

# LABARBERIA INSTITUTE OF HAIR CAMPUS SECURITY AND CRIME POLICIES AND PROCEDURES ANNUAL SECURITY REPORT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 (34CFR668.46), also known as the "Clery Act," is a federal law that requires colleges and universities to disclose information about crime on and around their campuses. The act is named in memory of Jeanne Clery, a 19-year old Lehigh University freshman who was assaulted and murdered in her residence hall on April 5, 1986. The Annual Security Report is published to fulfill the requirements of this act.

## **2013 Amendment to Clery Act Requirements: Violence Against Women Reauthorization Act (VAWA) of 2013**



On March 7th, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA) ([Pub. Law 113-4](#)). Among other provisions, this law amended section 485(f) of the Higher Education Act of 1965, as amended ([HEA](#)), otherwise known as the Clery Act ([20 U.S.C. 1092\(f\)](#)). These statutory changes require institutions to compile statistics for certain crimes that are reported to local police agencies including incidents of sexual assault, domestic violence, dating violence, and stalking. Additionally, institutions will be required to

include certain policies, procedures, and programs pertaining to these crimes in their Annual Security Reports.

Under section [304\(b\) of VAWA](#), the changes made by the new law "take effect with respect to the annual security report prepared by an institution of higher education one calendar year after the date of enactment" of VAWA. The Annual Security Report that must include the new required information is the report that must be issued by each institution by October 1 of each year. This report would include crime statistics from January 1, 2017 thru December 31, 2021. These crime statistics would also be reported to the Department through the [web-based data collection](#) in October 2022.

LaBarberia Institute of Hair's annual security report presents campus safety information as well as the institute policies concerning alcohol and drug use, crime prevention, violence against women and the reporting of crimes. These statistics include reported crimes that occurred on school property and on public property immediately adjacent to and accessible from the school.

The Annual Security Report is available in hard copy format upon request in the Administration Office of LaBarberia Institute of Hair. This report may also be emailed or mailed upon request. (Telephone # for request 440-565-7525 or by email to Lisa @ [lisa.elig@att.net](mailto:lisa.elig@att.net) or [cierajacks@gmail.com](mailto:cierajacks@gmail.com)). This report is available, upon request, to all students, staff members as well as the general public.

### **CAMPUS SAFETY**

*LaBarberia Institute of Hair does not employ or contract for any law enforcement or security personnel.*

### **CATEGORY ONE-CRIME STATISTICS DEFINITIONS**

The following list contains definitions on the types of Criminal Offenses which must be recorded in the Crime Statistics Annual report. The Clery Act requires institutions to disclose six general categories of crime statistics:

#### **1.Criminal Offenses-Criminal Homicide, including**

- Murder and Non-Negligent Manslaughter, and Negligent Manslaughter; Sexual assault, including Rape, Fondling, Incest and Statutory Rape; Forcible, and Non-forcible; Robbery;

Aggravated Assault; Burglary; Vehicle Theft; and Arson.

**2. Hate Crimes**-Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, National Origin, Gender Identity or Destruction/Damage/Vandalism of Property that were motivated by Bias.

**3. VAWA Offenses**-Any incidents of Domestic Violence, Dating Violence 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.

**4. Arrests and Referrals for Disciplinary Action for:** Weapons: Carrying, Possessing, Etc., Drug Abuse Violations and Liquor Law Violations.

Statistics must be disclosed separately for each of these 4 categories. This LaBarberia Institute of Hair must disclose reported offenses, not the findings of a court, coroner or jury or the decision of a prosecutor. The institute must classify and count crimes from records of calls for service, complaints and investigations.

## TYPES OF CRIMINAL OFFENSES

Criminal Homicide-These offenses are separated into two categories:

- a.) **Murder and Non-Negligent Manslaughter** is defined as the willful (non- negligent) killing of one human being by another. Count one offense per victim.

### **Classify as Murder and Non-Negligent Manslaughter:**

Any death caused by injuries received in a fight, argument, quarrel, assault or commission of a crime.

- Suicides
- Fetal deaths
- Traffic Fatalities
- Accidental deaths
- Assaults to murder as attempted murder. (Classify assaults and attempts to murder as aggravated assaults)
- Situations in which a victim dies of a heart attack as the result of a crime, even in instances where an individual is known to have a weak heart
- Justifiable homicide (which is defined as and limited to the killing of a felon by a peace officer in the line of duty, or the killing of a felon during the commission of a felony, by a private citizen)

B.) **Negligent Manslaughter** is defined as the killing of another person through gross negligence. Count one offense per victim.

### **Classify as Negligent Manslaughter:**

Any death caused by the gross negligence of another. Gross negligence is the intentional failure to perform a manifest duty in reckless disregard of the consequences as affecting the life or property of another. In other words, it's something that a reasonable and prudent person would not do.

### **Do not classify as Negligent Manslaughter:**

- Deaths of person due to their own negligence
- Accidental deaths not resulting from gross negligence
- Traffic fatalities

**Finding of a court, coroner's inquest, etc., do not affect classifying or counting criminal incidents.**

**1. Sex Offenses - Sex offenses are separated into two categories: forcible and non-forcible.**

- Sex Offense-Forcible: Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.

There are 4 types of Forcible Sex Offenses:

- Forcible Rape
- Forcible Sodomy
- Sexual Assault with an Object
- Forcible Fondling
- Sex Offense-Non-forcible is defined as unlawful, non-forcible sexual intercourse: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law or sexual intercourse with a person who is under the statutory age of consent.

There are 2 types of Non-Forcible Sex Offenses:

- Incest
- Statutory Rape
  - Statutory Rape Law in Ohio-Sexual assault for a person age 18 to engage in sexual conduct with a minor if the actor knows that the minor is between ages 13 and 16.
  - Penalty for committing Statutory Rape in Ohio- 1) Six to 18 months in prison, (2) if the actor is less than four years older than the victim, a \$ 1,000 fine, or (3) if the actor is 10 or more years older than the victim, one to five years in prison.

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

Essential Elements of Robbery:

- Committed in the presence of a victim (usually the owner or person having custody of the property)
- Victim is directly confronted by the perpetrator
- Victim is threatened with force or put in fear that force will be used
- Involves a theft or larceny

**3. Aggravated Assault - Aggravated Assault is an unlawful attack by on person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.**

Classify as Aggravated Assaults:

- Assaults or attempts to kill or murder
- Poisoning
- Assault with a dangerous or deadly weapon
- Maiming
- Mayhem
- Assault with explosives
- Assault with a disease
- Assault with a weapon

**4. Burglary - Burglary is the unlawful entry of a structure to commit a felony or a theft.**

Classify as Burglary:

- Offenses that are classified by the local law enforcement agencies a Burglary (any
  - degree); unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; sage cracking; and all attempts at these offenses.
- Forcible Entry - All offenses where force of any kind is used to unlawfully enter a structure for the purpose of committing a theft or felony
- Unlawful Force- No Force - The entry of a structure in this situation is achieved by use of an unlocked door or window
- Attempted Forcible Entry - A situation where forcible entry into a locked structure is attempted but not completed

## **5. Motor Vehicle Theft - Motor vehicle theft is the theft or attempted theft of a motor vehicle.**

Classify as Motor Vehicle Theft:

- Theft of any self-propelled vehicle that runs on land surface and not on rails
- All incidents where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned. Include joyriding in this category.

## **6. Arson - Arson is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.**

Classify as arson:

- Only fires determined through investigation to have been willfully or maliciously set.
- Attempts to burn.
- Any fire that investigation determines to meet the UCR definition of arson regardless of the value of the property damage.

## **CATEGORY TWO - HATE CRIMES**

Hate Crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the bias. **Bias** is a preformed negative opinion or attitude toward a group of persons based on their religion, race, ethnicity/national origin, gender, sexual orientation or disability.

When an individual is victimized by crime, he or she often asks, "why did this happen to me?" Frequently there is no reason that can be identified as to why that person was targeted, however in certain cases there is a specific reason. Although there are many possible categories of bias, under The Clery Act, only the following six categories are reported:

- **Religion**-A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).
- **Race**-A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity, which distinguishes them as a distinct division of humankind (e.g., Asians, blacks, whites).
- **Ethnicity/National Origin**- A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions (e, g. Arabs, Hispanics)
- **Gender Identity**- A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- 1. **Sexual Orientation**- A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or member of the opposite sex (e.g. gays, lesbians, heterosexuals).
- 2. **Disability**- A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenial or acquired by hereditary, accidental, injury, advanced age or illness.

For Clery Act purposes, hate crimes include any offense in the following two groups that is motivated by bias.

**Categories of hate crime offenses:**

- **Group A**
  - Murder and Non-Negligent manslaughter
  - Forcible sex offenses
  - Non-forcible sex offenses
  - Robbery
  - Aggravated assault
  - Burglary
  - Motor vehicle theft
  - Arson
- **Group B**
  - Larceny-theft
  - Simple assault
  - National Origin
  - Gender Identity
  - Intimidation
  - Destruction/damage/vandalism of property

While no single fact may be conclusive, facts such as the following, particularly when combined, are supportive finding of bias:

- a. The offender and the victim were of a different race, religion, disability, sexual orientation and/or ethnicity/national origin. For example, the victim was black, and the offender was white.
- b. Bias-related oral comments, written statements or gestures were made by the offender which indicate his or her bias. For example, the offender shouted a racial epithet at the victim.
- c. Bias-related drawings, markings, symbols or graffiti were left at the crime scene. For example, a swastika was painted on the door of a synagogue.
- d. Certain objects, items or things which indicate bias were used. For example, the offenders taped a photo of a burning cross to the door of the victim's dorm room.
- e. The victim is a member of a racial, religious, disability, sexual-orientation or ethnic/national origin group which is overwhelmingly outnumbered by other residents in the student housing facility where the victim lives, and the incident took place. This factor loses significance with the passage of time (i.e., it is most significant when the victim first moved into the facility and becomes less and less significant as time passes without incident).
- f. Several incidents occurred in the same location at or about the same time, and the victims were all of the same race, religion, disability, sexual orientation or ethnicity/national origin.
- g. A substantial portion of the campus community where the crime occurred perceived that the incident was motivated by bias.
- h. The victim was engaged in activities promoting his or her race, religion, disability, sexual orientation or ethnicity/national origin. For example, the victim was a member of the NAACP or participated in gay rights demonstrations on campus.
- i. The incident coincided with a holiday or a date of particular significance relating to a race, religion, disability, sexual orientation or ethnicity/national origin (e.g., Martin Luther King Day, Rosh Hashanah).
- j. The offender was previously involved in a similar Hate Crime or is a hate group member.

k. There were indications that a hate group was involved. For example, a hate group claimed responsibility for the crime or was active on the campus.

l. An historically established animosity existed between the victim's and the offender's groups.

m. The victim, although not a member of the targeted racial, religious, disability, sexual-orientation or ethnic/national origin group, was a member of an advocacy group supporting the precepts of the victim group.

