



2023 Campus Safety & Security

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

For your information, a copy of Creative Hair School of Cosmetology Annual Campus Safety and Security Report (also known as our Annual Security Report, or ASR) is attached. This report is distributed in compliance with the Clery Act. In addition to the Annual Security Report is the Drug and Alcohol Abuse Prevention Programs relating to Creative Hair School of Cosmetology. The ASR and Drug and Alcohol and Abuse Prevention programs information is available online at www.CreativeHairSchool.com and on campus in the Admissions Office

Creative Hair School of Cosmetology commitment to safety and security includes:

- Providing a secure and crime free environment for students, faculty and staff.
- Performing regular evaluation of security programs.
- Monitoring and following up on each crime reported at an Creative Hair School of Cosmetology location.

We believe student, faculty, and staff behavior which promotes security awareness is important in all aspects of our lives and we encourage all students, faculty and staff to accept responsibility for their own security as well as the security of others at Creative Hair School of Cosmetology.

As you read the following report, comments, questions or concerns may be addressed to:

Quintin Carouthers, Director
Creative Hair School of Cosmetology
4205 Miller Rd Suite 4-7
Flint, MI 48507
810.787.4247 x3

Creative Hair School of Cosmetology is committed to providing safety to all of its students, faculty and staff.

(1) If a crime happens to you or your property or if there is an emergency occurring on campus, contact Quintin Carouthers, Director of Operations or any other available staff member available.

(2) Creative Hair School will provide students, faculty and staff with a copy of the crime report from the previous calendar year by October 1st of the following year. Statistics will be gathered from the school and local police and compiled in the annual report. The report will show number of incidents only on campus and is divided into the following categories:

Criminal Homicide:

- Murder and non-negligent manslaughter
- Negligent manslaughter

Sex Offenses:

- Forcible sex offenses
- Non- forcible sex offenses

Robbery

Motor Vehicle Theft

Arson

Liquor law violations:

- Arrests for liquor violations, drug law violations, and illegal weapons possession
- Persons not included above who were referred for campus disciplinary action for liquor law violations, drug law violations and illegal weapons possession.

Aggravated assault

Burglary

Hate crimes

(3) Although the school does not employ security officers, Creative Hair School has a working relationship with the local police who are able to support and provide services promptly in the event of an incident. We encourage accurate and prompt reporting of all crimes to the local police. Creative Hair School does not have any off campus organizations that would need to be reported.

(4) In addition to the required annual campus security report, Creative Hair School will provide a timely warning to students of any occurrences of the following crimes that are reported to local police agencies and are considered to represent a serious or continuing threat to students and employees. As soon as the school becomes aware of the crimes, students and employees will be notified in their next class. These crimes are: criminal homicide, forcible and non-forcible sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, hate crimes including crimes involving bodily injury reported to local police agencies that shows evidence of prejudice based on race, gender, religion, sexual orientation, ethnicity or disability, arrests for violations of liquor and drug law violations and illegal weapons possession, and persons not arrested but referred for disciplinary action for liquor, drug and weapons law violations.

Note: Creative Hair School is not required to provide timely warning with respect to crimes reported to a pastoral or professional counselor.

Also the school does not offer Crime Prevention Programs such as rape, theft prevention or self defense classes at this time, although safety for staff and students is of high priority.

(5) If a student wishes to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics, contact Corinthian Carouthers II.

(6) Access to the building is only given to students during the normal class day. Any students seeking access outside normal class time must make prior arrangements and be accompanied by authorized staff. Maintenance is done in-house; therefore, no outside entity has access to the building at any time.

(7) We encourage students and employees to be responsible for your own security and the security of others. If you have concerns about walking from the building to your car after dark, either walk in groups or contact one of the school officials and we will provide an escort to walk you to your car.

(8) Creative Hair School does not provide any programs on campus regarding security or prevention of crimes. If students wish to learn more about personal security or prevention of crimes, contact the Mt Morris Township Police Department or Flint Police Department for more information.

(9) Creative Hair School does not have any off-campus locations and therefore all monitoring and recording of any criminal activity is conducted at the school (4205 Miller Rd Flint, MI 48507)

Crime Reporting

Efforts are made to inform staff and students of Creative Hair School on a timely basis about campus crime and crime-related issues. These efforts include the following:

- Crime Alerts – Crime Alerts are published when a crime occurs on or near campus that potentially threatens the campus community. The crime alerts are distributed in a variety of methods, depending upon the incident.

