



STUDENT CATALOG

1120 VISTA DE ORO DR.
EL PASO, TX 79935

CORPORATE OFFICE
(915) 533-8274

CAMPUS
(915) 778-1741

CATALOG MANDATORY FOR USE WHILE IN SCHOOL

TABLE OF CONTENTS

Mission Statement.....	4
History.....	4
Facilities.....	4
Accreditation and Licensing Information.....	5
Non-Discrimination Statement.....	5
Individuals with Intellectual Disabilities.....	5
American with Disabilities Act	5
Application for and Report of a Reasonable Accommodation.....	7
Physical Demands of All Courses	8
Safety Requirements.....	8
Admissions Policy.....	9
-Admission Requirements.....	9
-Vaccination Policy	9
-Reentry, Transfer Hours and Process	10
-GED Information	11
-Ability to Benefit	11
-Books and Kit Information	11
TSCI Parking Rules and Regulations.....	11
Parking Map.....	12
Uniform Policy.....	12
Rules and Regulations.....	12
Non-Disparagement Policy.....	15
Anti-Harassment and Discrimination Policy.....	15
Anti-Bullying Policy.....	20
Altercations Between Students and/or with Staff.....	21
Grievance/Complaint Procedure.....	22
Grievance/Complaint Form.....	23
Tuition and Fees.....	24
Payment Methods.....	24
Approvals for Training.....	24
Absentee, Tardy, and Attendance Policy.....	25
Class Schedule and Institute Calendar.....	26
School Closure	27
Accelerating Hours.....	27
Satisfactory Academic Progress Policy.....	28
-Leave of Absence Policy.....	29
-Making satisfactory Academic Process	30
- Failure to Meet Minimum Standards	30
-Re-entry and Transfer student	30
-Appeals Procedure.....	31
-Maximum Time Frame.....	31
-Grading Procedures.....	32
-Curriculum	32
Model Policy.....	32

Model and Student Pricing.....	33
TSCI Gift Cards.....	33
Practical Work.....	33
Cancellation and Settlement Procedures.....	34
TSCI Reasons for Termination of a Student.....	34
Student Withdrawal Procedure and Refund Policies.....	35
-Financial Aid Refunds	35
-TSCI Institutional Refund Policy	38
Important Notice to Student	40
Graduation Requirements.....	40
Diplomas Awarded.....	40
Licensure Exam Information.....	40
Licensing Requirements for Texas.....	41
Licensing Requirements for Texas Examinations	42
Career Services.....	43
Availability of Support Services.....	43
Resource Center/ Reference Materials.....	44
TSCI Emergency and Evacuation Procedures	44
Fire Alarm Policy.....	44
Record keeping.....	45
Privacy of Student Information (FERPA).....	45
Corporate Organizational Chart.....	48
Campus Organizational Day Chart.....	49
Campus Organizational Night Chart.....	50
Primary Objectives of TSCI.....	51
TSCI Course Outline-Operator.....	52
TSCI Course Outline-Esthetics	55
TSCI Course Outline-Manicurist.....	58
TSCI Course Outline-Student Instructor 750 Hours.....	61
Copyrighted Materials Policy and Sanctions Procedure.....	64
Appendix "A" Directory of Support Groups in El Paso.....	66
Appendix "B" TSCI Graduate Statistics.....	68
Rate Disclosures.....	68
First Aid Emergency Plan.....	69
Campus Crime Statistics and Security Certification Policies.....	69
Drug Free Campus Policy Certification.....	69
Acknowledgement of Credit to Account.....	70
Attendance at Other Schools.....	70
Signature and Document Certification.....	71

TSCI reserves the right to change or modify this catalog at anytime.

MISSION STATEMENT

Tri-State Cosmetology Institute's mission is to provide quality education in cosmetology and related fields, which will enable students to train for their careers and successfully join the industry.

HISTORY

Tri-State Cosmetology Institute, furthermore known in the catalog as "TSCI," opened in 1931 in El Paso, Texas, and has been a major force in our industry since that time. TSCI was under the ownership of Carolyn Parker from 1966 until 2005, when Amy E. Parker-Morris became a co-owner. Amy E. Parker-Morris became sole owner in 2010.

FACILITIES

Campus

1120 Vista de Oro Dr.
El Paso, TX 79935
(915) 778-1741

Corporate Office/Headquarters

1120 Vista de Oro Dr.
El Paso, TX 79935
(915)533-8274 (p) (915)533-8280 (f)

The new 12,800 square foot building is easily accessible from I-10 between Lomaland and Yarbrough on the north side of the freeway. Salon equipment is supplied on the clinic floor featuring plenty of natural light and an upscale salon feel. Our modern facility houses our classrooms and clinic floors for the Operator, Manicurist, Esthetics and Student Instructor programs. Attached to our new campus you can now reach our Corporate Office through a convenient side entrance. The Corporate Office includes Admissions, Accounting, Financial Aid, Career Services, Marketing, Default, Vice President's office, and President's office.



ACCREDITATION AND LICENSING INFORMATION

TSCI is accredited by the National Accrediting Commission of Career Arts and Sciences, whose address is 3015 Colvin Street, Alexandria, VA 22314, and whose telephone number is (703) 600-7600. The school is licensed by the Texas Department of Licensing and Regulation, P.O. Box 12157, Austin, Texas 78711 whose telephone number is (512) 463-6599.

NON-DISCRIMINATION STATEMENT

TSCI embraces the diversity of urban experiences and seeks to attract talented faculty, staff, and students from a variety of backgrounds. TSCI does not discriminate on the basis of any factors including race, sex, gender identity, religion, color, ethnic origin, age, or disability in the administration of academic procedures/policies, programs or activities or admission. Complaints regarding this policy should be forwarded to: Amy Parker-Morris, President, Tri-State Cosmetology Institute, 1120 Vista de Oro Dr., El Paso, Texas 79935.

INDIVIDUALS WITH INTELLECTUAL DISABILITIES

Individuals with intellectual disabilities have the right to equal opportunity. In support of this endeavor, TSCI requires documentation prepared by an appropriate qualified professional. The documentation must include a diagnosis of current disability, date of diagnosis, credentials of the professional and how the disability affects life activity and academic performance. The student should make the documentation available to TSCI before the day of enrollment. With this documentation, TSCI can provide longer exam time and/or allow a reader for testing.

AMERICAN WITH DISABILITIES ACT, ADA, REASONABLE ACCOMMODATION

Reasonable Accommodation

Tri-State Cosmetology Institute, TSCI, is committed to assuring equal employment opportunity and equal access to service and programs for persons with disabilities. Under the ADA, disability means- A.) a physical or mental impairment that substantially limits one or more major life activities, B.) a record of substantially limiting impairment, or C.) being regarded as having a substantially limiting impairment. It is the policy of TSCI to provide reasonable accommodation to a qualified applicant or student with a disability unless to do so would cause undue hardship. Undue hardship means significant difficulty or expense and focuses on the resources and circumstance of the school in relationship to the cost or difficulty of providing a specific accommodation. Undue hardship refers not only to financial difficulty, but to reasonable accommodations that are unduly extensive, substantial, or disruptive, or those that would fundamentally alter the nature or operation of the business. An

accommodation is any change in the school environment or in the way things are customarily done that enables an applicant or student to perform the essential requirements of the educational program. TSCI does provide access to ADA compliant bathrooms, entrances and exits, student workstations and sinks as well as brail classroom markers.

Requesting Reasonable Accommodation

An applicant, student or their representative may fill out TSCI's Request for Reasonable Accommodation Form, write a request or notify in person the Compliance Coordinator, Sarah Arno. This form may be given to Sarah Arno via email or hand delivered. Sarah Arno's email is sarah@tristatecos.edu.

The applicant or student's medical condition must meet the ADA definition of disability. TSCI may ask for reasonable documentation about his/her disability and functional limitations if the need for reasonable accommodation is not obvious. Such documentation should be from an appropriate professional such as a doctor, psychiatrist, psychologist, nurse, physical therapist, occupational therapist, speech therapist, vocation rehabilitation specialist, and/or a licensed mental health professionals. The accommodation can be a physical aid/modification or a "soft accommodation" the applicant or student requests.

The Compliance Coordinator will respond expeditiously to a request for reasonable accommodation. This process will be individualized with back and forth discussion with the applicant or student to try to achieve the goal of determining what the applicant or student needs to be able to complete the course. After a decision is made by the Compliance Coordinator, the applicant or student will receive notice in writing by email, mail or in person within two weeks of receiving all necessary information including medical documentation, if appropriate.