Additional considerations in determining whether an incident is a hate crime:

- Need for a case-by-case assessment of the facts. The factors are not all-inclusive of the types of objective facts which evidence bias motivation. Therefore, examine each case for facts which clearly provide evidence that the offender's bias motivated him or her to commit the crime.
- **Misleading facts.** Be alert to misleading facts. For example, the offender used an epithet to refer to the victim's race, but the offender and victim were of the same race.
- **Feigned facts.** Be alert to evidence left by the offenders that is meant to give the false impression that the incident was motivated by bias. For example, students of a religious school, hoping that they will be excused from attending class, vandalize their own school, leaving anti-religious statements and symbols on its walls.
- **Offender's mistaken perception.** Even if the offender was mistaken in his or her belief that the victim was a member of a racial, religious, disability, sexual-orientation or ethnic/national origin group, the offense is still a Hate Crime if the offender was motivated by bias against that group. For example, a non-gay student leaving a publicized gay rights meeting in a non-campus fraternity house, is followed back to campus and attacked behind a dorm by six teenagers who mistakenly believed the victim is gay. Although the offenders were mistaken, the offense is a Hate Crime because it was motivated by the offenders' anti-gay bias. Remember, it is the perception of the offender, not the perception of the victim, that determines whether a crime is classified as a Hate Crime. Also, knowing that an offender is prejudiced is not enough to classify a crime as a Hate Crime. There must be evidence that the offender was motivated by that prejudice to commit the crime.

### Rules for Counting Hate Crimes

Hate crimes are counted in the same manner that the offenses are when they are not hate crimes except that the **hierarchy rule does not apply to hate crimes**. This means that:

- You must count all of the offenses committed in a multiple offense incident that are bias-motivated. For example, there is a single reported incident involving an Aggravated Assault and a Motor Vehicle Theft that were both motivated by bias. Disclose statistics for both crimes.
- You must classify only the crimes that are bias-motivated as hate crimes in a multiple-offense incident. For example, three armed men commit a robbery on the porch of a fraternity house. Two of the offenders go inside the house intending to rob more students. One of them spots a Hispanic woman, grabs her, and rapes her. The two offenders were later arrested, and the investigation showed that although the robbery was not bias-motivated, the rape was. Classify only the forcible Sex Offense as a hate crime.
- For any Group A hate crime (see page 56 for the list of Group A hate crimes), your statistics should indicate the offense and also the offense with the category of bias. For example, if an Aggravated Assault is a hate crime, disclose one Aggravated Assault statistic in the general offenses category and one Aggravated Assault motivated by (category of bias) in the hate crime category.
- The exception is when the Aggravated Assault statistic is not disclosed in the general offense's category because of the hierarchy rule. For example, for a single incident involving both a Forcible Sex Offense and an Aggravated Assault that were both hate crimes, disclose only the Forcible Sex Offense

in the general offense's category and both the Forcible Sex Offense and the Aggravated Assault in the hate crimes category.

Ohio law broadly defines hate crimes as criminal acts motivated by prejudice or intolerance and directed toward a member of a gender, racial, religious or social group. Ohio law does not, however, consider hate crimes as stand-alone offenses. Rather, they are considered as factors in determining penalties or sentences for other crimes.

The only Ohio statute that speaks directly to hate crimes is the "ethnic intimidation" provision under section 2927.12 of the *Ohio Revised Code*, which prohibits commission of the misdemeanor crimes of aggravated menacing, menacing, criminal damaging, criminal mischief, and some types of telephone harassment, when done "by reason of" the race, color, religion or national origin of another person or group of persons.

### **What are the penalties for hate crimes in Ohio?**

Penalties for hate crimes vary according to the criminal acts with which they are associated. Ohio law provides that the "hate" aspect of a crime is punishable either through a "penalty enhancement" or as a "discretionary sentencing factor." Penalties vary depending on the underlying criminal act.

### **What is a penalty enhancement?**

When the penalty for a misdemeanor offense specifically named in the ethnic intimidation statute (such as menacing or criminal damaging) is "enhanced," the potential penalty is increased. In an ethnic intimidation prosecution, the motivation behind the specific underlying offense becomes an element of the crime. A judge or jury must find, beyond a reasonable doubt, that the criminal act was motivated by race, color, religion or national origin of another person or group of persons. Once this additional finding is made, the offense is elevated into a higher-level misdemeanor or felony.

If, for example, someone is charged with a first-degree misdemeanor offense of telephone harassment, which carries a possible penalty of up to six months in jail, that offense may be enhanced to become a felony of the fifth degree if the offender is also determined to be guilty of "ethnic intimidation." This higher-degree offense will carry the greater possible penalty of one year in prison.

### **How is a hate crime considered as a "discretionary sentencing factor"?**

In addition to allowing for penalty enhancement when certain offenses are found to be hate-motivated, Ohio law also allows judges to consider the hate crime aspect of an offense when imposing sanctions in felony cases.

Ohio judges must follow mandatory minimums, statutory maximums, presumptions and sentencing factors when sentencing offenders, especially in felony cases. When applying these guidelines, Ohio law allows judges to consider "hate" circumstances in sentencing if, "in committing the offense, the offender was motivated by prejudice based on race, ethnic background, gender, sexual orientation or religion." At the sentencing hearing, the judge has broad discretion to decide how much consideration, if any, will be given to "hate crime factors."

### **What should you do if it happens to you?**

If necessary and possible, (It is the victim's option to, or not to, notify and seek assistance from law enforcement) obtain Medical Attention or Police Assistance during or soon after the incident. Report the incident. The sooner you report the better in terms of a criminal investigation. We understand how difficult it can be to come forward and report a crime of this type, and we are committed to serving and protecting every member of our community with professionalism and sensitivity. There will be no tolerance for crimes of this nature at LaBarberia Institute of Hair. Use your resources. It is important to talk to someone about the incident. We encourage you to use the professional resources available to you.

## **Cleveland Regional Office**

Frank Lausche Building  
615 West Superior Avenue, Suite 885  
Cleveland, Ohio 44113-1897  
Tel: (216) 787-3150  
TTY: (216) 787-3549

## **The FBI Cleveland Division**

1501 Lakeside Avenue Cleveland,  
**OH** 44114 Phone: (216) 522-1400  
Fax: (216) 622-6717 [E-mail:  
Cleveland.cv@ic.fbi.gov](mailto:Cleveland.cv@ic.fbi.gov)

If you aren't sure if an incident may be a Hate Crime call the Cleveland Regional Office or the FBI in Cleveland. They will listen to your story and help to provide any resources or services that may be necessary including a full investigation of the incident.

## ***We Are Here to Help!***

### **A WEAPONS FREE ENVIRONMENT**

No student shall keep, use, possess, display or carry any rifle, shotgun, handgun, knife, other edged weapons, or other lethal or dangerous instruments capable of maiming and/or casting a projectile by air, gas, explosion or mechanical means on any property or in any building owned or operated by LaBarberia Institute of Hair or in any vehicle on school property. LaBarberia Institute of Hair will not permit unauthorized possession of firearms, explosives, other weapons, or dangerous chemicals, or use of any such item, even if legally possessed, in a manner that harms or threatens others.

### **THIRD CATEGORY -RULES FOR COUNTING**

The third category of crime statistics you must disclose is the number of arrests and the number of persons referred for disciplinary action for the following law violations:

- Weapons: Carrying, Possessing, Etc.,
- Drug Abuse Violations; and
- Liquor Law Violations

### **ARREST for Clery Act purposes is defined as persons processed by arrest, citation or summons. Classifying Law Violations under Clery Act**

1. **Weapons: Carrying, Possessing, Etc.,** is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

#### **Classify as a Weapons: Carrying, Possessing, Etc., Violation:**

- Manufacture, sale, or possession of deadly weapons.
- Carrying deadly weapons, concealed or openly.
- Using, manufacturing, etc., of silencers.
- Furnishing deadly weapons to minors.
- Aliens possessing deadly weapons.
- Attempts to commit any of the above.

This type of violation is not limited to “deadly” weapons; it also applies to weapons used in a deadly manner. For example, if there is a local or state law prohibiting the possession of brass knuckles, and an individual is arrested for possessing them on your Clery geography, the arrest will be included in our Clery statistics.

2. **Drug Abuse Violations** are defined as the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession,



transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics—manufactured narcotics which can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

## **LaBarberia Institute of Hair Drug Awareness Program**

### **A DRUG FREE ENVIRONMENT**

LaBarberia Institute of Hair is unequivocally opposed to the misuse of lawful drugs and the possession and use of unlawful drugs. Pursuant to the requirements of the Drug-Free School and Community Act Amendments of 1989 (PL 101-226), LaBarberia Institute of Hair has adopted and implemented a Drug and Alcohol Policy and program designed to prevent drug and alcohol problems within the Institute setting. The policy and programs are designed to identify problems at the earliest stage, motivate the affected individuals to seek help, and to direct the individual toward the best assistance available. Students must be physically and mentally fit to perform their duties in a safe and efficient manner. LaBarberia Institute of Hair will not tolerate the use of mood altering, non-prescription chemicals and the abuse of prescription chemicals at school or during school hours. Possession of mood-altering drugs or non-prescription chemicals during school hours or on school premises, intoxication or being under the influence of non-prescription mood-altering chemicals or the abuse of prescription chemicals at school or on school premises will be a policy violation. Disciplinary action up to and including expulsion, referral to the proper authorities for violations of the Student Standards of Conduct as described in this policy or referral for prosecution. For reporting a violation, you should contact a faculty member or owner/director. Any student or employee of LaBarberia Institute of Hair who violates federal, state, or local laws, may be prosecuted by the federal, state or local authorities, any may be sentenced in accordance with the laws of those jurisdictions.