How to Report Crimes on Campus

Students and employees are cautioned never to attempt to apprehend or pursue a suspected criminal. Crimes or suspected criminals should be reported to the Director or other designated staff member, and then to local law enforcement at the non-emergency number, 810-785-1311 In an emergency, dial 911.

Immediately report any crimes or suspicious activity on campus by:

- Calling (810.787.4247 x3)
- Completing the Creative Hair School Accident/Incident Report form and submitting to the Campus Security Authority, Quintin Carouthers.
- Stopping by the CSA's office.

If you have any doubts about whether to report something that has occurred, report it. Victims of, or witnesses to, crimes may disclose them on a voluntary, confidential basis to the CSA, which can then determine whether the event constitutes a crime that has to be collected and statistically reported. Your cooperation in timely reporting assists Creative Hair School in

issuing equally timely warnings to the campus community. All crimes must be reported immediately.

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

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

REPORTABLE OFFENSES UNDER THE CLERY ACT

The Clery Act requires reporting on the following offenses:

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

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

GEOGRAPHICAL AREA

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

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

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

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

Drugs and Alcohol Policy:

- School policy prohibits the possession, use and sale of alcoholic beverages to anyone.
- School policy also prohibits the possession, use and sale of illegal drugs.
- School policy supports and enforces State underage drinking laws.

Students caught in any of the above situations will be withdrawn from the program and will be reported to authorities.

For information on drug or alcohol-abuse education programs please contact:
Flint Odyssey House (a drug rehab and alcohol addiction treatment center) 810.232.2002

Sex Offenses:

If a sex offense occurs while in school, please contact the Flint Township Police Department 5200 Noriko Dr, Flint, MI 48507, 810. 600.3250 and report this immediately to Corinthian Carouthers II 810.787.4247 x3

Creative Hair School will do everything possible to assist in this serious matter. If such a serious offense occurs, it is important to preserve evidence for proof of the criminal offense.

For information on sexual abuse education programs please contact:
Michigan Coalition Against Domestic and Sexual Violence at: (517) 347-7000.

If a sex offense happens where both the accused and the accuser attend Creative Hair School, both the accuser and the accused:

- Are entitled to the same opportunities to have others present during a disciplinary proceeding and
- Will be informed of the school's final determination of any school disciplinary proceeding with respect to the alleged sex offense and any sanction that is imposed against the accused and
- The dismissal that may occur following a final determination of said proceeding regarding rape, acquaintance rape, or other forcible or non-forcible sex offenses.

Creative Hair School will work with students to change a student's academic situation (i.e., allowing the student to take a leave of absence, allowing the student to enroll in a later program, etc.) if the victim requests the change and the change is reasonably available.

Sex Offender Registry

Individuals wishing to learn additional information or the identity of registered sex offenders on or near a campus, or anywhere in the United States, visit the Sex Offender databases at <http://www.sexoffender.com> , <http://nsopr.gov> or go to the Michigan State Police Sex Offender Registry at: http://www.michigan.gov/msp/0,1607,7-123-1589_1878_24961---,00.html

Emergency Response and Evacuation

An emergency is defined as a situation that poses an immediate threat to the health or safety of someone at Creative Hair School or that significantly disrupts Creative Hair School programs and activities.

Emergency Response – in an emergency, dangerous or otherwise high-risk situation, Creative Hair School has established a mass notification response plan. We report to local media television, ABC12 News to report any emergency which would affect our students. Our students are notified of this before enrollment within the reading of our school catalog.