If the individual requesting an accommodation believes that a decision to deny the request was based on illegal discrimination, then a complaint may be filed with the United States Department of Justice, Civil Rights Division by contacting 1-800-514-0301 or go to http://www.ada.gov/fact_on_complaint.htm.

**TRI-STATE COSMETOLOGY INSTITUTE APPLICATION FOR AND REPORT OF A
REASONABLE ACCOMMODATION**

Section A: To be completed by the applicant and given to Compliance Coordinator, Sarah Arno.

I am requesting the following accommodation:

It is necessary for me to have this accommodation for the following reasons:

Name

Student or Employee

Date

Section B to be completed by Compliance Coordinator
Section B:

- _____TSCI will provide the requested reasonable accommodation without additional documentation or assistance.
- _____TSCI supports the above request for reasonable accommodations but is unable to provide such accommodations without financial assistance.
- _____TSCI lacks information necessary for making a decision at this time, and, therefore, requests additional information. Additional information:
- _____TSCI denies the request based on:

Compliance Coordinator

Date

PHYSICAL DEMANDS OF THE OPERATOR, MANICURIST, ESTHETICS AND STUDENT INSTRUCTOR COURSES AND INDUSTRY

Students enrolling in any of the courses must possess the following physical capabilities in order to perform basic tasks:

1. Ability to lift objects over the head, stretch, and must possess manual dexterity;
2. Ability to complete all procedures and services as outlined in the course curriculum;
3. Ability to bend forward and maintain position in order to give a shampoo or work at the shampoo area;
4. Ability to stand for extended lengths of time without straining back muscles, shoulders, neck or legs;
5. Ability to maintain the proper posture for the length of time needed to complete a full service of manicuring, nail sculpturing or pedicure; and
6. All students must use the proper procedures for lifting.
7. Heavy lifting is not required

As in any field, students entering any of these fields should be aware of his/her own physical limitations. In addition, chemicals are used as required in these courses. If you are unable to participate in required tasks due to any factor or product, you should immediately notify instructor and/or management.

SAFETY REQUIREMENTS

Applicable safety procedures are taught for each subject covered in the curriculum. Each student must follow these basic requirements:

1. Read labels, directions and instructions on chemicals used;
2. Wear rubber gloves for the application of chemicals;
3. Use capes, towels, headbands and other supplies for proper patron protection;
4. Sweep and dispose of hair properly to avoid slipping and falling;
5. Maintain equipment properly to avoid accidents in the schools or salons;
6. Know proper operation and maintenance of electrical equipment to avoid accidents; and
7. Know basic first aid as related to the industry and every day operations.

ADMISSIONS POLICY

Admission Requirements

All Operator, Manicurist, and Esthetics applicants must:

1. Be at least 17 years of age (Proof of age will be established by submitting a Driver's License, Birth certificate, Passport or Government-issued identification card);
2. Possess a high school diploma, GED or the equivalent.

All Student Instructor applicants must:

1. Be at least 18 years of age (Proof of age will be established by submitting a Driver's License, Birth certificate, Passport or Government-issued identification card);
2. Possess a high school diploma, GED certificate or the equivalent;
3. Hold a current Texas Operator, Manicurist or Esthetic's license;
4. Demonstrate minimum experience in the field;
5. Successfully pass an admissions' board interview.

Evaluating the validity of high school completion or its equivalent

Prospective students must submit a copy of their high school transcripts prior to enrollment. These transcripts will be evaluated based on the state requirements where they were issued. In the case of a foreign high school, transcripts must be translated into English using a translation service. The translated documents will be evaluated and compared to the comparable level of secondary education in the country where they were issued. Transcripts must show successful completion of the state's and/or country's minimum standards for secondary completion and include a graduation and/or completion date. A self-certification is not sufficient documentation and there is no appeal process if we are unable to validate a high school diploma.

Home school students will be admitted if the curricula meets the standard requirements as determined by law and the Texas Education Agency (TEA), or any state Department of Education in which the student graduated.

Students who completed an ability-to-benefit alternative that were enrolled in any eligible post-secondary institution prior to July 1, 2012 are also considered eligible for enrollment.

Vaccination Policy

TSCI does not require vaccinations for enrollment.

Reentry, Transfer Hours and Process

TSCI accepts transfer hours. The granting of credit hours for previous training or experience is the exclusive choice of Tri-State Cosmetology Institute (TSCI). Credit for previous training will be evaluated and must be verified in writing. Hours will be granted (not to exceed 500 hours for operator, 300 manicurist, 375 esthetics and 375 student instructor, where appropriate, in accordance with State Licensing Laws and Rules, and TSCI's requirements). When credits are granted, the transfer student will be responsible for the student kit, books, application fee and the remaining tuition will be pro-rated (remaining hours multiplied by the program's current hourly rate) and is required to complete all of TSCI's testing and practical grading requirements. The transfer students must be withdrawn from the previous school in order to be considered for enrollment. Accepted transfer hours will be counted as both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. SAP evaluation periods are based on actual contracted hours at the Institution. Transfer student's evaluation periods will be based on their actual attendance at TSCI. To receive credit for previous hours, the hours that the student has earned must be available through the SHEARS program at TDLR at the pre-enrollment interview. If previous hours are from out-of-state, it is the student's responsibility to submit an official school transcript to TDLR for approval so that the out-of-state hours are reflected on the student's TDLR printout from SHEARS. Students who previously withdrew from TSCI are allowed to reenter. Any student who reenters the institution will be placed on the same progress status as when they left regardless of whether it is within 180 days or not. A student who withdrew on probation status for Satisfactory Academic Progress will return on probation status. Any student terminated from TSCI for noncompliance with school rules and regulations or poor attendance may not be allowed re-entry into the school if the institute deems necessary. It is the student's responsibility to see that all outstanding tuition and fees are paid to the school prior to re-enrollment. If a student voluntarily withdraws or is terminated after completing 50% of the course, TSCI will allow the student to reenter at any time during the 48-month period following the date of withdrawal or termination at the current tuition rate plus a \$100 application fee and charge for supplies, if required.

Withdrawal and reentry within 180 days

When a student withdraws from a clock-hour program or non-term credit-hour program during a payment period or period of enrollment and then reenters the same program within 180 days, the student is put back into the same payment period, and any FSA funds that the school or student returned to FSA are repaid to the student.

Withdrawal and reentry after 180 days

A student who withdraws from a clock-hour program or non-term credit-hour program and then reenters the same program after 180 days is treated in the same manner as a student who transfers into the program from another school: i.e., the student immediately begins a new payment period or period of enrollment. In this

circumstance, the student may be paid for repeating coursework if the student is receiving credit for the repeating course.

GED Information

TSCI does not offer GED classes. GEDs can be obtained at the following two locations: San Jacinto Adult Learning: 1216 Olive Ave. El Paso, TX 79901. 915-533-9072.

Clients are required to have their drop slip from high school (18-19 year olds) or proof of residence (20 years and older), birth certificate, government ID card and social security card.

Ysleta Community Learning Center: 121 Padres Dr. El Paso, TX 79907. 915-434-9400. Clients are required to be 18 years or older with a valid government ID card, social security card and proof of residence or a notarized letter with client's address.

Ability to Benefit

Effective July 1, 2012, Tri-State Cosmetology Institute will no longer admit first time students under the ability to benefit exam. All students who are new to TSCI will be required to possess a High School diploma or GED.

