus security information form explaining the updated campus security policies, rules and regulations. A Crime Log is kept in the Campus Director Office.

Follow the below link for a copy of the latest Campus Security information :<http://www.avedainstitutephoenix.com/student-care/>

When calling 911, emergency personnel will automatically be dispatched. If the injured person wishes to be taken to a specific emergency room, a staff member must tell the emergency personnel when they arrive. Students must assist in documenting the incident and forwarding the paperwork to the administrative offices.

# Drug Free School and Work Place Policy

**Drug Free School and Work Place Policy**  
This institution embraces the spirit of the public law that requires schools to provide a drug-free campus and work place. The school will abide by the law as outlined in the accompanying policy. As part of our institutional philosophy, we are dedicated to the advancement and well being of the population we serve. As such, all Students and team members are encouraged to abstain from the use of illegal drugs and irresponsible use of alcohol.

Recent federal anti-drug laws could affect a number of areas in the lives of our students and team members. Students could lose eligibility for financial aid, or be denied other federal benefits such as Social Security, retirement, welfare, health, disability, and veterans benefits. The Department of Housing and Urban Development, which provides funds to states and communities for public housing, now has the authority to evict resident members of their household who are involved in drug-related crimes on or near the public housing premises. Businesses could lose

federal contracts if the company does not promote a drug-free environment. Finally, a record of a felony conviction in a drug-related crime may prevent a person from entering certain careers.

Drugs and alcohol can be highly addictive to the body and can cause harmful effects to virtually every aspect of a person's life: i.e., relationships, family, job, school, physical and emotional health. People who use drugs and alcohol may lose their sense of responsibility, become restless, irritable, paranoid, depressed, inattentive, anxious or experience sexual indifference, loss of physical coordination and appetite, coma, convulsions or even death. Persons who use drugs and alcohol face not only health risks, but also their ability to function in their personal and professional lives can be impaired as well. Some examples of this are a hangover or feeling "burnt out"; being preoccupied with plans of the next drink or "high" or slowed reflexes that can be especially dangerous while driving. Alcohol-related driving deaths are the top killer of 15 to 24 years olds.

There are danger signals that could indicate when someone is in trouble with drugs or alcohol:

- abrupt changes in mood or attitude;
- continuing slump at work or school;
- continuing resistance to discipline at home or school;
- cannot get along with friends or family;
- unusual temper flare-ups;
- increased borrowing of money;
- heightened secrecy; and
- a complete new set of friends.

The school maintains drug and alcohol education information and a list of counseling and support services, which can be obtained from the Student Services Coordinator.

We have also designated a contact person (Institute Director) who is available to listen to Students regarding drug and alcohol concerns. Issues discussed with the contact person will be kept confidential.

## Substance Policy

To benefit from the training at Aveda Institute, Students must be mentally alert and have a sober state of mind. We strongly support the Drug-Free Communities Support Program which does not condone the use of controlled substances and intoxicants. Students using controlled substances or intoxicants or determined to be under the influence of illegal substances will be terminated.

Students that are suspected of being under the influence of substance and therefore are not able to perform all capacities of training will be dismissed for the day with no hours earned for the time missed.

## Weapon Policy

In order to maintain a safe and peaceful learning environment we do not allow any weapons to be on your person at any time while on school grounds. Weapons include, but not limited to, guns, knives, explosive device, mace, pepper spray and any source of ammunition. If any items are used as a safety precaution that you carry with you this must be kept in your locker at all times. Any Student found with a weapon will be immediately sent home for the day and may be subject to termination.



## Aveda Institute Phoenix Campus

### Sexual Misconduct Policy

Aveda Institute is committed to providing a work and educational environment free of unlawful harassment or discrimination. In furtherance of this commitment, all students and employees are required to take mandatory Campus Sexual Misconduct Prevention Training [upon starting with Aveda Institute and every year thereafter]. Aveda Institute 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 Aveda Institute prohibits discrimination based on sex, which includes sexual harassment, sexual misconduct and sexual violence, and the Aveda Institute has jurisdiction over Title IX complaints.