### **Standards of Conduct:**

LaBarberia Institute of Hair is committed to maintaining a campus free of illegal drugs or the unlawful use of alcohol or illicit drugs.

LaBarberia Institute of Hair has the responsibility of upholding federal, state, and local laws regarding the use of drugs and alcohol. Students who choose to possess or use unlawful drugs or misuse lawful drugs or alcohol subject themselves to both arrest and prosecution and LaBarberia Institute of Hair judicial action.

### **LaBarberia Institute of Hair Student Sanctions:**

In cases of civil or criminal action against a LaBarberia Institute of Hair student, the institute does reserve the right, for educational purposes, to review any action taken by authorities. The institute may, at its discretion, introduce further sanctions if the student's conduct has interfered with the institute's exercise of its educational objectives or responsibilities to its members.

The LaBarberia Institute of Hair Code of Conduct expressly prohibits the manufacture, distribution, sale, offer for sale, or possession of drugs or narcotics. Violation of this standard constitutes an offense and the student will be subject to a maximum sanction of disciplinary probation or any sanction not less than a reprimand. Being under the influence of drugs and/or alcohol does not diminish or excuse the violation of the Code of Conduct. The Code of Conduct also prohibits the possession and/or use of marijuana and the unauthorized use of alcohol as defined in the student handbook. Violation of these standards constitutes an offense and the student will be subject to a maximum sanction of disciplinary probation or any sanction not less than a reprimand. Being under the influence of drugs and/or alcohol does not diminish or excuse a violation of the Student Code of Conduct.

A student admitted to LaBarberia Institute of Hair accepts the responsibility to conform to all LaBarberia Institute of Hair rules and regulations. Proven failure to meet this obligation will justify appropriate disciplinary sanctions, including expulsion, suspension, disciplinary probation, or reprimand.

### **Local, State, and Federal Laws and Sanctions:**

Applicable legal sanctions under local, state, or federal law for the unlawful use, possession, or distribution of illicit drugs or alcohol are set forth in the referenced laws and are available upon request from the Office of Legal Affairs.

Local: Cleveland Municipal Code

State: Ohio Revised Code Chapters:

2925 – Drug Offenses

3719 - Controlled Substances

4301 – Liquor Control Laws

Federal: Federal (Harrison) Narcotic Act

Federal Narcotic Drugs

Import and Export Act

Federal Food Drug and Cosmetic Act and

Federal Alcohol Administration

These sanctions can include probation, fines, driver's license suspension, and/or incarceration.

Future revisions, amendments, or additions to these or other applicable codes are incorporated into this policy by this reference.

### **Health Risks**

Physical or psychological damage may occur when the following substances are abused. Here are some of the health risks related to each substance.

**Alcohol** – Alcohol consumption causes a number of marked changes in behavior. Even low doses impair judgment and coordination and increase the incidence of aggressive behavior. Very high doses can cause respiratory depression and death. Alcohol intoxication is equivalent to a drug overdose. If combined with other depressants of the central nervous system, the effects of alcohol is multiplied. Repeated use of alcohol can lead to change in tolerance and dependence. Cessation of alcohol intake can produce withdrawal symptoms including tremors, hallucinations, convulsions, and death. Long-term consumption of large quantities of alcohol can lead to permanent damage to vital organs such as the brain and the liver. Women who drink even small amounts of alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Children of alcoholic parents have a 40 percent greater risk of developing alcoholism than those whose parents are not alcoholic.

**Anabolic Androgenic Steroids** – Steroid users can experience serious cardiovascular, liver, central nervous system, gastrointestinal, and reproductive disorders. In many, use can result in testicular atrophy, sterility, impotence, and arrested growth. Irreversible masculinization and sterility can result when women use steroids. Psychological impairments include mood swings, depression, and very aggressive behavior.

**Depressants** – The use of depressants can result in a change in tolerance and physical, as well as psychological dependency. The combining of several depressants (e.g. valium and alcohol) will potentiate the depressant effects, multiplying the health hazards. Withdrawal systems include anxiety, vomiting, acute psychotic episodes, seizures and death.

Hallucinogens Phencyclidine (PCP) – Large doses of PCP may result in a convulsive seizure, coma and death. Mood disorders occur, and the user may become violent, irrational and potentially harmful too self and others. Lysergic acid (LSD), mescaline and Psilocybin cause sensations and feelings to change rapidly. The user may experience panic, confusion, anxiety, depersonalization and loss of control. While relatively rare, flashbacks, the spontaneous reappearance of the drug experience after use has ceased, may occur.

**Narcotics** – Tolerance, especially to the euphoric effect of narcotics and physical dependence develops rapidly. To avoid the abstinence syndrome, the addict becomes preoccupied with acquiring the drug. Withdrawal symptoms are extremely uncomfortable; however, they are

seldom life threatening.

Stimulants – High doses of stimulants result in intense personality disturbances including visual and auditory hallucination, delusions and paranoia. Tolerance develops rapidly. Cross-tolerance does develop among stimulant drugs (e.g. methamphetamine and cocaine). The use of cocaine can cause death by cardiac arrest or respiratory failure. Stimulants are addictive and while withdrawal from stimulants is less dangerous than with depressants, depression can make a person vulnerable to suicide.

**Cannabis** – The mood-altering effects of marijuana are the result of the chemical delta-9 tetrahydrocannabinol (THC). THC is fat-soluble and can remain in the body up to three weeks after smoking one marijuana cigarette. Consequently, even the occasional user can be detected through urinalysis. Research indicates that regular use may have long term effects on the user's brain, heart and reproductive organs. The numerous carcinogenic chemicals found in marijuana make it particularly harmful to the lungs. Loss of memory, lack of motivation and diminished attention span are some of the effects of regular marijuana use. Long-term use may result in psychological dependence and change in tolerance.

### **Substance Abuse Resources**

Resource information (booklets, brochures, pamphlets, etc.) regarding health and safety concerns from substance abuse and information regarding the availability or, and/or referral to, community based approved substance abuse counseling and rehabilitation services are available through a variety community-based services including:

#### **Drug & Alcohol Services**

Ala-non- 216-621-1381

Alcohol/Drug Resource Hotline 800-252-6465

Alcoholics Anonymous 216-241-7387

Recovery Resources 216- 923-4001

Cocaine/Crack Abuse Hotline 800-234-0420

Heroin Addicts Hotline 216-623-6888

Alcoholics Anonymous, Narcotics Anonymous, Codependents Anonymous, Alanon, and other self-help groups. (Contact any of the three previously listed resources. Your anonymity is respected.)

#### **Treatment Facilities**

Alcohol and Drug Addiction

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

2012 W25th St Ste 600, Cleveland, OH, US, 44113 · (216) 241-3400

National Drug and Alcohol Addiction Treatment Services

2490 Lee Blvd, Cleveland, OH, US, 44118 · (877) 414-5303

Alcoholics Anonymous

1701 E 12th St. Cleveland, OH 44112 (216) 241-7387

#### **Classify as a Drug Abuse Violation:**

- All drugs, without exception, that are illegal under local or state law where your institution is located. This means that if you have campuses in different states, the laws may differ for each of them. For example, there are some states in which having a small amount of marijuana is no longer a crime. If a person is given a civil citation for possession under state law, there is no arrest statistic under Clery. However, if a person with marijuana in his or her possession is arrested for violation of the federal *Controlled Substances Act*, this is an arrest statistic for Clery purposes.
- All illegally obtained prescription drugs.

**3. Liquor Law Violations are defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.**

### **Classify as a Liquor Law Violation**

- The manufacture, sale, transporting, furnishing, possessing, etc., of intoxicating liquor.
- Maintaining unlawful drinking places
- Bootlegging
- Operating a still
- Furnishing liquor to a minor or intemperate person
- Underage possession
- Using a vehicle for illegal transportation of liquor
- Drinking on a train or public conveyance
- Attempts to commit any of the above

### **4709.13 Disciplinary actions**

The barber board may refuse to issue or renew or may suspend or revoke or impose conditions upon any license issued pursuant to this chapter for habitual drunkenness or possession of or addiction to the use of any controlled drug prohibited by state or federal law.

**Drug and Alcohol Awareness class is taught twice a year so that every student attending the institute will benefit from The Drug Awareness program.**

The **Violence Against Women Act** of 1994 (**VAWA**) is a United States federal law (Title IV, sec. 40001-40703 of the Violent Crime Control and Law Enforcement Act of 1994, H.R. 3355) signed as Pub.L. 103–322 by President Bill Clinton on September 13, 1994 (codified in part at 42 U.S.C. sections 13701 through 14040).

## **Factsheet: The Violence Against Women Act**

*Under the leadership of then-Senator Joe Biden, Congress recognized the severity of violence against women and our need for a national strategy with the enactment of the Violence Against Women Act in 1994. This landmark federal legislation's comprehensive approach to violence against women combined tough new provisions to hold offenders accountable with programs to provide services for the victims of such violence.*

VAWA has **improved the criminal justice response** to violence against women by:

- holding rapists accountable for their crimes by strengthening federal penalties for repeat sex offenders and creating a federal "rape shield law," which is intended to prevent offenders from using victims' past sexual conduct against them during a rape trial;
- mandating that victims, no matter their income levels, are not forced to bear the expense of their own rape exams or for service of a protection order;
- keeping victims safe by requiring that a victim's protection order will be recognized and enforced in all state, tribal, and territorial jurisdictions within the United States;
- increasing rates of prosecution, conviction, and sentencing of offenders by helping communities develop dedicated law enforcement and prosecution units and domestic violence dockets;
- ensuring that police respond to crisis calls and judges understand the realities of domestic and sexual violence by training law enforcement officers, prosecutors, victim advocates and judges; VAWA funds train over 500,000 law enforcement officers, prosecutors, judges, and other personnel every year;
- providing additional tools for protecting women in Indian country by creating a new federal habitual offender crime and authorizing warrantless arrest authority for federal law enforcement officers who determine there is probable cause when responding to domestic violence cases.