Books and Kit Information

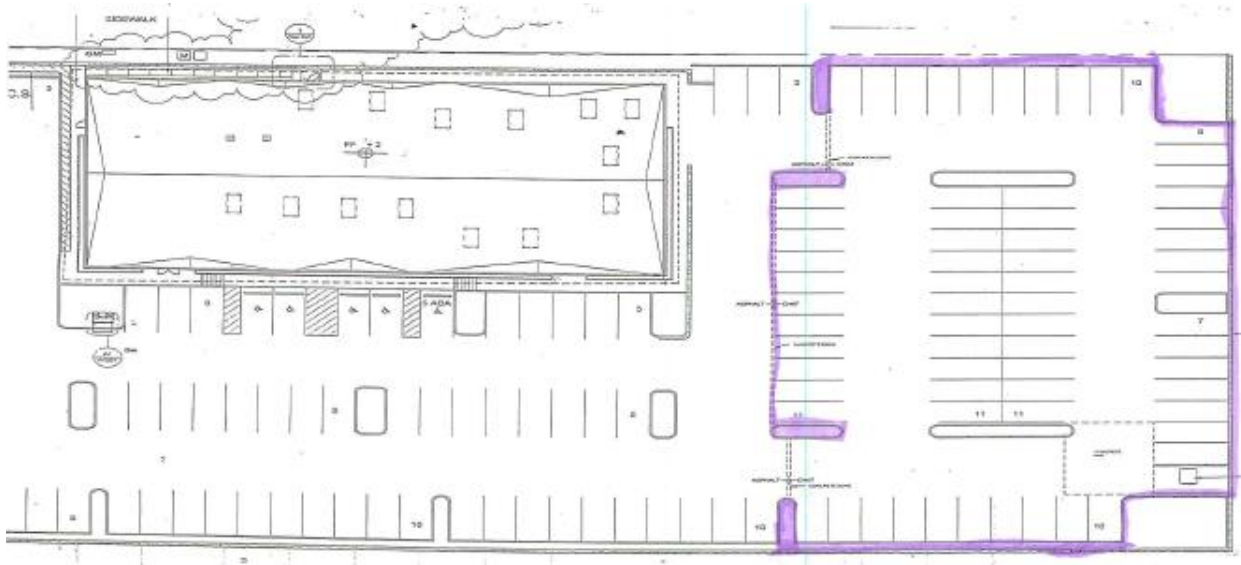
A required supplies list for each course is provided to prospective students prior to enrollment. Students are permitted to obtain the required supplies directly from TSCI with the charges being added to their enrollment agreement or on their own from outside vendors. All students must have the complete list of required supplies to attend school.

TSCI PARKING RULES & REGULATIONS

All TSCI students must park in the designated student parking area on the east side of the building (outlined below in purple) and/or may parallel park on Vista de Oro Dr.

- During school hours Monday through Friday, students are NOT permitted to park anywhere in the parking lot **EXCEPT** for the student's parking lot or parallel on Vista de Oro Dr.
- Parking is not allowed anywhere the sidewalk or curb is painted red or yellow.
- **Failure to comply with these rules will result in your vehicle being towed at the Owner's Expense. All vehicles in violation will be towed without notice to the Student in accordance with the laws of the city of El Paso and the state of Texas.**

PARKING MAP



UNIFORM POLICY

All courses require scrubs as a basic uniform. Scrubs **MUST** cover armpits. Students may wear all types of shoes except for slippers, flip flops and/or high heels. Uniforms are available for purchase directly from TSCI or may be purchased on your own.

OPERATOR students **MUST** wear black scrubs at all times.

MANICURIST female students **MUST** wear pink scrubs at all times. Male students **MUST** wear royal blue scrubs.

ESTHETICS students **MUST** wear purple scrubs at all times.

STUDENT INSTRUCTOR students **MUST** wear black scrub bottoms with a khaki scrub top.

All students must follow the dress code described above **AT ALL TIMES**. The uniform policy is to be followed for safety and professional reasons. **IF STUDENTS DO NOT CONFORM TO THIS POLICY, THEY WILL BE SENT HOME IMMEDIATELY.**

RULES AND REGULATIONS

The student agrees to attend classes regularly as scheduled and as may appear on all such bulletins and notices, to complete all lessons and perform duties required and to abide by the rules of TSCI as now exist or as may be changed or come into

existence from time to time. If any of the rules and regulations are violated a student may be written up, suspended for three days or **terminated**.

1. All student complaints must be in writing on a grievance form from the individual student only.
2. Students must observe school hours. Day school is 8:30 am to 3:00 pm with 30 minutes off-the-clock for lunch. Night school hours are from 4:00 pm to 10:30 pm, or 6:00 pm to 10:30 pm with 30-minutes off-the-clock for lunch. Manicurist class is from 8:30 am to 2:00 pm with 30-minutes off-the-clock for lunch. Esthetics class is from 8:30 am to 2:00 pm with 30-minutes off-the-clock for lunch or 5:00 pm to 10:30 pm with 30-minutes off-the-clock for lunch.
3. Hours of attendance are determined by the time clock. Students may not clock in or out for another student, as required by TDLR. Refer to page 25 for complete TDLR requirements.
4. Students are required to wear a clean professional uniform and shoes, as specified by the Institute.
5. Students wearing soiled or non-professional attire will not be admitted to class.
6. Any student, who takes property of another student, customer, or the Institute, will be dismissed. Charges may be pressed.
7. Students must be prompt for all classes and demonstrations. Students will not be allowed to enter a theory class more than five minutes after its start time.
8. Use of cellular phones and/or any other electronic device is limited to professional use as authorized by the instructor. Personal use is authorized only in break areas or outside the building while the student is on break. Student is personally responsible for own equipment and personal property.
9. All students must notify the Institute of their absence, student must call the Student Services Director at their campus to report absence.
10. All business transacted in the Institute must be Institute business. Solicitation by students and/or employees is prohibited.
11. Students may not be interrupted during theory class to serve a patron.
12. Loaner kits must remain in the Institute.
13. Equipment missing from the loaner kit must be replaced if lost or broken at student's expense.
14. Students must obey all rules of hygiene, sanitation and uniform policies.
15. Respect and cooperation with instructors, student instructors and support staff is mandatory. Should problems arise grievance forms are available in this catalog as well as with the Student Services Director.
16. Unnecessary conversation, cursing or disruptive behavior or gossip will not be tolerated in the classroom or in the Institute.
17. Each student is advised before enrolling what sanitation practices are required. Janitorial services such as scrubbing, waxing, polishing floors or cleaning toilet facilities are not required.

18. Cleaning and sanitizing of individual work areas and/or eating areas are required including classrooms, lunchroom, and service floor.
19. TSCI is a smoke free campus.
20. Instructor must authorize services performed on other students or on patrons.
21. **ONLY** emergency phone calls will be given to the student immediately. Messages will be taken for personal calls received.
22. Please advise friends and family that no visitors are allowed during class hours. Student's children are not allowed to stay in school with the students. Any child in the building must be supervised by and accompanied by an adult.
23. During school hours the student is to be occupied with scheduled classes, patron, model or manikin work or other work assigned by the instructor at all times. Students are expected to participate in the classroom and lab activities. He/she must put forth a reasonable effort to learn. Loafing, sleeping in class, sitting, horse playing, or not carrying out instructions are considered types of unsatisfactory conduct.
24. Students must park in designated area. The school is not liable for any damages, loss of vehicle or personal property.
25. Only one transfer from part-time to full-time, or full-time to part-time is allowed during course duration unless there are extenuating circumstances approved by management.
26. Students must conduct themselves in a manner becoming that of a professional cosmetologist, instructor, esthetician or manicurist. The student may be suspended or terminated for conduct unbecoming that of a professional. Profanity, vulgarity, loud talking, or inappropriate discussion, which may cause embarrassment to TSCI or to fellow students, is not tolerated.
27. Students must treat all clients with respect. Refusing to serve a client is cause for the student to be sent home. Student may not refuse a client service of any kind unless the instructor recognizes the need for refusing the service.
28. Each student is expected to do his/her own work. Presenting work done by others, using dishonest means in taking tests, and aiding in cheating is forbidden.
29. Disrespect or damage to Institute property will not be tolerated.
30. Terrorist Threats: If any student threatens to commit any offense involving violence to fellow student, faculty or staff members or places any fellow student, faculty or staff member in fear or in danger of bodily injury, they will be dealt with to the fullest extent. Result can be immediate expulsion from the Institute.
31. Cheating on exams or plagiarism will not be tolerated.
32. Students must be prepared for class at all times and have all appropriate materials.
33. Students exceeding maximum timeframe will be dropped.

NON-DISPARAGEMENT POLICY

Positive Representation of Tri-State Cosmetology Institute, TSCI, to the Students

Tri-State Cosmetology Institute values your views on ways to improve all of the services we provide to our students. Our open-door policy is designed to provide a means to share your ideas and views with us. The quality of the experience and education students obtain here is powerfully influenced by the attitude of instructors and other employees. If you are positive and confident, and speak well of the quality of the education, curricula, instruction, facilities, and administration, our students will also be positive and confident. If, on the other hand, students are exposed to criticism by employees, however well intentioned, about the quality of the education, curricula, instruction, facilities, or administration, their confidence and their education may be impaired.