The Aveda Institute's anti-harassment policy applies to all persons involved in the operation of the Aveda Institute, regardless of gender identity or sexual orientation. The policy prohibits unlawful harassment by any employee of the Aveda Institute, as well as students, customers, vendors or anyone who does business with the Aveda Institute, on and off campus. 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. Additionally, any customer, vendor or third party who engages in unlawful harassment or discrimination, the Aveda Institute will take appropriate corrective action.

As part of the Aveda Institute's commitment to providing a harassment-free working and learning environment, this policy shall be disseminated to the Aveda Institute community through publications, the Aveda Institute website, new employee orientations, student orientations, and other appropriate channels of communication. The Aveda Institute provides training to key staff members to enable the Aveda Institute to handle any allegations of sexual harassment, sexual misconduct or sexual violence promptly and effectively. This policy will be reviewed and updated (if necessary) on an annual basis. The Aveda Institute 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.

#### 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.

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.

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.

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, sexual contact, sexual intercourse, 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 Exploitation is the sexual abuse of children and youth through the exchange of sex or sexual acts for drugs, food, shelter, protection or other basics of life, and/or money.

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.

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. Someone who is incapacitated cannot consent. Consent must be given without coercion, force, threats or intimidation. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Silence or an absence of resistance does not imply consent. 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.

Incapacitation can occur with the use of drugs or alcohol, when a person is asleep or unconscious or, because of an intellectual or other disability that prevents the victim from having the capacity to give consent

# Anti-Harassment & Discrimination 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; or
- iii. it creates a hostile or offensive work environment, which means the alleged conduct is sufficiently serious to limit or deny a student's or ability to participate or benefit from the student's education program.

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

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

### Complaint/Grievance Procedure

If you believe that you have experienced or witnessed harassment or sexual violence, notify a "responsible employee", which includes: your instructor, Team Leads, Human Resources, or the Title IX Coordinator as soon as possible after the incident. Do not allow an inappropriate situation to continue by not reporting it, regardless of who is creating the situation. No employee, contract worker, student, vendor or other person who does business with the Aveda Institute is exempt from the prohibitions in this policy. Supervisors will refer all harassment complaints to the Title IX Coordinator for student-related complaints and to the Human Resources Department if the complaint involves an employee. In order to facilitate the investigation, your complaint should include details of the incident or incidents, names of the individuals involved and names of any witnesses.

All complaints involving a student will be referred to the campus's Title IX Coordinator. The Title IX Coordinator is listed below and has the responsibility of overseeing all Title IX complaints and identifying and addressing any patterns or systemic problems that arise during the review of such complaints. Title IX Coordinators receive annual training and will review and update policies and training materials annually. The Title IX Coordinator will act as the adjudicator during an investigation, unless Aveda Institute finds it necessary to enlist the support of a third party investigator. A judicator will: investigate, determine whether the alleged sexual misconduct occurred, determine the sanction. Either party may raise issues related to potential conflict of interest to Aveda Institutes Director of Operations, listed below.

### **Title IX Coordinator:**

Katrina Bervin, Campus Director  
480-794-1259  
kbervin@avedaphoenix.com

### **Title IX Coordinator:**

Karling Cosca, Director of Operations  
520-730-8454  
kcosca@IGAveda.com

The Aveda Institute 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 Aveda Institute's grievance procedures operate. Because complaints can also be filed with an employee's supervisor or Human Resources, these employees also receive training on the Aveda Institute's grievance procedures and any other procedures used for investigating reports of sexual harassment.