VAWA has **ensured that victims and their families have access to the services** they need to achieve safety and rebuild their lives by:

- responding to urgent calls for help by establishing the National Domestic Violence Hotline, which has answered over 3 million calls and receives over 22,000 calls every month; 92% of caller's report that it's their first call for help;

- improving safety and reducing recidivism by developing coordinated community responses that bring together diverse stakeholders to work together to prevent and respond to violence against women,
- focusing attention on the needs of underserved communities, including creating legal relief for battered immigrants so that abusers cannot use the victim's immigration status to prevent victims from calling the police or seeking safety, and supporting tribal governments in building their capacity to protect American Indian and Alaska Native women.

VAWA has **created positive change**. Since VAWA was passed:

- Fewer people are experiencing domestic violence.
  - Between 1993 to 2010, the rate of intimate partner violence declined 67%;  
Between 1993 to 2007, the rate of intimate partner homicides of females decreased 35% and the rate of intimate partner homicides of males decreased 46%.
    - More victims are reporting domestic and sexual violence to police, and reports to police are resulting in more arrests.
    - States have reformed their laws to take violence against women more seriously:
  - All states have reformed laws that previously treated date or spousal rape as a lesser crime than stranger rape;
  - All states have passed laws making stalking a crime;
  - All states have authorized warrantless arrests in misdemeanor domestic violence cases where the responding officer determines that probable cause exists;
  - All states provide for criminal sanctions for the violation of a civil protection order;
  - Many states have passed laws prohibiting polygraphing of rape victims;
  - Over 35 states, the District of Columbia, and the U.S. Virgin Islands have adopted laws addressing domestic and sexual violence and stalking in the workplace. These laws vary widely and may offer a victim time off from work to address the violence in their lives, protect victims from employment discrimination related to the violence, and/or provide unemployment insurance to survivors who must leave their jobs because of the abuse

## DOMESTIC VIOLENCE

Domestic violence and abuse can happen to anyone, yet the problem is often overlooked, excused, or denied. This is especially true when the abuse is psychological, rather than physical. Noticing and acknowledging the signs of an abusive relationship is the first step to ending it. No one should live in fear of the person they love. If you recognize yourself or someone you know in the following warning signs and descriptions of abuse, reach out. There is help available.

### Women don't have to live in fear:

- **In the US:** call the [National Domestic Violence Hotline](#) at 1-800-799-7233 (SAFE).
- **Worldwide:** visit [International Directory of Domestic Violence Agencies](#) for a global list of helplines and crisis centers

### Male victims of abuse can call:

- **U.S. and Canada:** [The Domestic Abuse Helpline for Men & Women](#)

*Domestic abuse*, also known as *spousal abuse*, occurs when one person in an intimate relationship or marriage tries to dominate and control the other person. Domestic abuse that includes physical violence is called *domestic violence*.

Domestic violence and abuse are used for one purpose and one purpose only: to gain and maintain total control over you. An abuser doesn't "play fair." Abusers use fear, guilt, shame, and intimidation to wear you down and keep you under his or her thumb. Your abuser may also threaten you, hurt you, or hurt those around you.

Domestic violence and abuse do not discriminate. It happens among heterosexual couples and in same-sex partnerships. It occurs within all age ranges, ethnic backgrounds, and economic levels. And while women are more commonly victimized, men are also abused—especially verbally and emotionally, although sometimes even physically as well. The bottom line is that abusive behavior is never acceptable, whether

it's coming from a man, a woman, a teenager, or an older adult. You deserve to feel valued, respected, and safe.

### **Recognizing abuse is the first step to getting help**

Domestic abuse often escalates from threats and verbal abuse to violence. And while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic abuse are also severe. Emotionally abusive relationships can destroy your self-worth, lead to anxiety and depression, and make you feel helpless and alone. No one should have to endure this kind of pain—and your first step to breaking free is recognizing that your situation is abusive. Once you acknowledge the reality of the abusive situation, then you can get the help you need.

### **Signs of an abusive relationship**

There are many signs of an abusive relationship. The most telling sign is fear of your partner. If you feel like you have to walk on eggshells around your partner—constantly watching what you say and do in order to avoid a blow-up—chances are your relationship is unhealthy and abusive. Other signs that you may be in an abusive relationship include a partner who belittles you or tries to control you, and feelings of self-loathing, helplessness, and desperation.

To determine whether your relationship is abusive, answer the questions below. The more “yes” answers, the more likely it is that you’re in an abusive relationship.

### **SIGNS THAT YOU’RE IN AN ABUSIVE RELATIONSHIP**

#### **Your Inner Thoughts and Feelings**

##### **Do you:**

- feel afraid of your partner much of the time?
- avoid certain topics out of fear of angering your partner?
- feel that you can’t do anything right for your partner?
- believe that you deserve to be hurt or mistreated?
- wonder if you’re the one who is crazy?
- feel emotionally numb or helpless?

#### **Your Partner’s Violent Behavior or Threats**

##### **Does your partner:**

- have a bad and unpredictable temper?
- hurt you, or threaten to hurt or kill you?
- threaten to take your children away or harm them?
- threaten to commit suicide if you leave?
- force you to have sex?
- destroy your belongings?

#### **Your Partner’s Belittling Behavior**

##### **Does your partner:**

- humiliate or yell at you?
- criticize you and put you down?
- treat you so badly that you’re embarrassed for your friends or family to see?
- ignore or put down your opinions or accomplishments?
- blame you for their own abusive behavior?
- see you as property or a sex object, rather than as a person?

#### **Your Partner’s Controlling Behavior**

##### **Does your partner:**

- act excessively jealous and possessive?
- control where you go or what you do?
- keep you from seeing your friends or family?
- limit your access to money, the phone, or the car?
- limit your access to money, the phone, or the car?
- constantly check up on you?

### **Physical abuse and domestic violence**

When people talk about domestic violence, they are often referring to the physical abuse of a spouse or intimate partner. Physical abuse is the use of physical force against someone in a way that injures or

endangers that person. Physical assault or battering is a crime, whether it occurs inside or outside of the family. The police have the power and authority to protect you from physical attack.

### **Sexual abuse is a form of physical abuse**

Any situation in which you are forced to participate in unwanted, unsafe, or degrading sexual activity is sexual abuse. Forced sex, even by a spouse or intimate partner with whom you also have consensual sex, is an act of aggression and violence. Furthermore, people whose partners abuse them physically *and* sexually are at a higher risk of being seriously injured or killed.

### **It Is Still Abuse If...**

- **The incidents of physical abuse seem minor** when compared to those you have read about, seen on television or heard other women talk about. There isn't a "better" or "worse" form of physical abuse; you can be severely injured as a result of being pushed, for example.
- **The incidents of physical abuse have only occurred one or two times in the relationship.** Studies indicate that if your spouse/partner has injured you once, it is likely he will continue to physically assault you.
- **The physical assaults stopped when you became passive** and gave up your right to express yourself as you desire, to move about freely and see others, and to make decisions. It is not a victory if you have to give up your rights as a person and a partner in exchange for not being assaulted!
- **There has not been any physical violence.** Many women are emotionally and verbally assaulted. This can be as equally frightening and is often more confusing to try to understand.

Source: *Breaking the Silence Handbook*

### **Emotional abuse: It's a bigger problem than you think**

When people think of domestic abuse, they often picture battered women who have been physically assaulted. But not all abusive relationships involve violence. Just because you're not battered and bruised doesn't mean you're not being abused. Many men and women suffer from emotional abuse, which is no less destructive. Unfortunately, emotional abuse is often minimized or overlooked—even by the person being abused.

### **Understanding emotional abuse**

The aim of emotional abuse is to chip away at your feelings of self-worth and independence. If you're the victim of emotional abuse, you may feel that there is no way out of the relationship or that without your abusive partner you have nothing.

Emotional abuse includes *verbal abuse* such as yelling, name-calling, blaming, and shaming. Isolation, intimidation, and controlling behavior also fall under emotional abuse. Additionally, abusers who use emotional or psychological abuse often throw in threats of physical violence or other repercussions if you don't do what they want.

You may think that physical abuse is far worse than emotional abuse, since physical violence can send you to the hospital and leave you with scars. But, the scars of emotional abuse are very real, and they run deep. In fact, emotional abuse can be just as damaging as physical abuse—sometimes even more so.

### **Economic or financial abuse: A subtle form of emotional abuse**

Remember, an abuser's goal is to control you, and he or she will frequently use money to do so. Economic or financial abuse includes:

- Rigidly controlling your finances
- Withholding money or credit cards
- Making you account for every penny you spend
- Withholding necessities (food, clothes, medications, shelter)
- Restricting you to an allowance
- Preventing you from working or choosing your own career
- Sabotaging your job (making you miss work, calling constantly)
- Stealing from you or taking your money
- 

### **Violent and abusive behavior is the abuser's choice**

Despite what many people believe, domestic violence and abuse is not due to the abuser's loss of control over his or her behavior. In fact, abusive behavior and violence is a deliberate choice made by the abuser in order to control you.

### **Abusers use a variety of tactics to manipulate you and exert their power:**

- **Dominance** – Abusive individuals need to feel in charge of the relationship. They will make decisions for you and the family, tell you what to do, and expect you to obey without question. Your abuser may treat you like a servant, child, or even as his or her possession.
- **Humiliation** – An abuser will do everything he or she can to make you feel bad about yourself or defective in some way. After all, if you believe you're worthless and that no one else will want you, you're less likely to leave. Insults, name-calling, shaming, and public put-downs are all weapons of abuse designed to erode your self-esteem and make you feel powerless.
- **Isolation** – In order to increase your dependence on him or her, an abusive partner will cut you off from the outside world. He or she may keep you from seeing family or friends, or even prevent you from going to work or school. You may have to ask permission to do anything, go anywhere, or see anyone.
- **Threats** – Abusers commonly use threats to keep their partners from leaving or to scare them into dropping charges. Your abuser may threaten to hurt or kill you, your children, other family members, or even pets. He or she may also threaten to commit suicide, file false charges against you, or report you to child services.
- **Intimidation** – Your abuser may use a variety of intimidation tactics designed to scare you into submission. Such tactics include making threatening looks or gestures, smashing things in front of you, destroying property, hurting your pets, or putting weapons on display. The clear message is that if you don't obey, there will be violent consequences.
- **Denial and blame** – Abusers are very good at making excuses for the inexcusable. They will blame their abusive and violent behavior on a bad childhood, a bad day, and even on the victims of their abuse. Your abusive partner may minimize the abuse or deny that it occurred. He or she will commonly shift the responsibility on to you: Somehow, his or her violent and abusive behavior is your fault.