For these reasons, we expect all employees to voice concerns and constructive criticism solely to management, and never, under any circumstances, express views to students critical of the education, curricula, instruction, facilities, or administration of TSCI. Violation of this rule will result in disciplinary action, which may include immediate termination.

ANTI-HARASSMENT AND DISCRIMINATION POLICY

Tri-State Cosmetology Institute is committed to providing a work and school environment free of unlawful harassment or discrimination. In furtherance of this commitment, all students and employees are required to take our mandatory Sexual Harassment and Prevention Training at orientation and every year thereafter during their enrollment/employment at TSCI. School policy prohibits harassment or discrimination based on race, religion, creed, color, national origin, ancestry, sex (including pregnancy, childbirth or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information or any other basis protected by the federal, state or local law. Additionally, in accordance with Title IX of the Education Amendments of 1972, Tri-State Cosmetology Institute prohibits discrimination based on sex, which includes sexual harassment and sexual violence, and TSCI has jurisdiction over Title IX complaints.

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

school does business engages in unlawful harassment or discrimination, TSCI will take appropriate corrective action.

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

Definitions

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

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

Domestic Violence is defined as abuse committed against an adult or a minor who is a spouse or former spouse, cohabitant or former cohabitant, or someone with whom the abuser has a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship.

Dating Violence is defined as abuse committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

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

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

Consent is informed, voluntary and revocable. Consent is an affirmative, unambiguous, and conscious decision by each participant to engage in mutually agreed-upon sexual activity. It must be given without coercion, force, threats or

intimidation. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent is withdrawn, the sexual activity must stop immediately. Texas stipulates that the following requirements must be met in order to obtain legal consent: the person is at least aged seventeen, is mentally capable of understanding the activity, is fully conscious and aware of the activity, has not been intoxicated or drugged against their will and has not been threatened or coerced.

Prohibited Conduct

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

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

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

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

Complaint/Grievance Procedure

If you believe that you have experienced or witnessed harassment or sexual violence, notify your instructor, supervisor, management, or the Title IX Coordinator as soon as possible after the incident. Do not allow an inappropriate situation to continue by not reporting it, regardless of who is creating the situation. No employee, contract worker, student, vendor or other person who does business with TSCI is exempt from the prohibitions in this policy. Supervisors will refer all harassment complaints to the Title IX Coordinator for student-related complaints and to management if the complaint

involves an employee. In order to facilitate the investigation, your complaint should include details of the incident or incidents, names of the individuals involved and names of any witnesses.

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

Title IX Coordinator:

Sarah Arno, Vice President of Finance
1120 Vista de Oro Dr.
El Paso, TX 79935
915.533.8274
sarah@tristatecos.edu

Tri-State Cosmetology Institute ensures that its employee designated to serve as Title IX Coordinator has adequate training on what constitutes sexual harassment, including sexual violence, and that they understand how TSCI's grievance procedures operate. The Title IX Coordinator has also received training on how to investigate and conduct hearings in a manner that protects the safety of victims and promotes accountability. Because complaints can also be filed with an employee's supervisor or management, these employees also receive training on TSCI's grievance procedures and any other procedures used for investigating reports of sexual harassment.

Investigation of Complaints

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

The preponderance of the evidence standard will apply to investigations, meaning the school will evaluate whether it is more likely than not that the alleged conduct

occurred. Both parties will receive written notice of the outcome of the complaint simultaneously.

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

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

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

Retaliation Prohibited

Tri-State Cosmetology Institute will not retaliate against you for filing a complaint, and will not tolerate retaliation by students or employees. If you believe you have been retaliated against, you should promptly notify your supervisor, management or the Title IX Coordinator.

Reporting Requirements

Victims of sexual misconduct should be aware that TSCI administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to other members of the campus community. TSCI will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. TSCI reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

Additional Information

Employees should contact management for more information or any questions related to this policy. Students may contact the Title IX Coordinator with any questions related to this policy. In addition, the U.S. Department of Education Office for Civil Rights ("OCR") investigates complaints of unlawful harassment of students in educational

programs or activities. This agency may serve as a neutral fact finder and will attempt to facilitate the voluntary resolution of disputes with the parties. For more information, visit the OCR website at: <http://www.hhs.gov/ocr/>.

Counseling and Support Services

Please see Appendix A at the end of your student catalog for local support options including the Center Against Family and Domestic Violence, STARS Rape Crisis Center and Victims of Crime.

ANTI-BULLYING POLICY

TSCI prohibits bullying as defined by this policy. Retaliation against anyone involved in the complaint process is a violation of policy and is prohibited. Bullying occurs when a student, group of students, or an employee engages in written or verbal expression, expression through electronic means, or physical conduct that occurs on school property, or at a school-sponsored or school-related activity and that: 1. Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property; or 2. Is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.

This conduct is considered bullying if it: 1. Exploits an imbalance of power between the student or employee perpetrator and the student victim through written (in any format) or verbal expression or physical conduct; and 2. Interferes with a student's education or substantially disrupts the operation of a school. Bullying of a student may include hazing, threats, taunting, teasing, confinement, assault, demands for money, destruction of property, theft of valued possessions, name-calling, rumor spreading, or ostracism.

TSCI prohibits retaliation by a student or employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation. Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a TSCI investigation regarding bullying shall be subject to appropriate disciplinary action. Reports of bullying shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair TSCI's ability to investigate and address the prohibited conduct.

To obtain assistance and intervention, any student who believes that he or she has experienced bullying or believes that another student has experienced bullying should immediately report the alleged acts to an instructor, the Student Services Director, Vice President, or the President. Any employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify a Vice President or the President. A report may be made orally or in writing. Absent extenuating circumstances, the investigation should be completed within ten business days from the date of the initial report alleging bullying; however, the designee shall take additional time if necessary, to complete a thorough investigation.

If the results of an investigation indicate that bullying occurred, TSCI shall promptly respond by taking appropriate disciplinary action in accordance with TSCI's Student Rules and Regulations or applicable policy and may take corrective action reasonably calculated to address the conduct. A student who is a victim of bullying and who used reasonable self-defense in response to the bullying shall not be subject to disciplinary action. The discipline of a student with a disability is subject to applicable state and federal law in addition to the Student Rules and Regulations. To the greatest extent possible, TSCI shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.

ALTERCATIONS BETWEEN STUDENTS AND/OR WITH STAFF

Any student or students involved in a physical or verbal altercation will be suspended for the day. If the altercation is disrupting to the rest of the student body, police will be called, and a report will be made naming all the students involved. It is the responsibility of the Manager on duty to perform the above. Documentation must be filed with the corporate office immediately, and student/or students may be terminated. Violence and/or threats of violence will not be tolerated.

GRIEVANCE/COMPLAINT PROCEDURE

The *Complaint Committee* is comprised of a school Instructor, Student Services Director, President and/or Vice President.

Student grievances or complaints should be brought to the attention of the instructor. If that fails to resolve the problem, then the student must submit a grievance in writing to the President, Vice President and/or the Student Services Director. The grievance forms can be found in the back of your student catalog or can be obtained from the Student Services Director's office. The student will receive a response within ten school days from the incident. If the student does not avail him or herself through the proper channels for filing grievances, the student may be given a written warning or expelled. If the use of these channels is insufficient, written complaints may be sent to the Texas Department of Licensing and Regulation, P.O. Box 12157, Austin, Texas 78755.

The National Accrediting Commission of Career Arts and Sciences accredits our school. If the student, after following these steps, does not feel the school adequately addressed their grievance/complaint, the student may contact, in writing, the National Accrediting Commission of Career Arts and Sciences, 3015 Colvin Street, Alexandria, VA 22314. Complaints must be filed within 21 days. All complaints to the Accrediting Commission must include written permission to advise the school of the complaint. The complainant will be kept informed, at each stage of the process within our organization, of the status of the complaint.

GRIEVANCE/COMPLAINT FORM

DATE: _____ NAME: _____

COURSE: _____ SCHEDULE: _____ INSTRUCTOR: _____

NATURE OF GRIEVANCE: EDUCATIONAL _____ HARASSMENT/DISCRIMINATION _____

Give a description of your complaint: (if additional space is necessary, use another sheet): _____

Indicate when and with whom you have already spoken regarding this grievance and what attempts have been made toward resolution:

How do you feel your problem can be resolved:

Did you provide this completed form to and discuss your grievance/complaint with the following people?