### Investigation of Complaints

In response to all complaints (including anonymous and third party complaints), the Aveda Institute 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. Witnesses may attend or be part of the adjudication process. Mediation will not be offered in cases of sexual misconduct. A notice of investigation or hearing will be provided to both complainant and accused perpetrator. 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 Aveda Institute encourages preserving of evidence in order to aid the investigation. (Evidence about the complainant's prior sexual conduct with anyone other than the alleged perpetrator will not be considered. Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct. Sexual assault, domestic violence or dating violence victims should preserve evidence including, but not limited to: forensic evidence collection, police investigation documentation, communications with the accused, including pictures, logs of documents, social networking pages. The Aveda Institute 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 Aveda Institute will weigh the student's request for confidentiality against the impact on Aveda Institute 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. If a victim's request for confidentiality limits the school's ability to investigate, Aveda Institute may take steps to limit the effects for the alleged sexual misconduct and prevent its reoccurrence by: increasing monitoring, supervision, on site security, training and education and revising policy on Sexual Misconduct.

Interim measures and final outcomes to protect the safety and wellbeing of students and/or employees may be provided. During the investigation, the Aveda Institute will provide interim measures, as

necessary. Interim support may include academic accommodations: administrative leave of absence, retaking a class without penalty, academic support and tutoring, changing the alleged perpetrator's schedule, the ability to change academic schedule, and no contact orders.

Should an adjudication procedure ensue, the Aveda Institute would practice basic fairness, procedural fairness, and substantive fairness in order to reach a fair and reasonable outcome. The Institute will offer a hearing whereby both accuser and accused may present witnesses and other evidence for the Institute to practice basic fairness, procedural fairness and substantive fairness to complete the adjudication process. If a hearing is conducted, Aveda Institute does not allow cross-examination of accuser and accused. Aveda Institute may grant amnesty from drug, alcohol and other applicable student conduct policies during an investigation. The preponderance of the evidence standard will apply to investigations, meaning the Aveda Institute will evaluate whether it is more likely than not that the alleged conduct occurred.

If the Aveda Institute determines that unlawful harassment or sexual violence has occurred, immediate appropriate corrective action will be taken in accordance with the circumstances involved, and the Aveda Institute will take steps to prevent the recurrence of any harassment or discrimination. Any employee determined by the Aveda Institute 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.

Both parties will receive simultaneous written notice of the outcome of the complaint. An appeal may be granted with the presentation of new evidence. If an appeal is approved, the investigation will be reopened. If appeal is granted, Aveda Institute will not require either party to abide by nondisclosure agreement, that would prevent the redisclosure of information related to the outcome of the proceeding.

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

## Retaliation Prohibited

The Aveda Institute 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 Aveda Institute 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 Aveda Institute 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 Aveda Institute reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

## Reporting Obligations under the Clery Act

Aveda Institute has an obligation to report violations on Campus Safety and Security Reporting under the Clery Act, including: dating violence, domestic violence, sexual assault and stalking. Aveda Institute will also issue an alert to the campus community to such crimes in a matter that is timely and will aid in the prevention of similar crimes.

## Additional Information

Employees and 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/>

## Options for Assistance following an Incident of Sexual Misconduct

Our Memorandum of Understanding with the below offsite resources, formalizes the commitment of Aveda Institute and these organizations to work together to provide services to victims of sexual assault and to improve overall response to sexual assault.

Students who are victims of Sexual Misconduct may seek assistance from the following list of advocates and counselors who can provide immediate confidential response in a crisis situation.

### National Sexual Violence Resource Center

Contact Information: 877-739-3895

### Rape, Abuse and Incest

#### National Network (RAINN)

Contact Information: 800-656-4673

### National Sexual Assault Hotline

Contact information: 1800-656-4673

\*Counseling, advocacy and support for victims, regardless of whether or not a victim chooses to make an official report or participate in the Institutional disciplinary or criminal process. Option to disclose with confidentiality. Counselors can provide ongoing support during the institutional disciplinary or criminal process.