### **Abusers *can* control their behavior—they do it all the time**

- **Abusers pick and choose whom to abuse.** They don't insult, threaten, or assault everyone in their life who gives them grief. Usually, they save their abuse for the people closest to them, the ones they claim to love.
- **Abusers carefully choose when and where to abuse.** They control themselves until no one else is around to see their abusive behavior. They may act like everything is fine in public, but lash out instantly as soon as you're alone.



- **Abusers can stop their abusive behavior when it benefits them.** Most abusers are not out of control. In fact, they're able to immediately stop their abusive behavior when it's to their advantage to do so (for example, when the police show up or their boss calls).
- **Violent abusers usually direct their blows where they won't show.** Rather than acting out in a mindless rage, many physically violent abusers carefully aim their kicks and punches where the bruises and marks won't show.
- **The cycle of violence in domestic abuse** Domestic abuse falls into a common pattern, or cycle



of violence:

**Abuse** – Your abusive partner lashes out with aggressive, belittling, or violent behavior. The abuse is a power play designed to show you "who is boss."

- **Guilt** – After abusing you, your partner feels guilt, but not over what he's done. He's more worried about the possibility of being caught and facing consequences for his abusive behavior.
- **Excuses** – Your abuser rationalizes what he or she has done. The person may come up with a string of excuses or blame you for the abusive behavior—anything to avoid taking responsibility.
- **"Normal" behavior** – The abuser does everything he can to regain control and keep the victim in the relationship. He may act as if nothing has happened, or he may turn on the charm. This peaceful honeymoon phase may give the victim hope that the abuser has really changed this time.
- **Fantasy and planning** – Your abuser begins to fantasize about abusing you again. He spends a lot of time thinking about what you've done wrong and how he'll make you pay. Then he makes a plan for turning the fantasy of abuse into reality.
- **Set-up** – Your abuser sets you up and puts his plan in motion, creating a situation where he can justify abusing you.

Your abuser's apologies and loving gestures in between the episodes of abuse can make it difficult to leave. He may make you believe that you are the only person who can help him, that things will be different this time, and that he truly loves you. However, the dangers of staying are very real.

### The Full Cycle of Domestic Violence: An Example

A man **abuses** his partner. After he hits her, he experiences self-directed **guilt**. He says, "I'm sorry for hurting you." What he does not say is, "Because I might get caught." He then **rationalizes** his behavior by

saying that his partner is having an affair with someone. He tells her "If you weren't such a worthless whore I wouldn't have to hit you." He then **acts contrite**, reassuring her that he will not hurt her again. He then **fantasizes** and reflects on past abuse and how he will hurt her again. He **plans** on telling her to go to the store to get some groceries. What he withholds from her is that she has a certain amount of time to do the shopping. When she is held up in traffic and is a few minutes late, he feels completely justified in assaulting her because "you're having an affair with the store clerk." He has just **set her up**.

Source: *Mid-Valley Women's Crisis Service*

## **Recognizing the warning signs of domestic violence and abuse**

It's impossible to know with certainty what goes on behind closed doors, but there are some telltale signs and symptoms of emotional abuse and domestic violence. If you witness any warning signs of abuse in a friend, family member, or co-worker, take them very seriously.

### **General warning signs of domestic abuse**

People who are being abused may:

- Seem afraid or anxious to please their partner
- Go along with everything their partner says and does
- Check in often with their partner to report where they are and what they're doing
- Receive frequent, harassing phone calls from their partner
- Talk about their partner's temper, jealousy, or possessiveness

### **Warning signs of physical violence**

People who are being physically abused may:

- Have frequent injuries, with the excuse of "accidents"
- Frequently miss work, school, or social occasions, without explanation
- Dress in clothing designed to hide bruises or scars (e.g. wearing long sleeves in the summer or sunglasses indoors)

### **Warning signs of isolation**

People who are being isolated by their abuser may:

- Be restricted from seeing family and friends
- Rarely go out in public without their partner
- Have limited access to money, credit cards, or the car

### **The psychological warning signs of abuse**

People who are being abused may:

- Have very low self-esteem, even if they used to be confident
- Show major personality changes (e.g. an outgoing person becomes withdrawn)
- Be depressed, anxious, or suicidal

### **Speak up if you suspect domestic violence or abuse**

If you suspect that someone you know is being abused, speak up! If you're hesitating—telling yourself that it's none of your business, you might be wrong, or the person might not want to talk about it—keep in mind that expressing your concern will let the person know that you care and may even save his or her life.

## **Do's and Don'ts**

### **Do:**

Ask if something is wrong  
Express concern  
Listen and validate  
Offer help  
Support his or her decisions

**Don't:**

- Wait for him or her to come to you
- Judge or blame
- Pressure him or her
- Give advice
- Place conditions on your support

Adapted from: *NYS Office for the Prevention of Domestic Violence*

Talk to the person in private and let him or her know that you're concerned. Point out the things you've noticed that make you worried. Tell the person that you're there, whenever he or she feels ready to talk. Reassure the person that you'll keep whatever is said between the two of you and let him or her know that you'll help in any way you can.

Remember, abusers are very good at controlling and manipulating their victims. People who have been emotionally abused or battered are depressed, drained, scared, ashamed, and confused. They need help to get out, yet they've often been isolated from their family and friends. By picking up on the warning signs and offering support, you can help them escape an abusive situation and begin healing.

**Next step...**

**Getting out of an abusive relationship.** Do you want to leave an abusive situation, but stay out of fear of what your partner might do? While leaving isn't easy, there are things you can do to protect yourself. You're not alone, and help is available. Read [Help for Abused & Battered Women](#).

**More help for domestic violence and abuse**

- [Help for Abused Men](#): Escaping Domestic Violence by Women or Domestic Partners
- [Child Abuse & Neglect](#): Recognizing, Preventing, and Reporting Child Abuse
- [Anger Management](#): Tips and Techniques for Getting Anger Under Control
- [Healing Emotional & Psychological Trauma](#): Symptoms, Treatment, and Recovery

**Resources & References**

**Warning signs of abusive relationships and emotional abuse**

[Red Flags for Abusive Relationships](#) – Checklist of warning signs and red flags that you're in an abusive relationship. (Virginia Sexual and Domestic Violence Action Alliance)

[Emotional Abuse](#) – In-depth discussion of emotional abuse, including types of emotional abuse and signs of abusive, authority-based relationships. (EQI.org)

**Domestic violence and physical abuse**

[Breaking the Silence Handbook](#) – Guide to domestic violence including spotting the signs and where to turn for help. (Nebraska Health and Human Services)

[The Problem](#) – Describes the problem of battering and signs of domestic violence. (National Coalition Against Domestic Violence)

**For men**

[Intimate Partner Abuse Against Men](#) (PDF) – Learn about domestic violence against men, including homosexual partner abuse, sexual abuse of boys and male teenagers, and abuse by wives or partners. (National Clearinghouse on Family Violence, Canada)

**For teens**

[Dating Violence](#) – Guide to teen dating violence, including early warning signs that your boyfriend or girlfriend may become abusive. (The Alabama Coalition Against Domestic Violence)

[Teens: Love Doesn't Have To Hurt](#) (PDF) – A teen-friendly guide to what abuse looks like in dating relationships and how to do something about it. (American Psychological Association)

### **For gay men and women**

[Domestic Violence in Gay, Lesbian, and Bisexual Relationships](#) – Learn about the unique problems victims of same-sex abuse face, and how to get help. (LAMBDA)

### **For immigrants**

[Information for Immigrants](#) – Domestic violence resources for immigrant women. Also available en *Español*. (Women's Law Initiative)

### **Domestic violence hotlines and help**

[National Domestic Violence Hotline](#) 1-800-799-SAFE (7233) or 1-800-787-3224 (TTY) – A crisis intervention and referral phone line for domestic violence. (Texas Council on Family Violence)

[State Coalition List](#) – Directory of state offices that can help you find local support, shelter, and free or low-cost legal services. Includes all U.S. states, as well as the District of Columbia, Puerto Rico, and the Virgin Islands. (National Coalition Against Domestic Violence)

[The Domestic Abuse Helpline for Men & Women](#) – Specializing in providing support to male victims of abuse. (DAHMV)

[International Directory of Domestic Violence Agencies](#) – Worldwide list of helplines and crisis centers. (HotPeachPages)

[Help for Victims, Family and Friends](#) – Where to find help if you or someone you know is being abused. (NYS Office for the Prevention of Domestic Violence)

## **DATING VIOLENCE**

### **What is Dating Violence?**

Dating violence is a pattern of abusive behaviors -- usually a series of abusive behaviors over a course of time -- used to exert power and control over a dating partner.

Every relationship is different, but the things that unhealthy and abusive relationships have in common are issues of power and control. Violent words and actions are tools an abusive partner uses to gain and maintain power and control over their partner.

Any young person can experience dating abuse or unhealthy relationship behaviors, regardless of gender, sexual orientation, socioeconomic standing, ethnicity, religion or culture. It does not discriminate and can happen to anyone in any relationship, whether it's one that is casual and short-term or serious and monogamous.

### **What Does Dating Violence Look Like?**

Teens and young adults experience the same types of abuse as adults, including:

- Physical Abuse: Any intentional use of physical force with the intent to cause fear or injury, like hitting, shoving, biting, strangling, kicking or using a weapon.
- Verbal or Emotional Abuse: Non-physical behaviors such as threats, insults, constant monitoring, humiliation, intimidation, isolation or stalking.
- Sexual Abuse: Any action that impacts a person's ability to control their sexual activity or the circumstances in which sexual activity occurs, including rape, coercion or restricting access to birth control.
- Digital Abuse: Use of technologies and/or social media networking to intimidate, harass or threaten a current or ex-dating partner such as demanding passwords, checking cell phones, cyberbullying, non-consensual sexting, excessive or threatening texts or stalking on social media.

## Love is Not Abuse iPhone App

Launched in August 2011, the free Love is Not Abuse iPhone app is an educational resource for parents that demonstrates the dangers of digital dating abuse and provides much needed information on the growing problem of teen dating violence and abuse.

Over the course of the experience, you receive text messages, emails and phone calls in real-time mimicking the controlling, abusive behaviors teens might face in their relationships. The app also provides information on warning signs of abuse, concrete steps parents can take if they are concerned their child may be a victim and tips for how to talk to your child about the issue.