Student Services Director YES _____ NO _____

President/Vice President YES _____ NO _____

If use of the school channels is insufficient, you may first send a written complaint, including written permission to notify the school of your actions to TDLR, 5717 Balcones Dr., Austin, Texas 78755-0700. If you do not agree with the actions of the state commission, you may mail a copy of this form to NACCAS, 3015 Colvin Street, Alexandria, VA 22314.

I hereby certify that the statements made pertaining to my complaint are truthful and accurate.

Student Signature

Date

TUITION AND FEES

1000 Hours, 34 weeks, Operator, Full-Time (Part-time is 50 weeks)	Tuition	\$13,300.00	Title IV Eligible
	Application Fee	\$ 100.00	
	Books/Kit Charge	\$ 1,300.00	
600 Hours, 30 Weeks, Manicurist	Tuition	\$ 7,700.00	Title IV Eligible
	Application Fee	\$ 100.00	
	Books/Kit Charge	\$ 900.00	
750 Hours, 32 weeks, Student Instructor	Tuition	\$10,240.00	Title IV Eligible
	Application Fee	\$ 100.00	
	Book Charge	\$ 160.00	
750 Hours, 30 Weeks, Esthetics	Tuition	\$10,000.00	Title IV Eligible
	Application Fee	\$ 100.00	
	Books/Kit Charge	\$ 1,400.00	

PAYMENT METHODS

Federal student aid, including grants and loans, is available for those who qualify. Students who are not receiving financial aid are required to make monthly payments while in school. These monthly payments can be in the form of cash, check, credit/debit card, money order or cashier's check. For more information on federal student aid, refer to the U.S. Department of Education's publication "The Student Guide" in your orientation packet or speak with a Financial Aid Administrator at our Corporate Office.

APPROVALS FOR TRAINING

At TSCI we train students receiving benefits from:

1. Department of Assistance and Rehabilitative Services
Texas and New Mexico (DARS);
2. Veteran's Administration (VA);
3. Upper Rio Grande Workforce Development Board (WIA).

Any student under these programs must follow admissions requirements. Application for these programs is as follow:

DARS

To apply for vocational rehabilitation the prospective student would need to call, write or visit the DARS office to meet with a counselor. Their number is (800)628-5115 or visit their website at www.dars.state.tx.us.

VA

To apply for VA educational benefits the prospective student would need to call (800) 827-1000 to request VA Form 28-8832, Application Educational-Vocational Counseling or visit VA Educational Service Web Site www.vba.va.gov.

WIA

To apply for WIA the prospective student must meet one of three requirements: low income, receiving food stamps, and/or qualify as a dislocated worker. A prospective student must also attend an orientation with WIA. Orientations are held at most WIA locations. For full program eligibility requirements or to set up an appointment with a counselor, please call the main number at (915) 887-2000.

ABSENTEE, TARDY, AND ATTENDANCE POLICY

Satisfactory attendance is required in order to remain in school and/or to receive financial aid. All attendance is taken daily by faculty. Each student's attendance is recorded by an electronic time clock and monitored by the Institute. Students absent for 14 consecutive calendar days will be terminated. TSCI requires 80% cumulative attendance to complete the course within their contract period. TSCI does not differentiate between excused and unexcused absences. Any student falling below 80% attendance will be given notice and placed on TSCI institutional attendance probation during which time the student's attendance will be monitored regularly. If at any time during the attendance probation period the student misses scheduled hours including absences, arriving late, leaving early, and/or long lunches the student may be dropped. The TSCI institutional attendance probation is used in determining compliance with the attendance policy as a condition of enrollment only and should not be confused with the Satisfactory Academic Progress probationary status used in determining eligibility for financial aid purposes. For any student falling below 80% attendance at the end of an evaluation period refer to the Satisfactory Academic Progress and Appeals Procedure section of this handbook. Students must attend regularly and on time for the benefit of their education. If a student is more than 5 minutes late for theory class they will not be allowed to interrupt and must not be clocked in. Students must clock in and out for themselves only. If the student's time card is lost, the student will be charged a fee of \$25.00 for a replacement card.

Students are encouraged to maintain high standards in attendance. TSCI will cover the cost of state licensure examination fees for students with a minimum 90% attendance. Attendance percentage will be checked at the time the examinations are scheduled to determine eligibility. Examinations must be scheduled through the corporate office to be covered. Reimbursements for individually scheduled examinations will not be issued.

Texas Department of Licensing and Regulations

Section 83.72. Responsibilities of Beauty Culture School.

(j) Schools using time clocks shall post a sign at the time clock that states the following department requirements:

- (1) Each student must personally clock in/out for himself/herself.

(2) No credit shall be given for any times written in, except in a documented case of time clock failure or other situations approved by the department.

(3) If a student is in or out of the facility for lunch, he/she must clock out.

Students leaving the facility for any reason, including smoking breaks, must clock out, except when an instructional area on a campus is located outside the approved facility, that area is approved by the department and students are under the supervision of a licensed instructor.

CLASS SCHEDULE AND INSTITUTE CALENDAR

TSCI enrolls new students weekly. We offer both full-time and part-time programs, and adjust graduation dates accordingly.

Operator, English and Spanish

Full-time day schedule: Monday through Friday, 8:30am-3:00pm (30 hours/week)

Full-time night schedule: Monday through Friday, 4:00pm-10:30 pm (30 hours/week)

Part-time night schedule: Monday through Friday, 6:00pm-10:30pm (20 hours/week)

Manicurist, English and Spanish

English day schedule: Tuesday through Friday, 8:30am-2:00pm (20 hours/week)

English night schedule: Tuesday through Friday, 5:00pm-10:30pm (20 hours/week)

Spanish night schedule: Tuesday through Friday, 4:00pm-9:30pm (20 hours/week)

Esthetics, English only

Day schedule: Monday through Friday, 8:30am-2:00pm (25 hours/week)

Student Instructor, English only

Day schedule: Tuesday through Friday, 8:30am-3:00pm (24 hours/week)

Night schedule: Monday through Thursday, 4:00pm-10:00pm (24 hours/week)

Orientation is held at the Campus on Mondays prior to beginning class.

Holidays observed by TSCI are:

1. New Year's Eve and day;
2. Martin Luther King;
3. Easter Break (the Friday);
4. Memorial Day;
5. July 4th;
6. Labor Day;
7. Veteran's Day
8. Thanksgiving Day and following Friday;
9. Christmas 24th and 25th (Two-week winter break dates to be determined)

Please refer to the Accelerating Hours policy for information regarding make-up hours during the Easter, Thanksgiving and Winter Breaks.

SCHOOL CLOSURE

If closure is before school hours:

1. TSCI follows the EPISD school closure for weather.
2. Verify school closure via TSCI website, www.tristatecosmetology.com and through the school's Facebook and/or Instagram pages.
3. If TSCI must be closed unexpectedly for unforeseen reasons, students will be notified on our website at www.tristatecosmetology.com and through the school's Facebook page. Students will be notified of in-service training days one week in advance.

If closure is during school hours:

At times, emergencies such as weather, fire and power failures can disrupt company operations. In extreme cases, these circumstances may require the closing of a work facility.

- 1) Determination of closure during school hours will be made by the President and/or Vice President. When this decision is made follow the directions given including when to return to school.

ACCELERATING HOURS

TSCI has one week of every month when make-up hours are allowed. Every student will be allowed to attend school for an additional one or two hours per day depending on the course of enrollment if they so choose during this week. Additionally, during the Easter and Thanksgiving break weeks, students will be allowed to attend the Monday prior to the closure. For the Winter break, make-up hours will be allowed during the month of December prior to the closure. Make-up hours will not be allowed at any other time unless the following criteria are met:

1. Must show extreme need or extenuating circumstances.
2. Proof with official documentation.
3. Approval by Vice President of Finance.
4. Request must be submitted in writing.

SATISFACTORY ACADEMIC PROGRESS POLICY

Satisfactory academic progress is necessary in order to maintain eligibility for all students receiving Federal funding under Title IV or Veteran's benefits. This policy is given to all students prior to enrollment. This policy complies with all laws and regulations applicable to the school. All students are required to maintain satisfactory academic progress regardless of whether or not they receive Federal funds under Title IV and regardless of class schedule or program attending.

Academic evaluation is based on satisfactorily completing (with a cumulative grade of 70) an examination consisting of both practical and theory materials. Three evaluations will be completed for the 1000-hour Operator program and two for all other programs during the length of each course. The evaluations will be performed based on the accrual of actual hours at the institution. Makeup tests may be given to rectify incomplete course work. All students will be given a copy of their satisfactory academic progress evaluations for review and signature at the end of each evaluation period within seven days of completion. TSCI does not offer course incompletes, repetitions or non-remedial courses and therefore these items cannot be considered when determining satisfactory academic progress.