### Sexual Assault Response Team (SART)

Contact information: 877-739-3895

\*Helps victims navigate medical, emotional and legal issues along with associated procedures. SART is available for quick reference and immediate assistance. SART will help victim find options to seek treatment for injuries, preventative treatment for sexually transmitted diseases and other health services.

### Law Enforcement

Contact Information: dial 911

### Sexual Assault Nurse Examiner (SANE)

[Forensicnurses.org](http://Forensicnurses.org)

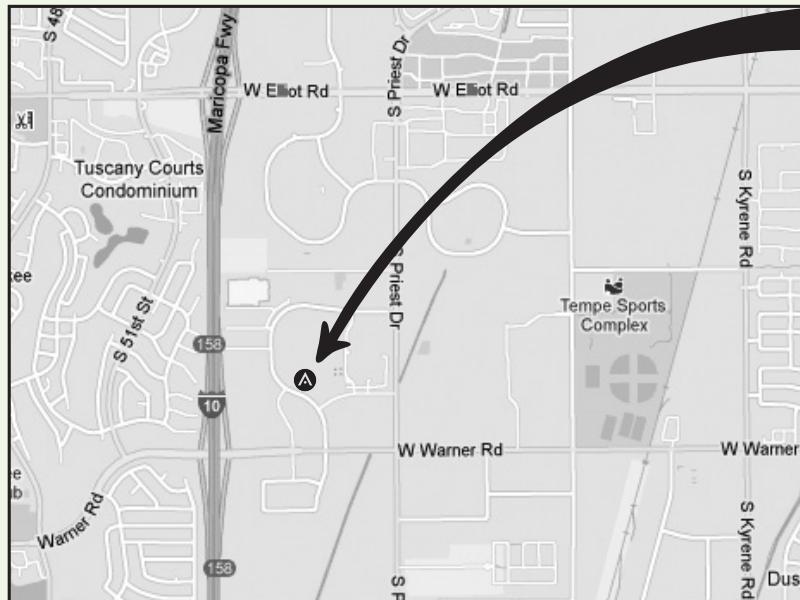
# Location and Directions

## Aveda Institute Phoenix

The Aveda Institute Phoenix is located in the Emerald Design Center across from the IKEA in Tempe, just East of the I-10.

8475 S Emerald Drive, Suite 101, 104  
Tempe, AZ 85284

[www.avedainstitutephoenix.com](http://www.avedainstitutephoenix.com)



## Public Transportation

With 4262 bus stops, 100 different bus routes, and a 21-mile Metro Light Rail extending across the Valley, options for transportation are plentiful.

## Housing

Due to the Aveda Institute Phoenix's close proximity to Arizona State University, there are various housing options for Students. Numerous apartment homes and rentals are available in the nearby Tempe, Ahwatukee, Chandler, Scottsdale and Phoenix areas.

## About Aveda Corporation

Aveda, who partners with salon and spa professionals around the world, sees beauty as a craft, not as a product result. Aveda beauty professionals are unique in the industry for their pursuit of a higher art: helping make their clients not only look beautiful, but feel beautiful. This selfless quest to bring out the beauty in their client through genuine care, differs from beauty industry norms.

Empowered by its unique Mission, Aveda believes that authentic beauty is one that works in harmony with the greater web of life. It does not qualify as beauty if it hurts any of the diverse life forms that the best beauty artist of all, Nature, created. Authentic Beauty cares for the environment which we inherited from elders and will leave to generations that follow us. Beauty cares for the society in which we live, enhancing harmony in the way we live and interact with one another as human beings. In order to be Beauty, it also needs to be Good. Beauty is the result, but also the process followed in pursuing that result.

Said simply, *Beauty Is As Beauty Does.*

— Barbara De Laere, President of Aveda Corporation

## Ownership

Aveda Institute Phoenix is owned by Arizona Institute, LLC

## Headquarters Administration

Dale LeMonds, Owner- DLemonds@avedadenver.com

Karling Cosca, Operations Director- KCosca@IGAveda.com, 520-730-8454

## Team Directory

Our team is a skilled team of experienced educators with knowledge of classic and contemporary techniques. Educators have met program licensing requirements and are trained.