### RESOURCES:

The National Network to End Domestic Violence, Joyful Heart Foundation, Verizon Foundation, Wired Safety, MTV, Futures Without Violence, Seventeen Magazine, Mom Central and the American School Counselors Association.

## Need Help?

If you or a loved one is in an abusive relationship, please get help. Visit [loveisrespect.org](http://loveisrespect.org) for more information, chat with a peer advocate online, call 866.331.9474 or text "loveis" to 22522.

### STALKING

#### What is Stalking?

You are being stalked when a person repeatedly watches, follows or harasses you, making you feel afraid or unsafe. A stalker can be someone you know, a past boyfriend or girlfriend or a stranger. While the actual legal definition varies from one state to another, here are some examples of what stalkers may do:

- Show up at your home or place of work unannounced or uninvited.
- Send you unwanted text messages, letters, emails and voicemails.
- Leave unwanted items, gifts or flowers.
- Constantly call you and hang up.
- Use social networking sites and technology to track you.
- Spread rumors about you via the internet or word of mouth.
- Make unwanted phone calls to you.
- Call your employer or professor.
- Wait at places you hang out.
- Use other people as resources to investigate your life. For example, looking at your facebook page through someone else's page or befriending your friends in order to get more information about you.
- Damage your home, car or other property.

#### What if I'm Being Stalked?

If you're being stalked, you may be feeling stressed, vulnerable or anxious. You may also have trouble sleeping or concentrating at work or school. Remember, you are not alone. Every year in the United States, 3.4 million people are stalked and youth between the ages of 18-24 experience the highest rates. Most people assume that stalkers are strangers, but actually three in four victims are harassed by someone they know.

If you are in immediate danger, call 911 and report everything that's happened to the police. Get additional support by obtaining a protection order that makes it illegal for the stalker to come near. Know that the person harassing you may also get arrested and convicted in the criminal justice system.

Remember to save important evidence such as:

- Text messages
- Voicemails
- Videos
- Letters, photos and cards
- Unwanted items or gifts
- Social media friend requests
- Emails

You should also write down the times, places and dates all incidents occurred. Include the names and contact information of people who witnessed what happened.

Stalking is traumatic. You may experience nightmares, lose sleep, get depressed or feel like you're no longer in control of your life. These reactions are normal. It can help to tell your friends and family about the stalking and develop a safety plan. You can also chat with a peer advocate for support.

### **SEXUAL HARASSMENT**

All LaBarberia Institute of Hair staff is responsible for assuring that the institution is free of sexual harassment. Conduct of a sexual nature constitutes sexual harassment when:

- Submission to such conduct is made either explicitly or in explicitly a term/condition of an individual's employment or academic standing
- Submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting the individual
- Such conduct has the purpose/effect of unreasonably interfering with an individual's academic work or creating an intimidating/offensive working/educational environment. Incidences of sexual harassment should be reported to the Director or Administration personnel. Allegations of sexual harassment will require a statement and will be investigated fully.

Individuals engaging in such prohibited activity shall be subject to disciplinary action up to and including termination from this institution as determined by the administration. This policy applies to acts of sexual harassment by any member of one sex against a member of the opposite or the same at all levels of the institute (supervisor-subordinate, faculty-student, employee-peer, student-student)

### **SEXUAL MISCONDUCT**

The institute defines sexual misconduct as actual or attempted sexual assault, rape, inappropriate sexual acts, non-consensual sexual behavior and sexual harassment. Sexual misconduct also includes nonconsensual intercourse, sexual touching, exhibitionism, or sexual language of a threatening nature, committed by physical force, coercion or threat, actual or implied by a person(s) known or unknown to the victim. Non-consensual activity shall include, but not be limited to, situations where the victim is unable to consent because she/he is mentally incapacitated, fearful of harm or physically helpless due to drug or alcohol consumption or is unconscious. Any sexual activity, even if consensual, may not occur in common areas of the institute or public places on institute grounds.

LaBarberia Institute of Hair will notify the local authorities of sexual misconduct when the victim chooses to involve the local authorities. Victims of rape or sexual assault are strongly encouraged to seek medical and emotional assistance. The Cleveland Rape Crisis Hotline is available hours a day @ 216- 619-6192. The Cuyahoga County Sexual Assault Response Team (SART) is a consortium of professionals who provide direct service (i.e. medical care, counseling, advocacy and justice system assistance) to individuals who have been sexually assaulted and represent organization that provide related services to special populations.

### **SEXUAL ASSAULT TRAINING**

The Cleveland Rape Crisis Center  
The Leader Building  
526 Superior Avenue #1400

## **SEXUAL ASSAULT INVESTIGATION AND PREVENTION**

Sexual assaults continue to be an under-reported crime with many sexual assaults never reported to the police. LaBarberia Institute of Hair's staff urges anyone who is the victim of such an assault to report the incident to the police. The police will vigorously investigate all reported sexual assault cases and will work closely with the victims, other law enforcement agencies, and the courts.

If you are a victim of sexual assault:

- Whether or not you choose to report the sexual assault to the police, you should seek medical attention immediately, even if you do not feel you have been seriously injured.
- A medical exam is important to check for sexually transmitted diseases or other infection/injuries and for pregnancy.
- Medical evidence needs to be collected within 72 hours of an assault-in case you decide now or later to pursue a police complaint.
- To preserve evidence, you should not wash, bathe, douche, brush your teeth or use mouthwash, comb your hair, change clothes, or take other action to clean up before going to the hospital.
- If you may have been given drugs to facilitate an assault ("date rape drug"), it is best to wait to urinate until you reach the hospital and a urine sample can be collected.
- If you are a victim sexual assault, the police will not reveal your name to others except as provided by law. Even court records are afforded some degree of protection. Similarly, if you chose to report your victimization to a faculty or staff member, they will reveal your identity to the police or others without your permission. The police and staff may share some demographic data for the purposes of the crime statistics, but this does not include a sexual assault victim's identity.

## **VICTIM SERVICES**

The following victim services are available to assist a victim in dealing with a sexual assault;

- **Cleveland Rape Crisis Center** | 24 Hour Hotline: (216) 619-6192
- Sexual Adult Response Team
- For more information, contact Teresa Matthews, Cuyahoga County SART Administrator at (216) 698-3237 or via email [CC\\_SART@yahoo.com](mailto:CC_SART@yahoo.com).

## **RESOURCES**

- One in Four USA. Sexual Assault Statistics. <http://www.oneinfourusa.org/statistics.php>
- National Center for Victims of Crime, U.S. Department of Justice, Office for Victims of Crime (OVC). *National Crime Victims' Rights Week Resource Guide*. 2009.
- U.S. Department of Justice. Center for Problem-Oriented Policing. *Acquaintance Rape of College Students*. <http://www.cops.usdoj.gov/pdf/e03021472.pdf>
- U.S. Department of Justice. *2005 National Crime Victimization Study*. 2005.
- Crisis Connection. National College Health Risk Behavior Survey. Fisher, Cullen & Turner, 2000. Warshaw, 1998.
  - [http://www.crisisconnectioninc.org/sexualassault/college\\_campuses\\_and\\_rape.htm](http://www.crisisconnectioninc.org/sexualassault/college_campuses_and_rape.htm)

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, went into effect October 28, 2002. The law requires institutions of higher education to issue a statement advising the campus community where the law enforcement agency information provided by a State concerning registered sexual offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required by State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student.

Sexual Offenders are required to notify the Sheriff of the County in which they will reside per the [Ohio Revised Code, Section 2950.04](#). To view a complete listing of sexual offenders in Cuyahoga County visit the [Cuyahoga County Sheriff's Department](#) website @ <http://sheriff.cuyahogacounty.us/en-US/Sexual-Offender-Unit.aspx>

LaBarberia Institute of Hair is registered for Criminal Watch Alert e-mails within a 1-mile radius of the institute.

### **Definition of Sexual Consent**

Section 273.1 provides a definition of consent for the purposes of the sexual assault offences and for greater certainty, sets out specific situations that do not constitute consent at law.

Subsection 273.1(1) defines consent as the voluntary agreement of the complainant to engage in the sexual activity in question. Conduct short of a voluntary agreement to engage in sexual activity does not constitute consent as a matter of law.

For greater certainty, subsection 273.1(2) sets out specific situations where there is no consent in law; no consent is obtained:

- where the agreement is expressed by the words or conduct of a person other than the complainant
- where the complainant is incapable of consenting to the activity
- where the accused induces the complainant to engage in the activity by abusing a position of trust, power or authority
- where the complainant expresses, by words or conduct, a lack of agreement to engage in the activity, or
- where the complainant, having consented to engage in sexual activity, expresses, by words or conduct, a lack of agreement to continue to engage in the activity.

### **Restricting the Defense of Honest Belief in Consent**

Section 273.2 limits the scope of the defense of honest belief in consent to sexual activity by providing that the defense is not available where the accused's belief arose from the accused's self-induced intoxication, or where the accused's belief arose from the accused's recklessness or willful blindness or where the accused failed to take reasonable steps to ascertain whether the complainant was consenting.

Sections 276 to 276.5 of the *Criminal Code* govern the admission of evidence regarding a sexual assault complainant's other sexual activity. The *Code* makes it clear that evidence that a complainant has engaged in sexual activity is not admissible to suggest that the victim was more likely to have consented to the sexual activity which is the subject matter of the charge or that he/she is less worthy of belief. The provisions restrict the admissibility of evidence to specific instances of sexual activity, relevant to an issue at trial and to evidence which has "significant probative value which is not substantially outweighed by the danger of prejudice to the administration of justice". The judge is required to consider a range of factors set out in the *Code* in making this determination. The *Code* also sets out the procedure to be followed and includes provisions to safeguard the victim's privacy including provisions for an *in camera*(closed) hearing, non-compellability of the victim and a publication ban on the proceedings. These provisions are sometimes referred to as the "rape shield" laws.



## Protecting the Personal Records of Sexual Offence Victims

Sections 278.1-278.9 of the *Code* govern the production of personal records about victims and witnesses in sexual offence proceedings. The provisions place the onus on the accused to establish that the records sought are likely relevant to an issue at trial and require the trial judge to carefully scrutinize applications and determine production in accordance with a two-part process involving a consideration of both the accused's rights to full answer and defense and the victim's rights to privacy and equality. The procedure to be followed is also set out in the *Code* and includes safeguards for the victim's privacy including an *in camera* (closed) hearing, non-compellability of the victim at the hearing, a publication ban on the proceedings and the contents of the application, editing of the records (where ordered to be produced) to delete irrelevant personal information and the imposition of other appropriate conditions on production.