The school grading system is as follows:

A	Excellent	90-100
B	Very Good	80-89
C	Average	70-79
F	Unsatisfactory	69 and below

To comply with Satisfactory Attendance and Academic Progress, the student must:

1. Maintain a cumulative average of **80%** of the scheduled hours;
2. Maintain a cumulative average of **70%** or better in practical and written exams.

Evaluation Periods for purposes of determining SAP in Attendance are:

<u>OPERATOR</u>	<u>MANICURIST</u>	<u>ESTHETICS</u>	<u>STUDENT INSTRUCTOR</u>
450 actual hours	300 actual hours	375 actual hours	375 actual hours
900 actual hours	FINAL	FINAL	FINAL
FINAL			

Leave of Absence Policy

There may be instances during the course of your educational program that you may need time out due to unforeseen circumstances. In the event that something arises, a student must follow this leave of absence policy and make a written request to the Vice President of Finance or Financial Aid Administrator for a leave of absence. The request must be submitted in advance. It must be in writing stating the reason for the leave; signed and dated. After reviewing the request, the financial aid office will inform the student if the leave will be approved. If a leave of absence request is not submitted in advance it will only be approved if the request demonstrates that an unforeseen circumstance prevented advanced notice. The leave of absence request must still be in writing, state the reason for the leave and signed and dated and collected by the financial aid office at a later date. The start date of the leave request will be the first date the student was unable to attend. The financial aid office will document the reason for approval or denial of the request.

Leaves of absence for personal reasons may be granted to a student so long as the leave is not for less than one week and does not exceed 30 days in a 12-month period. Students may request more than one leave but will not be granted more than 30 days total for personal reasons. All leave of absences extends the contract and maximum timeframe for the same number of days taken in the leave of absence. All students returning from leave of absences will resume the same status they had upon taking the leave. They are not considered withdrawn and therefore no refund calculations will be performed. Students will not be assessed additional charges as a result of taking a leave of absence. Students returning from a leave of absence will be required to sign a contract addendum confirming that the leave of absence has extended their contract by the same number of days as the leave. This addendum will then be signed by a TSCI representative and placed in the student's file.

All subsequent leaves of absence must be for jury duty, military reasons, or circumstances covered under the Family and Medical Leave Act, 1993 (FMLA) (Public Law 103-3). The total number of days of all leaves of absence may not exceed 180 calendar days in any 12-month period.

The circumstances that are covered under the FMLA, as applied to students, are:

- Birth of a child of the student and the need to care for that child (for 12 months beginning on the date of the placement);
- Placement of a child with the student for adoption or foster care (for 12 months beginning on the date of the placement);
- Need to care for the student's spouse, or a child or parent, if they should have a serious health condition; and/or
- Serious health condition that makes the student unable to function as a student.

Upon the student's return from the leave of absence, he/she may complete course work begun prior to the leave of absence. If the student takes an unapproved leave of absence or fails to return to school on the date stated in the approved request, the student will be dropped. The student's withdrawal date for the purpose of calculating a refund will be the student's last date of attendance. One consequence of this is some or all of a student's grace period will be exhausted for the Title IV program loan. Another consequence of a student's withdrawal from school is the possibility of the student having to return unearned Title IV funds. (The student is advised to contact the financial aid office prior to requesting an approved leave of absence for clarification on how not returning from the leave will affect their financial aid.)

Making Satisfactory Academic Progress

Students who meet the minimum requirements for attendance and academic progress shall be considered to be making satisfactory academic progress until the next scheduled evaluation. Students will be evaluated one time prior to the midpoint of the academic year for the operator and the midpoint of the course for all others. TSCI operates all programs according to a schedule of 900 hours per academic year of instruction.

Re-entry and Transfer students

Any student who reenters the institution will be placed on the same progress status as when they left regardless of whether it is within 180 days or not. A student who withdrew on probation status for Satisfactory Academic Progress will return on probation status. Transfer student's evaluation periods will be based on their actual attendance at TSCI. However, their accepted transfer hours will be used as both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted.

Failure to Meet Minimum Standards

Operator Program

If a cosmetology student fails to meet the satisfactory academic progress standards, he/she will receive a notice from the school and be placed on warning status for one evaluation period. The student can receive financial aid during this period. A student may reestablish satisfactory academic progress by bringing their attendance percentage above 80% and/or their academic average above 70%. However, if the student does not meet the satisfactory academic progress standards at the end of the warning period, the student will lose their financial aid eligibility. The student may appeal the loss of financial aid eligibility as outlined below.

Esthetics/Manicurist/Student Instructor Programs

If an esthetics/manicurist/student instructor student fails to meet the satisfactory academic progress standards at the mid-point check, he/she will lose their financial aid eligibility. The student may appeal the loss of financial aid eligibility as outlined below.

Appeals Procedure

A student may appeal a negative satisfactory academic progress if they believe that there are errors in their record or if they have extenuating circumstances that they would like taken into consideration. To appeal a negative satisfactory academic progress determination or termination, the student must submit a written appeal to the Vice President of Finance within (10) ten days of notice. The appeal should contain any supporting documentation, stating why the decision to terminate should be reversed and should include an explanation of why the student failed to make SAP and what has changed that will allow the achievement of SAP by the next evaluation, and a request for a reevaluation of progress. The meeting will take place within (10) ten days of receipt of the written appeal. A decision will be made within (5) five business days and will be communicated to the student in writing. Decisions will be based on whether the student can meet the minimum standards of SAP by the next evaluation period or, in extenuating circumstances such as the death of a close relative or a prolonged illness or injury, if the student can be placed on an academic plan provided by TSCI that will ensure that minimum standards of SAP can be met by a specific point within the maximum time frame. The student will be notified in writing, and the decision will be final. If the student appeal is successful, the student will be permitted to continue training on financial aid probationary status and will maintain eligibility for financial aid. Probationary status will last until the next scheduled evaluation period. Results of the appeal will be documented and maintained in the student's file. If the student's appeal is not successful, the student must make a payment for the lost financial aid in cash. Otherwise the student will be dropped.

Maximum Time Frame

Students must complete their program within the following time frame. This chart is calculated on required attendance of 80% with a maximum time frame of 125% to complete the course. The calculations below are based on scheduled hours. School closures and Leave of Absences will extend your maximum time frame as they do not accrue scheduled hours. Students who do not meet the terms of maximum time frame will be dropped.

Course	Actual Course Length		Maximum Time Frame		Academic Year
	Course Hours	Schedule	Scheduled Weeks	Scheduled Hours	
Operator (FT)	1000	30 hrs/wk	42	1250	Less than 2
Operator (PT)	1000	20 hrs/wk	63	1250	Less than 2
Stu Instruct	750	24 hrs/wk	40	937.5	Less than 1
Esthetics	750	25 hrs/wk	38	937.5	Less than 1
Manicurist	600	20 hrs/wk	38	750	Less than 1

Grading Procedures

Students are judged on the basis of participation in daily tasks and progress. Ten points of all written exams are based on completing chapter outline and workbook assignments. Students are expected to maintain satisfactory grades and to generally progress within the range of their ability. It is required that a student passes with a cumulative grade of 70% or better.

The grading scale is used in clinic, practical and theory grades. The Institute's grading system is as follows:

A= Excellent	90-100
B=Very Good	80-89
C=Average	70-79
F=Unsatisfactory	69 and below

If a student misses a theory or practical evaluation test, they have one month to make-up the test or receive a zero. If the student has an absence other than an official leave of absence, they have one month to retake the test or practical evaluation for a passing option of 70% or receive a zero. If a student fails a theory test or practical evaluation, they have one month to re-test with an option of passing at 70% minimum.

Curriculum

The curriculum is posted in each classroom for the student's awareness of their course work for the week. It is changed weekly. If the curriculum is not being followed, please notify the President, Vice President or Student Services Director.

MODEL POLICY

There is a requirement to bring in models during the course of the curriculum. These models receive a discounted price on all services. The models come for services corresponding to that week's curriculum. This is a mandatory part of the program to

teach students to build their clientele. Students will receive a zero if they don't bring in their model for a corresponding practical evaluation. If it is not an evaluation student will work on other practical or written work given by their instructor.