Each Creative Hair School facility has an emergency evacuation plan specific to that location. It is the responsibility of the school's owners to post the evacuation plan. If an evacuation is necessary, the students as well as the staff must leave the building in an orderly fashion, so to not injure anyone else in the process of leaving the building. In the event of an evacuation:

Campus Evacuation

- All persons are required to evacuate the building when notified by staff members.
- Remain Calm.
- Know at least two exits from the building.
- If time permits, take personal belongings with you.
- Leave through the nearest exit.
- Alert others as you leave.
- Help others in need of assistance.
- As soon as it is safe to do so dial 911.
- Move away from the building.
- Do not re-enter building until authorized by the Fire or Police department

Title IX

Pursuant to Title IX of the Educational Amendments of 1972 and 34 C.F.R. Part 106, Creative Hair School's Title IX Coordinator is the designated representative with primary responsibility for coordinating Title IX compliance efforts. The responsibilities of this position are critical to the

advancement, execution, and monitoring of Creative Hair Schools efforts to comply with Title IX legislation, regulation, and case law. The Title IX Coordinator is the agent who has the responsibility to oversee and monitor Title IX related policies and developments; the implementation and oversight of grievance processes and procedures, including notification, investigation and disposition of complaints; provision of educational materials and training for the campus community; conducting and/or coordinating investigations of complaints received pursuant to Title IX; ensuring a fair and neutral process for all parties; and monitoring all other aspects of the Title IX compliance.

Creative Hair School's Title IX Coordinator is:

Corinthian Carouthers II President
Creative Hair School of Cosmetology
4205 Miller Rd Suite 4-7
Flint, Michigan 48507
810.787.4247

Pursuant to Title IX of the Educational Amendments of 1972 and other applicable state laws it is illegal to harass or discriminate against any individual (staff, student or visitor) on the basis of sex. Specifically Title IX states no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance. Sex discrimination prohibited by Title IX includes **sexual harassment, sexual assault, sexual violence, and sexual misconduct**. Title IX also prohibits **retaliation** against an individual who, in good faith, asserts his or her rights under Title IX or other applicable federal laws and state laws prohibiting illegal discrimination.

Any student who experiences sexual harassment (including sexual misconduct, sexual assault or sexual violence), harassment or discrimination on the basis of sex is encouraged to contact the Title IX Coordinator or the Campus Lead Instructor. Students are also encouraged to contact the Police Department, to report alleged **sexual harassment, sexual misconduct, sexual violence, or sexual assault** or any other criminal behavior based upon their sex.

Any administrator or supervisor or person in a position with power over a student who receives notice of a student's complaint of alleged prohibited harassment, including **sexual misconduct, sexual violence, sexual assault** or any other **criminal behavior based upon sex or discrimination**, must immediately contact the Title IX Coordinator. Failure to immediately report any Title IX matter may result in disciplinary action against any person, (administrators or staff member) in a position of power over a student.

Violence Against Women Reauthorization Act of 2013 (VAWA)

A student or an employee who reports that he or she has been a victim of domestic violence, dating violence ,sexual assault or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of rights and options. Immediately report all sex offenses to the Title IX Coordinator or any instructor, administrator or supervisor. Physical evidence is crucial for the successful prosecution of all sex offenders and therefore should be preserved for proof of a criminal offense. Victims of sexual assault should avoid using the toilet, washing, changing clothes, etc. prior to a medical/legal exam.

Staff members will assist sexual offense victims if asked to do so by the victim or when the victim is unable to do so him/herself. The occurrence of the sexual offense will be included on the school's annual Campus Security Report. Creative Hair School does not have professionally

trained on-campus counseling to sex offense victims. However, the staff will provide whatever assistance it can.

PREVENTION OF DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT & STALKING:

Creative Hair School prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking.

- “Domestic violence” includes asserted violent misdemeanor and felony offenses committed by the victim’s current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

- “Dating violence” means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

- “Stalking” means a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others’ safety, or to suffer substantial emotional distress.

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

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

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

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

- A prior relationship does not indicate consent to future activity. Warning signs of abusive behavior include threats of violence, jealousy, and controlling behavior. Potential attacks can be avoided by avoiding unsafe situations.

The following are safety tips that can be used to avoid unshared situations:

Be aware of your surroundings and avoid isolated areas

- Avoid being alone with someone you do not trust or know well
- Make sure your cell phone is with you and charged
- Use the buddy system when going out or walking at night
- Utilize the institutions security officer to walk you to your car when available
- Do not let others get drinks for you. Always know what is in your drink. Never leave your drink unattended
- Be cautious of those who pressure you to drink more than you want
- Do not give in to guilt, pressure, threats, or embarrassment
- In case of an emergency – Dial 911 The institution encourages all members of the community to take safe and positive actions to intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking.