## Other Code Provisions of Interest to and Benefit for Victims of Crime

- **Section 161** - permits the court to make an order prohibiting an offender convicted of a sexual offence involving a young person (under 14) from attending at or near certain public places where children may be present or seeking, obtaining or continuing employment that involves being in a position of trust or authority towards a young person.
- **Section 810.1** - allows a person to seek a peace bond, lasting up to 12 months, if he or she fears that another person will commit a sexual offence against a child. A hearing may be held and the judge will determine whether a peace bond (referred to as a recognizance) should be entered into. If the defendant fails or refuses to enter into the recognizance, the judge may sentence the defendant to jail for up to 12 months.
- **Section 264** - provides for the offence of criminal harassment (stalking). It is an offence to engage in harassing conduct, including repeatedly following a person, watching a dwelling house or place where the other person lives or carries on business or happens to be or engaging in threatening conduct knowing that this causes the person to reasonably fear for their safety or the safety of anyone know to them.
- **Section 718** - sets out the purpose of sentencing. It provides,

The fundamental purpose of sentencing is to contribute, along with crime prevention initiatives, to respect for the law and the maintenance of a just, peaceful and safe society by imposing just sanctions that have one or more of the following objectives: ...

- (e) to provide reparations for harm done to victims or to the community; and
- (f) to promote a sense of responsibility in offenders, and acknowledgment of the harm done to victims and to the community.

It is the policy of LaBarberia Institute of Hair to offer programming to prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults) and stalking each year. Educational programs are offered to raise awareness for all students and employees, and are often conducted during new student and new employee orientation. These programs and others offered throughout the year include strong messages regarding not just awareness, but also primary prevention (including normative messaging, environmental management and bystander intervention), and discuss institutional policies on sexual misconduct as well as the definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies and/or creating distractions.

## **Campus Procedures for Addressing Sexual Misconduct, Dating Violence, Domestic Violence, Stalking, Sexual Harassment and other acts of sex and gender discrimination.**

For offenses including sexual misconduct or other gender-based violence, which typically include the crimes of domestic violence, dating violence, sexual harassment, sexual misconduct and stalking, sanctions range from warnings through expulsion. Serious and violent incidents and acts of non-consensual sexual intercourse (the policy equivalent to the crime of rape) usually result in suspension, expulsion or termination of employment.

Procedurally, when LaBarberia Institute of Hair receives a report of sexual misconduct, gender-based violence, or other sex or gender discrimination the campus Title IX Coordinator is notified. If the victim wishes to access local community agencies and/or law enforcement for support, LaBarberia Institute of Hair will assist the victim in making these contacts. The Title IX Coordinator will offer assistance to victims in the form of interim or long-term measures such as opportunities for academic accommodations, changes in working situations and other assistance as may be appropriate and available on campus or in the community (such as no contact orders, Protection from Abuse (PFA) Orders, campus escorts, transportation assistance, targeted interventions, etc). If the victim so desires, they will be connected with a counselor off-campus, as well as an off-campus victim's advocate. No victim is required to take advantage of these services and resources, but LaBarberia Institute of Hair provides them in the hopes of offering help and support without condition or qualification. A summary of rights, options, supports and procedures, in the form of this document, is provided to all victims, whether they are a student, employee, guest or visitor.

When appropriate upon receipt of notice, the Title IX Coordinator will cause a prompt, fair and impartial process to be initiated, commencing with an investigation which may lead to the imposition of sanctions, based upon a preponderance of evidence (what is more likely than not), upon a responding student or another accused individual.

The Coordinator is ultimately responsible to assure in all cases that the behavior is brought to an end, LaBarberia Institute of Hair acts to reasonably prevent its recurrence and the effects on the victim and the community are remedied. The Coordinator is also responsible to assure that training is conducted annually for all advocates, investigators, hearing officers, panelists and appeals officers that encompasses a hearing process that protects the safety of victims and promotes accountability. Training will focus on sexual misconduct, domestic violence, dating violence, sexual assault, stalking, sexual harassment, retaliation and other behaviors that can be forms of sex or gender discrimination covered by The Clery Act. Training will help those decision-makers in the process to protect the safety of victims and to promote accountability for those who commit offenses.

The investigation and records of the resolution conducted by LaBarberia Institute of Hair are maintained confidentially. Information is shared internally between administrators who need to know, but a tight circle is kept. Where information must be shared to permit the investigation to move forward, the person bringing the accusation will be informed. Privacy of the records specific to the investigation are maintained in accordance with the federal FERPA statute. Any public release of information to comply with the open crime logs or timely warning provisions of the Clery Act will not release the names of victims or information that could easily lead to a victim's identification. Additionally, LaBarberia Institute of Hair maintains privacy in relation to any accommodations or protective measures afforded to a victim, except to the extent necessary to provide the accommodations and/or protective measures.

In any complaint of sexual misconduct, sexual assault, stalking, dating violence, domestic violence or other sex or gender-based discrimination covered under the federal law, Title IX, the person bringing the accusation and the responding party are entitled to the same opportunities for a support person or advisor

of their choice throughout the process, including any meeting, conference, hearing or other procedural action. Once complete, the parties will be informed, in writing, of the outcome, including the finding, the sanctions (if any) and the rationale therefor. Delivery of this outcome to the parties will occur without undue delay between notifications. All parties will be informed of appeal processes, and their rights to exercise a request for appeal. Should any change in outcome occur prior to finalization, all parties will be timely informed in writing, and will be notified when the results of the resolution process become final.

### **CRIME ALERTS AND TIMELY WARNINGS**

In the event that a situation arises, either on school property or off school property, that, in the judgment of the Director or Administrator, constitutes an ongoing or continuing threat, a school-wide "timely warning" will be issued. Depending on the situation, the means employed to convey the information may include: text alerts, e-mails to students and staff, written notices posted on the bulletin board in the school library or notices posted on the entrance doors to the school.

Anyone with information warranting a timely warning or school alert should report the circumstances to the Administration Office or a staff member or by calling 440-565-7525.

LaBarberia Institute of Hair encourages anyone who is a victim or witness of a crime to promptly report the incident to the Administration Office or the Cleveland Police Department. All crimes occurring on school property should be reported immediately to the Administration Office. If you need to report a crime, please provide the following information:

- Your name
- Location of the incident you are reporting
- A description of the scene and suspects
- A description of any vehicles involved in the incident, especially a license plate number

If you witness an event which you consider "life threatening" you should call 9-1-1. If you call 9-1-1, we would ask that you contact the Administration Office immediately afterward in the event there is a delay with the emergency response to the campus.

Incidents where the Administration Office should be contacted immediately at 440-565-7525

- Any crime whether actual or suspected
- Any suspicious or unknown packages left anywhere on school property
- Any suspicious person observed on or near school property
- Any injury whether accidental or intentional
- Any request for EMS
- Any slip and fall on school property and
- Any hazard to the safety and welfare of students, i.e. Fire, electrical, slippery conditions

Incidents where the Administration Office should be contacted but may not require and immediate

- Lost and Found items

If you have any questions or concerns regarding anything that occurs on school property, please feel free to call the Administration Office at any time.

### **EMERGENCY RESPONSE AND EVACUATION PROCEDURES**

In the event of an emergency, all staff and students are to proceed to the closest exit and meet at the fence in Trattoria's parking lot. Emergency Evacuation Plans are posted throughout the school. Once the building has been evacuated we will take attendance to ensure the safety of students and staff.

### **EMERGENCY ALERT SYSTEM**

LaBarberia Institute of Hair has an emergency notification system to protect the safety of students, staff in the event of a disaster or emergency. Students and staff email addresses, cell phone carriers and contact phone numbers are entered into our system at time of enrollment, and receive notification via email, text message, and phone. Students are responsible for updating the administration office of any changes

**ANONYMOUS REPORTING**

LaBarberia Institute of Hair recognizes the importance of allowing individuals reporting an incident to remain anonymous, however, the school at this time DOES NOT utilize and anonymous reporting tip line. All calls will remain confidential unless the individual states that they wish to be contacted.

All policies are established for all students, who are enrolled at LaBarberia Institute of Hair, students are bound by the policies of the institute which are included but not limited to the ones listed as follows. All institute policies and procedures are subject to change at the discretion of the institute.

**A SMOKE FREE ENVIRONMENT- Chapter 3794: SMOKING BAN**

No proprietor of a public place or place of employment, except as permitted in section 3794.03 of this chapter, shall permit smoking in the public place or place of employment or in the areas directly or indirectly under the control of the proprietor immediately adjacent to locations of ingress or egress to the public place or place of employment. LaBarberia Institute of Hair shall not permit smoking in any enclosed company facility. This includes common work areas, classrooms, student break room, restrooms, office. This policy applies to all faculty members, students, clients and visitors. LaBarberia Institute of Hair shall only permit smoking at a reasonable distance outside any enclosed area to insure secondhand smoke does not enter the area through entrances, windows, ventilation systems, or any other means. Smoking allowed in the back of the building only.