If one student brings in more than one model for that week's practical service, they may receive the model price if the student can handle all the models. However, models cannot be redistributed to other students. Models can get additional services and if the student sells these services the student will receive credit for them but the model will NOT receive a discounted price on the additional services. If the student does not bring a model when they are supposed to then they CANNOT use another student. Existing clients are NOT considered models because they request a specific student. The whole idea is that students learn to build clientele using discounted prices. They will not go into a salon with an existing clientele list. If they cannot bring models at discounted prices, they will not be able to build clientele at salon prices and might need to rethink their career choice.

MODEL AND STUDENT PRICING

All services performed on models and/or students are 50% off. Retail products are eligible for student discount pricing of 20% off **EXCEPT** Joico and Sebastian products. All retail items such as towels, tweezers, etc. are not eligible for the student discount pricing. These products and items are already discounted to student prices.

TSCI GIFT CARDS

TSCI gift cards are given as a reward for students who complete certain achievements. A student will earn \$5 in TSCI gift cards for every month they maintain 95% attendance. The monthly sales contest is another way to earn TSCI gift cards. All retail sales and up-sales of services are tracked weekly and reported by your instructor. At the end of the month, the student with the highest dollar amount reported will receive \$25 in TSCI gift cards. There will be a winner from both the day school and the night school. Any student who had over \$50 reported for the month will also receive \$5 in TSCI gift cards.

PRACTICAL WORK

When clients are not readily available, the student is required to follow the assignments in the curriculum as assigned by the instructor. Work must be done on a model, manikin or another student as authorized by the instructor. It is imperative for the student's education to be constantly involved in the educational process in order to achieve the maximum results. TSCI strives to provide the best education possible for the benefit of the student. Students are not allowed to work on outside clients on the clinic floor until they have completed 10% of the required course hours.

CANCELLATION AND SETTLEMENT POLICY

1. The cost of extra items to the student, unless the student cancels his/her enrollment in writing within (3) business days, need not be considered in refund computations. Extra instructional charges are itemized separately in the enrollment agreement, catalog, or in the other data furnished to the student before enrollment. Items are defined as supplies, rentals, deposits and all other ancillary miscellaneous charges. Charge for extra items will apply only if student has begun training.
2. A full return of all tuition and fees paid by the student will be made if the student (or in the case of a student under legal age, his/her parent or guardian): (a) cancels his/her enrollment in writing within three (3) business days after the signing of an enrollment agreement. The cancellation date will be determined by postmark or by date notification is delivered in person.
3. An applicant rejected by the institute shall be entitled to a refund of all monies paid.
4. If the school is permanently closed and is no longer offering instruction after a student has enrolled, the student shall be entitled to a return of funds paid based on the percentage of the enrollment period remaining.
5. If a course is cancelled subsequent to a student's enrollment, the Institute shall at its option: provide a full refund of all monies paid; or (2) a completion plan for the course.
6. The effective date of the termination for refund purposes is the earliest of:
The last day of physical attendance, if the student is terminated by the school,
the date of receipt by the license holder, of written notice of withdrawal by the student, or 14 consecutive calendar days after the last date of attendance.
7. When a student withdraws from school, ceases to attend, is terminated by the Institute or in the case of a school closure, the Institute shall retain a non-refundable \$100.00 application fee in addition to the charge for books and kit.

REASONS FOR TERMINATION OF A STUDENT

TSCI reserves the right to terminate a student for the reasons listed below:

1. If a student is absent for 14 consecutive calendar days after the last date of attendance.
2. If a student fails to return from an approved Leave of Absence the last date of attendance is used as the termination date.
3. If a student falls below 70% cumulative average in academics or 80% attendance at any evaluation period and is placed on probation and does not improve to the required % by the next evaluation period. (See Satisfactory Academic Progress Policy for complete information)
4. Violation of any school rules may result in termination or disciplinary action, (See Rules and Regulations for complete information)
5. Possession of guns or weapons. (See Drug Free/Weapon Free Policy for complete information)

STUDENT WITHDRAWAL PROCEDURE AND REFUND POLICIES

Official notification can be submitted orally or in writing to the Vice President of Finance. The Vice President will complete an exit interview form, which will be signed by both the Vice President and student. The following policies apply regardless of reason for termination or whether the termination was initiated by the student or TSCI. The following policy complies with TDLR, NACCAS and the Department of Education's requirements.

Financial Aid Refunds

Treatment of Federal Student Aid When a Student Withdraws

Financial aid is credited to a student's account at the beginning of each payment period for their course. However, the funds are not considered earned until the student has completed at least 60% of the scheduled hours for that period. Therefore, when a student withdraws from the program prior to completion a refund calculation must be done to determine the amount of financial aid that the student has earned. TSCI follows the Department of Education's return to Title IV (R2T4) policy when calculating the amount of financial aid that a student has earned at the time of withdrawal, whether voluntary or involuntary.

Students are required to clock in and out daily on a student time clock using their individual timecard badge. In determining the date of withdrawal, regardless of whether it is official or unofficial, TSCI will use a student's last date of attendance according to the student time clock records when performing all refund calculations.

The following example demonstrates how this can be calculated. If a cosmetology student has 180 scheduled hours as of their last day of attendance the calculation would be as follows: 180 scheduled hours divided by 450 hours (the number of hours in a cosmetology payment period). The student would have earned 40% of the financial aid received for that payment period. Therefore, the amount of aid received would be multiplied by 40% to determine the amount of aid that should be retained. The remaining financial aid would have to be returned to the Department of Education.

The following is the breakdown of TSCI's payment periods:

Operator	Manicurist	Esthetics	Student Instructor
Hours	Hours	Hours	Hours
1-450	1-300	1-375	1-375
451-900	301-600	376-750	376-750
901-1000			

The actual clock hours completed in the payment period will determine which payment period applies. For example, if you withdraw and on your last date of attendance your scheduled hours were 500 but your actual clock hours were 120 the 120 actual hours places you in Payment Period (1) and the 500 scheduled hours is more than the 450 hours in the payment period, therefore 100% of payment period was earned. Once you have completed more than 60% in any payment period, you earn 100% of the financial aid you were scheduled to receive for that payment period. If TSCI received less financial aid than the amount you earned, you may be able to receive those additional funds. If you received more financial aid than you earned, TSCI and/or you must return the excess funds.

If you did not receive all of the funds you earned, you may be due a post-withdrawal disbursement of the earned aid that was not received. If the post-withdrawal disbursement includes loan funds; you may choose to decline the loan funds in order to avoid incurring additional debt. TSCI will first apply all of your post-withdrawal disbursement funds for tuition and fees.

There are some Title IV funds that you may have been scheduled to receive that cannot be earned once you withdraw because of other eligibility requirements. For example, if you have not completed the first 30 days of your program before you withdraw, you will not earn any Direct Loan funds you would have received had you remained enrolled past the 30th day.

If TSCI receives excess Title IV Funds, TSCI must return a portion of the excess equal to the lesser of:

1. Your institutional charges multiplied by the unearned percentage of your funds, (the unearned percentage is the difference of 100% subtracted by the earned %); or
2. The entire amount of excess funds.

TSCI must return this amount even if it didn't keep this amount of your FSA program funds.

If TSCI is not required to return all of the excess funds, you must return the remaining amount. You (or your parent for a PLUS Loan) must repay any loan funds in accordance with the terms of the promissory note. That is, you make scheduled payments to the holder of the loan over a period of time.

Grant Overpayments

The applicable regulations limit the amount of grant funds a student must repay to one-half of the grant funds the student received or could have received during the applicable period. Moreover, repayment terms for students who owe Title IV grant

overpayments were established to ensure that students who could not immediately repay their debt in full had the opportunity to continue their eligibility for Title IV funds. Students who owe overpayments as a result of withdrawals initially will retain their eligibility for Title IV funds for a maximum of 45 days from the earlier of:

the date the school sends the student notice of the overpayment, or
the date the school was required to notify the student of the overpayment

Within 30 days of determining that a student who withdrew must repay all or part of a Title IV grant, the student will be notified in writing that he or she must repay the overpayment or make satisfactory arrangements to repay it.

In the case of a grant overpayment there are three positive actions a student can take to extend his or her eligibility for Title IV funds beyond 45 days:

The student may repay the overpayment in full to the school.

The student may sign a repayment agreement with the school which cannot extend beyond two years.

The student may sign a repayment agreement with the Department.

If the student fails to take one of the positive actions during the 45-day period, the student's overpayment immediately will be reported to NSLDS and referred to the Default Resolution Group for collection.