There is no single “right” way to intervene, and what is appropriate depends on the situation and the individuals involved. Available intervention strategies can include but are not limited to:

- Asking the School Director to separate the individuals involved in a non-combative matter if the issue is on campus
- Asking the individuals involved to stop what they are doing
- Use a distraction in an effort to stop an individual's activities
- Stepping in and separating the people involved in a non-combative manner ONLY if it is safe to do so
- Ask another bystander, or a number of other bystanders to intervene with you ONLY if it is safe to do so.
- Notify law enforcement by calling 911
- The institution maintains confidentiality with victims in accordance with applicable professional standards.

Other offices on campus cannot provide absolute confidentiality. However, it is the policy of the institution to protect the confidentiality of victims to the extent that it is reasonably practicable. Specifically, the identity of the victim and information relating to the situation will be provided only to those individuals who have a legitimate need to know, or as reasonably necessary for the purpose of investigating or resolving the situation. The institution will not utilize identifying information about the victim in records about the situation any more than is reasonably necessary, and the institution will redact the victim's identifying information before disclosing such records publicly to the extent permissible by law.

Disclosure: The institution upon written request, will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by Creative Hair School against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for this purpose.

Summary Report for Crime

2020 # of offenses	2021 # of offenses	2022 # of offenses	Criminal Offenses- On Campus
0	0	0	Forcible and Non-Forcible Sex Offense
0	0	0	Motor Theft
0	0	0	Prejudice based on Race, Gender, Religion, Ethnicity, Disability
0	0	0	Criminal homicide, murder and non negligent manslaughter, negligent manslaughter
0	0	0	Robbery
0	0	0	Burglary
0		0	Arson
0	0	0	Crime reported off campus or on public property
0	0	0	Arrest on campus or disciplinary actions for liquor, drug, weapon possession
0	0	0	Arrest for violations of drug laws or illegal weapons possession
0	0	0	Crimes on campus involving bodily injury
0	0	0	Aggravated Assault

2020 # of offenses	2021 # of offenses	2022 # of offenses	Criminal Offenses - Public Property
0	0	0	Forcible and Non-Forcible Sex Offense
0	0	0	Motor Theft
0	0	0	Prejudice based on Race, Gender, Religion, Ethnicity, Disability
0	0	0	Criminal homicide, murder and non negligent manslaughter, negligent manslaughter
0	0	0	Robbery
0	0	0	Burglary
0	0	0	Arson
0	0	0	Crime reported off campus or on public property
0	0	0	Arrest on campus or disciplinary actions for liquor, drug, weapon possession
0	0	0	Arrest for violations of drug laws or illegal weapons possession
0	0	0	Crimes on campus involving bodily injury
0	0	0	Aggravated Assault

Hate Crime- Criminal Offenses- On Campus

	2020 Total	2021 Total	2021 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/ Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0
Fonding	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0

Burglary	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	1	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0	0

Hate Crime- Criminal Offenses- Public Property

	2020 Total	2021 Total	2022 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/ Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0

Intimidation	0	0	0	0	0	0	0	0	0	0	0
Destruction/ damage/ vandalism of property	0	0	0	0	0	0	0	0	0	0	0

Violence Against Women- Criminal Offenses-On Campus

	2020	2021	2022
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Violence Against Women- Criminal Offenses-Public Property

	2020	2021	2022
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	2	0	0

Arrest -On Campus

	2020	2021	2022
Weapons; carrying. possessing, etc	0	0	0
Drug Abuse violations	0	0	0
Liquor Law violations	0	0	0

Arrest -Public Property

	2020	2021	2022
Weapons; carrying. possessing, etc	0	0	0
Drug Abuse violations	0	0	0

Liquor Law violations	0	0	0
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Disciplinary Actions-On Campus

	2020	2021	2022
Weapons; carrying. possessing, etc	0	0	0
Drug Abuse violations	0	0	0
Liquor Law violations	0	0	0

Disciplinary Action- Public Property

	2020	2021	2022
Weapons; carrying. possessing, etc	0	0	0
Drug Abuse violations	0	0	0
Liquor Law violations	0	0	0

All Criminal Crimes can be supported by the Flint Township Police Department. If there are any incidents on the campus ground school will receive notice by documentation.

Flint Township Police Department
5200 Norko Dr, Flint, MI 48507
810.600.3250