**THE FOLLOWING CHART SHOWS THE CRIME STATISTICS FOR LABARBERIA INSTITUTE OF HAIR**

<b>CRIME REPORTING STATISTICS FOR JANUARY 1, 2017 THROUGH DECEMBER 31, 2017</b>						
<b>JANUARY 1, 2018 THROUGH DECEMBER 31, 2018</b>						
<b>JANUARY 1, 2019 THROUGH DECEMBER 31, 2019</b>						
<b>JANUARY 1, 2020 THROUGH DECEMBER 31, 2020</b>						
<b>JANUARY 1, 2021 THROUGH DECEMBER 31, 2021</b>						
	2017	2018	2019	2020	2021	
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	
NEGLIENT MANSLAUGHTER	0	0	0	0	0	
SEX OFFENSES, FORCIBLE	0	0	0	0	0	
SEX OFFENSES, NON-FORCIBLE	0	0	0	0	0	
INCEST	0	0	0	0	0	
STATUTORY RAPE	0	0	0	0	0	
ROBBERY	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	
BURGLARY	0	0	0	0	0	
MOTOR VECHICLE THEFT	0	0	0	0	0	
ARSON	0	0	0	0	0	
<b>CRIMINAL OFFENSES - ON CAMPUS (in or on non-campus buildings or property)</b>						
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	
NEGLIENT MANSLAUGHTER	0	0	0	0	0	
SEX OFFENSES,	0	0	0	0	0	

FORCIBLE							
SEX OFFENSES, NON-FORCIBLE	0	0	0	0	0		
INCEST	0	0	0	0	0		
STATUTORY RAPE	0	0	0	0	0		
ROBBERY	0	0	0	0	0		
AGGRAVATED ASSAULT	0	0	0	0	0		
BURGLARY	0	0	0	0	0		
MOTOR VECHICLE THEFT	0	0	0	0	0		
ARSON	0	0	0	0	0		

**CRIMINAL OFFENSES-PUBLIC PROPERTY**

MURDER/NONNEGLIENT MANSLAUGHTER	0	0	0	0	0		
NEGLIENT MANSLAUGHTER	0	0	0	0	0		
SEX OFFENSES, FORCIBLE	0	0	0	0	0		
SEX OFFENSES, NON-FORCIBLE	0	0	0	0	0		
INCEST	0	0	0	0	0		
STATUTORY RAPE	0	0	0	0	0		
ROBBERY	0	0	0	0	0		
AGGRAVATED ASSAULT	0	0	0	0	0		
BURGLARY	0	0	0	0	0		
MOTOR VECHICLE THEFT	0	0	0	0	0		
ARSON	0	0	0	0	0		

**HATE CRIMES ON CAMPUS -CRIMINAL OFFENSE  
CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021**

	Race	RELGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN		
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0		
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0		
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0		
SEX OFFENSES, NON-FORCIBLE	0	0	0	0	0	0		
INCEST	0	0	0	0	0	0		
STATUTORY RAPE	0	0	0	0	0	0		
ROBBERY	0	0	0	0	0	0		
AGGRAVATED ASSAULT	0	0	0	0	0	0		
BURGLARY	0	0	0	0	0	0		
MOTOR VECHICLE THEFT	0	0	0	0	0	0		
ARSON	0	0	0	0	0	0		
SIMPLE ASSAULT	0	0	0	0	0	0		

LARCENY-THEFT	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	
DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0	

**HATE CRIMES NON- CAMPUS -CRIMINAL OFFENSE  
CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021**

	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN	
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0	
SEX OFFENSES, NON- FORCIBLE	0	0	0	0	0	0	
INCEST	0	0	0	0	0	0	
STATUTORY RAPE	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	
MOTOR VECHICLE THEFT	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	
LARCENY-THEFT	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	
DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0	

**HATE CRIMES-PUBLIC PROPERTY  
CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021**

	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN	
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0	
SEX OFFENSES, NON- FORCIBLE	0	0	0	0	0	0	
INCEST	0	0	0	0	0	0	
STATUTORY RAPE	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	
MOTOR VECHICLE THEFT	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	
LARCENY-THEFT	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	

DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0	

**HATE CRIMES ON CAMPUS -CRIMINAL OFFENSE  
CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021**

	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN	
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0	
SEX OFFENSES, NON- FORCIBLE	0	0	0	0	0	0	
INCEST	0	0	0	0	0	0	
STATUTORY RAPE	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	
MOTOR VECHICLE THEFT	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	
LARCENY-THEFT	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	
DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0	

**HATE CRIMES NON- CAMPUS -CRIMINAL OFFENSE  
CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021**

	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN	
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0	
SEX OFFENSES, NON- FORCIBLE	0	0	0	0	0	0	
INCEST	0	0	0	0	0	0	
STATUTORY RAPE	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	
MOTOR VECHICLE THEFT	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	
LARCENY-THEFT	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	

DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0	
<b>HATE CRIMES-PUBLIC PROPERTY CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021</b>							
	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN	
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0	
SEX OFFENSES, NON- FORCIBLE	0	0	0	0	0	0	
INCEST	0	0	0	0	0	0	
STATUTORY RAPE	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	
MOTOR VECHICLE THEFT	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	
LARCENY-THEFT	0	0	0	0	0	0	
INTIMIDATION	0	0	0	0	0	0	
DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0	
<b>HATE CRIMES ON CAMPUS -CRIMINAL OFFENSE CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021</b>							
	Race	RELGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN	
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0	
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0	
SEX OFFENSES, NON- FORCIBLE	0	0	0	0	0	0	
INCEST	0	0	0	0	0	0	
STATUTORY RAPE	0	0	0	0	0	0	
ROBBERY	0	0	0	0	0	0	
AGGRAVATED ASSAULT	0	0	0	0	0	0	
BURGLARY	0	0	0	0	0	0	
MOTOR VECHICLE THEFT	0	0	0	0	0	0	
ARSON	0	0	0	0	0	0	
SIMPLE ASSAULT	0	0	0	0	0	0	
LARCENY-THEFT	0	0	0	0	0	0	



INTIMIDATION	0	0	0	0	0	0		
DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0		
<b>HATE CRIMES NON- CAMPUS -CRIMINAL OFFENSE CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021</b>								
	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN		
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0		
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0		
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0		
SEX OFFENSES, NON- FORCIBLE	0	0	0	0	0	0		
INCEST	0	0	0	0	0	0		
STATUTORY RAPE	0	0	0	0	0	0		
ROBBERY	0	0	0	0	0	0		
AGGRAVATED ASSAULT	0	0	0	0	0	0		
BURGLARY	0	0	0	0	0	0		
MOTOR VECHICLE THEFT	0	0	0	0	0	0		
ARSON	0	0	0	0	0	0		
SIMPLE ASSAULT	0	0	0	0	0	0		
LARCENY-THEFT	0	0	0	0	0	0		
INTIMIDATION	0	0	0	0	0	0		
DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0		
<b>HATE CRIMES-PUBLIC PROPERTY CATEGORY OF BIAS FOR CRIMES REPORTED IN 2021</b>								
	RACE	RELIGION	SEXUAL ORIENTATION	GENDER	DISABILITY	ETHNICITY/ NATIONAL ORIGIN		
MURDER/NON NEGLIENT MANSLAUGHTER	0	0	0	0	0	0		
NEGLIENT MANSLAUGHTER	0	0	0	0	0	0		
SEX OFFENSES, FORCIBLE	0	0	0	0	0	0		
SEX OFFENSES, NON- FORCIBLE	0	0	0	0	0	0		
INCEST	0	0	0	0	0	0		
STATUTORY RAPE	0	0	0	0	0	0		
ROBBERY	0	0	0	0	0	0		
AGGRAVATED ASSAULT	0	0	0	0	0	0		
BURGLARY	0	0	0	0	0	0		
MOTOR VECHICLE THEFT	0	0	0	0	0	0		
ARSON	0	0	0	0	0	0		
SIMPLE ASSAULT	0	0	0	0	0	0		
LARCENY-THEFT	0	0	0	0	0	0		
INTIMIDATION	0	0	0	0	0	0		

DESTRUCTION/DAMAGE VANDELISM OF PROPERTY	0	0	0	0	0	0	
<b>ARRESTS - ON CAMPUS CRIME</b>							
<b>CRIME</b>	2017	2018	2019	2020	2021		
WEAPONS: CARRYING, POSSESSING, ETC.	0	0	0	0	0		
DRUG ABUSE VIOLATIONS	0	0	0	0	0		
LIQUOR LAW VIOLATIONS	0	0	0	0	0		
<b>ARRESTS - NON- CAMPUS</b>							
<b>CRIME</b>	2017	2018	2019	2020	2021		
WEAPONS: CARRYING, POSSESSING, ETC.	0	0	0	0	0		
DRUG ABUSE VIOLATIONS	0	0	0	0	0		
LIQUOR LAW VIOLATIONS	0	0	0	0	0		
<b>ARRESTS - PUBLIC PROPERTY</b>							
<b>CRIME</b>	2017	2018	2019	2020	2021		
WEAPONS: CARRYING, POSSESSING, ETC.	0	0	0	0	0		
DRUG ABUSE VIOLATIONS	0	0	0	0	0		
LIQUOR LAW VIOLATIONS	0	0	0	0	0		
<b>ARRESTS - REPORTED BY LOCAL POLICE</b>							
<b>CRIME</b>	2017	2018	2019	2020	2021		
WEAPONS: CARRYING, POSSESSING, ETC.	0	0	0	0	0		
DRUG ABUSE VIOLATIONS	0	0	0	0	0		
LIQUOR LAW VIOLATIONS	0	0	0	0	0		
<b>DISCIPLINARY ACTIONS- ON CAMPUS (Number of persons referred for Disciplinary Action)</b>							
	2017	2018	2019	2020	2021		
WEAPONS: CARRYING, POSSESSING, ETC.	0	0	0	0	0		

DRUG ABUSE VIOLATIONS	0	0	0	0	0	
LIQUOR LAW VIOLATIONS	0	0	0	0	0	

**DISCIPLINARY ACTIONS- NON- CAMPUS (Number of persons referred for Disciplinary Action)**

	2017	2018	2019	2020	2021	
WEAPONS: CARRYING, POSSESSING, ETC.	0	0	0	0	0	
DRUG ABUSE VIOLATIONS	0	0	0	0	0	
LIQUOR LAW VIOLATIONS	0	0	0	0	0	

**DISCIPLINARY ACTIONS- PUBLIC PROPERTY (Number of persons referred for Disciplinary Action)**

WEAPONS: CARRYING, POSSESSING, ETC.	0	0	0	0	0	
DRUG ABUSE VIOLATIONS	0	0	0	0	0	
LIQUOR LAW VIOLATIONS	0	0	0	0	0	

**VAWA Offenses-On Campus**

	2017	2018	2019	2020	2021	
Domestic Violence	0	0	0	0	0	
Dating Violence	0	0	0	0	0	
Stalking	0	0	0	0	0	

**VAWA Offenses-Public Property**

	2017	2018	2019	2020	2021	
Domestic Violence	0	0	0	0	0	
Dating Violence	0	0	0	0	0	
Stalking	0	0	0	0	0	

**Unfounded Crimes**

	2017	2018	2019	2020	2021	
Total unfounded crimes	0	0	0	0	0	