### Administrative Team

Katrina Bervin- Campus Director

Brandy Knight- Cosmetology Team Lead

Trisha Dowling- Esthiology Team Lead

Caitlin Newman - Admissions Lead

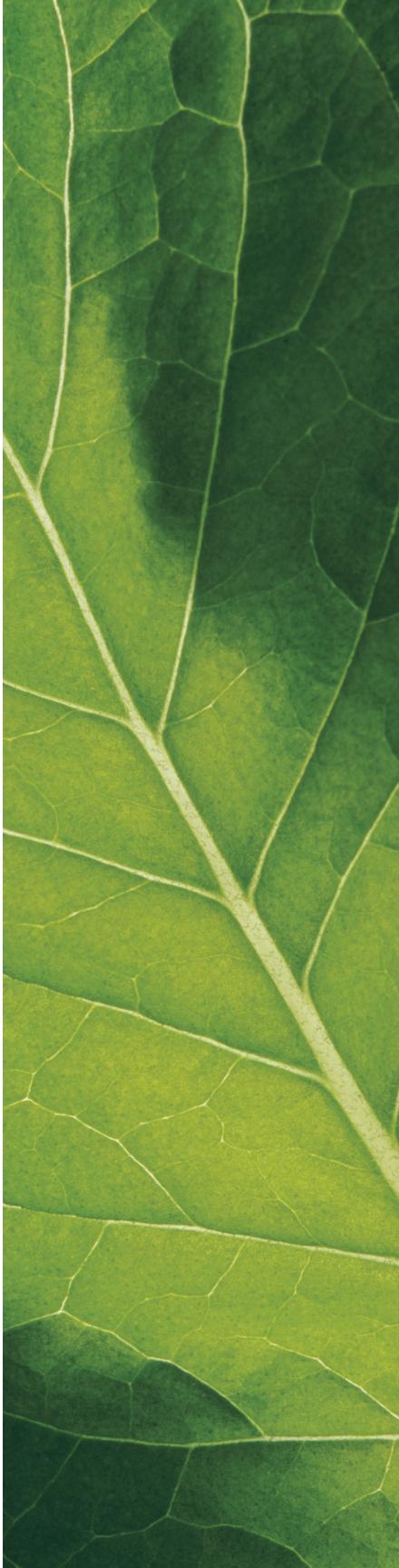
Sally Halder - Student Care Lead

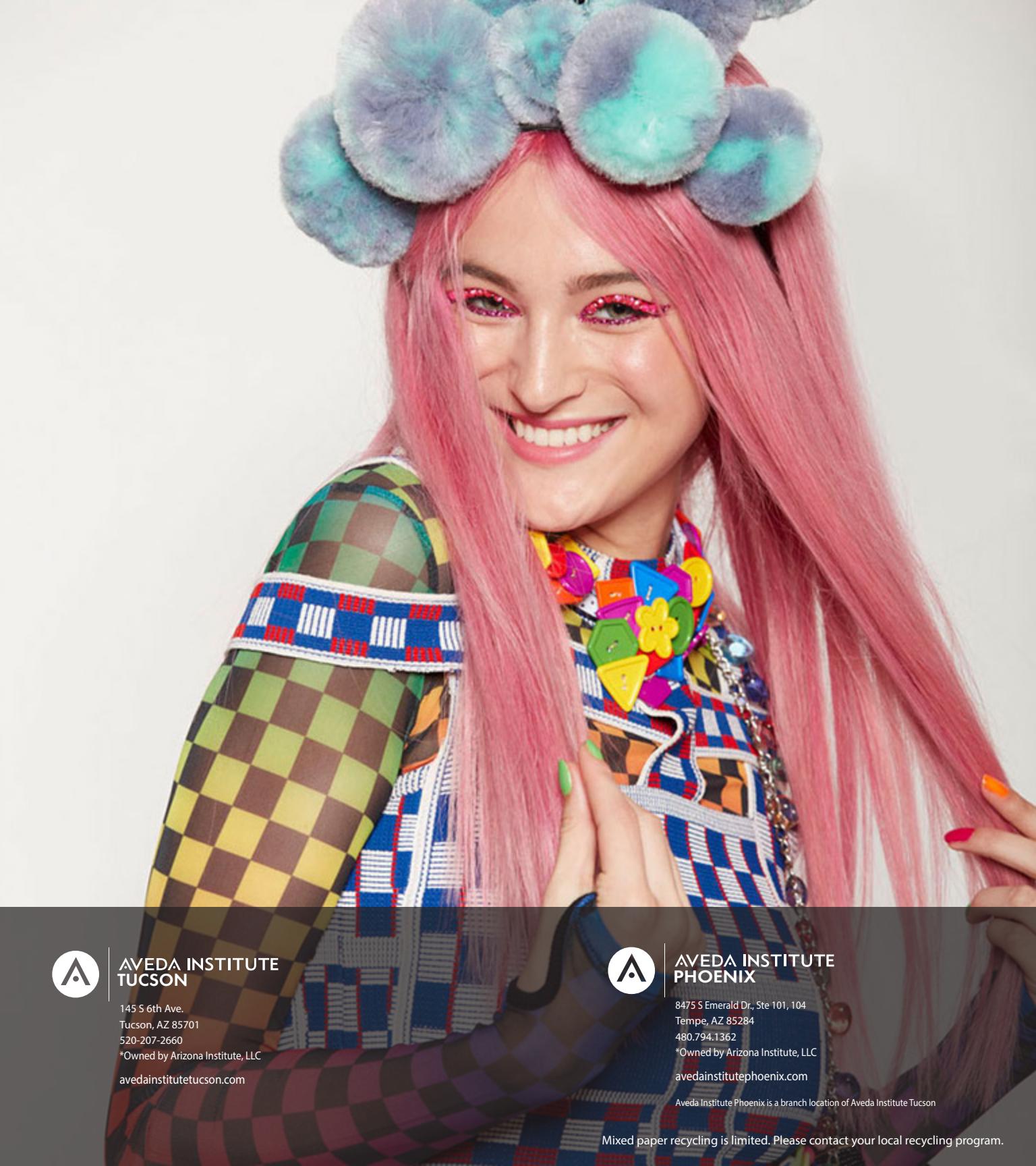
Jennifer Freyermuth and Cassandra Hankins- Financial Aid Team

**Cosmetology and Cosmetology Educator Program Educators:** Rae Black, Mykel Morris, Kirsten Baldon, Corye Westbrooks, Nikki Herb, Brit McLean, Mallorie Gillespie, Kelci Tucker, Daniella Horgan

**Esthiology and Esthiology Educator Program Educators:** Amy Bautista, Valerie O'Brien, Rachel Burk, Jodi Snyder

**Experience Center Team:** Sarah Lambie (EC Team Lead), Jacob Martin, Christina Norworthy, Paulina Machado, Ashley Newton, Hannah Holiday, Dexy Dalton





## AVEDA INSTITUTE TUCSON

145 S 6th Ave.

Tucson, AZ 85701

520-207-2660

\*Owned by Arizona Institute, LLC

[avedainstitutetucson.com](http://avedainstitutetucson.com)



## AVEDA INSTITUTE PHOENIX

8475 S Emerald Dr, Ste 101, 104

Tempe, AZ 85284

480.794.1362

\*Owned by Arizona Institute, LLC

[avedainstitutephoenix.com](http://avedainstitutephoenix.com)

Aveda Institute Phoenix is a branch location of Aveda Institute Tucson

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