The requirements of Title IV Funds when you withdraw are separate from our TSCI refund policy. The calculations stated above are the Department of Education requirements used to determine the amount of Title IV program funds a student has earned as of the date he or she ceases attendance. The Institute shall retain \$100 application fee and the charge for supplies.

Any monies due the student, or Title IV Program on behalf of the student, shall be refunded within 30 days of formal cancellation or termination. Federal regulations regulate the order in which the Title IV program refunds are to be allocated as shown below:

1. Unsubsidized Federal Direct Stafford Loan;
2. Subsidized Federal Direct Stafford Loan;
3. Federal Direct PLUS Loans;
4. Federal Pell Grants;
5. Federal SEOG;
6. Other assistance programs authorized by Title IBV of the HEA; and/or
7. Other Federal.

Title IV Refund Appeal Policy:

The Federal government mandates Tri-State Cosmetology Institute's return of unearned funds policy, and each student is given a copy of the policy prior to enrollment. Any disagreement can be appealed to school personnel first. If the student is still not satisfied with the result on the return of unearned funds calculation, he or she can appeal to the Department of Education Regional office who will review all documents and relay the findings to the Institution and the student.

TSCI Institutional Refund Policy

TDLR & NACCAS require TSCI have a refund policy. This policy is mandatory, separate and done in addition to the determination of Title IV Funds earned. If a student withdraws during a period of enrollment, the amount of tuition earned by the Institute is determined by a specific formula. This is done based on the student's total **scheduled clock hours as of their last date of attendance.**

TSCI follows the state mandated refund policy as issued by TDLR which states:

Section 1602.458. Refund Policy.

(a) The holder of a private beauty culture school license shall maintain a refund policy to provide for the refund of any unused part of tuition, fees, and other charges paid by a student who, at the expiration of the cancellation period established under Section 1602.457:

- (1) fails to enter the course of training;*
- (2) withdraws from the course of training; or*
- (3) is terminated from the course of training before completion of the course.*

(b) The refund policy must provide that:

(1) the refund is based on the period of the student's enrollment, computed on the basis of course time expressed in scheduled hours, as specified by an enrollment agreement, contract, or other document acceptable to the department;

(2) the effective date of the termination for refund purposes is the earliest of:

- (A) the last date of attendance, if the student is terminated by the school;*
- (B) the date the license holder receives the student's written notice of withdrawal; or*
- (C) 10 school days after the last date of attendance; and*

(3) the school may retain not more than \$100 if:

- (A) tuition is collected before the course of training begins; and*
- (B) the student fails to withdraw from the course of training before the cancellation period expires.*

Section 1602.459. Withdrawal or Termination of Student.

(a) If a student begins a course of training at a private beauty culture school that is scheduled to run not more than 12 months and, during the last 50 percent of the course, withdraws from the course or is terminated by the school, the school:

- (1) may retain 100 percent of the tuition and fees paid by the student; and*
- (2) is not obligated to refund any additional outstanding tuition.*

(b) If a student begins a course of training at a private beauty culture school that is scheduled to run not more than 12 months and, before the last 50 percent of the course, withdraws from the course or is terminated by the school, the school shall refund:

- (1) 90 percent of any outstanding tuition for a withdrawal or termination that occurs during the first week or first one-tenth of the course, whichever period is shorter;*

- (2) 80 percent of any outstanding tuition for a withdrawal or termination that occurs after the first week or first one-tenth of the course, whichever period is shorter, but within the first three weeks of the course;
- (3) 75 percent of any outstanding tuition for a withdrawal or termination that occurs after the first three weeks of the course but not later than the completion of the first 25 percent of the course; and
- (4) 50 percent of any outstanding tuition for a withdrawal or termination that occurs not later than the completion of the first 50 percent of the course.
- (c) A refund owed under this section must be paid not later than the 30th day after the date the student becomes eligible for the refund.

The following table is used for illustration purposes in determining the amount of refund of unused tuition, fees and other charges paid by the student, based on the period of the student's enrollment:

Operator	Manicurist	Esthetics	Student Instructor	
Accrued scheduled hours as of LDA	Accrued scheduled hours as of LDA	Accrued scheduled hours as of LDA	Accrued scheduled hours as of LDA	% of earned charges
0-30	0-20	0-25	0-24	10%
31-90	20-60	26-75	25-72	20%
91-250	61-149	76-187	73-187	25%
251-500	150-299	188-374	188-374	50%
501-1000	300-600	375-750	375-750	100%

The student will also be responsible for the \$100 application fee in addition to the charge for books and kit as outlined on the enrollment agreement.

For students who did not receive Title IV funds only the TSCI refund calculation will apply.

Institutional Refund Appeal Policy:

The National Accrediting Commission of Career Arts and Sciences and the Texas Department of Licensing and Regulation require Tri-State Cosmetology Institute to have a refund policy to direct the treatment of unearned tuition and fees. TSCI follows the state mandated refund policy provided by TDLR. This policy is a part of TDLR regulations. Each student is given a copy of this policy prior to enrollment. Any disagreement can be appealed to school personnel first. If the student is still not satisfied with the result on the return of unearned funds calculation, they can appeal to the National Accrediting Commission of Career Arts and Sciences, whose address is 3015 Colvin Street, Alexandria, VA 22314 and whose telephone is (703)600-7600; the e-mail address is naccas@naccas.org. NACCAS will review all documents and relate the findings to the Institution and the student.

IMPORTANT NOTICE TO STUDENT

It is the student's responsibility to be aware of their financial responsibilities if they cease to attend TSCI. It is **imperative** that the student attends their scheduled exit interview with the Financial Aid Office.

GRADUATION REQUIREMENTS

The student is required to have his/her account paid in full prior to graduation. Students will be stopped from attending school if they reach within 100 hours of graduating and still have a balance. The student may not return until they make an appointment with accounts receivable and take care of their balance. A student must have an overall grade in academics of 70% and attendance of 80% or better, have completed all TSCI tests required and the TDLR requirements for the course enrolled.

Operator	1000 hours
Manicurist	600 hours
Esthetics	750 hours
Student Instructor	750 hours

DIPLOMAS AWARDED

Diplomas for all courses will be issued upon the completion of all the graduation requirements.

LICENSURE EXAM INFORMATION

Practical and written testing is conducted by **PSI**, an independent testing agency. All fees are paid directly to **PSI** and **PSI** is responsible for opening the dates for the test sites.

The testing fees are \$50 for the written exam and \$72 for the practical exam.

PSI requires a 48-hour advanced notice to change or cancel a test appointment. If a candidate does not notify PSI at least 48 hours in advance, or is a "no show" for the written or practical test, the testing fee WILL be forfeited.

PSI contact information and addresses:

To schedule, cancel or re-schedule an exam: 1-800-733-9267 or www.psiexams.com

PSI (practical only)
4171 N. Mesa Bldg. A, Ste. 141
El Paso, Texas 79902

PSI (written only)
1155 Westmoreland, Ste. 110
El Paso, Texas 79915

On the day of the exam, the candidate must bring a state issued ID or driver's license and it must match TDLR registration information. If the candidate's information does not match, the candidate will NOT be allowed to take the exam and the test fee WILL be forfeited.

PSI requires all testing fees be paid with a credit card. If the candidate does not have a credit card at the time of registration, he/she will be allowed to register using Tri-State Cosmetology Institute's credit card. An additional \$5.00 service charge fee will apply for each transaction charged to the TSCI company card.

If a candidate passes the exam, the results will be sent by **PSI** to TDLR within 24 hours after the test is completed. TDLR will then notify candidate in regards to licensing fees.

All cosmetology students are deeply encouraged to take the written exam at 900 hours so upon graduation the student will be ready for the practical portion of the exam. If the written exam is not taken at 900 hours there will be a delay in the student being licensed.

LICENSING REQUIREMENTS FOR TEXAS

To be eligible for an operator, esthetician or manicurist license, an applicant must:

1. Submit a completed license application on a department-approved form;
2. Pay the applicable license fee under §83.80;
3. Be at least 17 years of age;
4. Have obtained a high school diploma, or the equivalent of a high school diploma, or have passed a valid examination administered by a certified testing agency that measures the person's ability to benefit;
5. Have completed the number of curriculum hours required under TDLR §83.21 in a licensed beauty culture school:
 - a. 1000 hours of operator instruction; or
 - b. 1000 hours of operator instruction in a licensed beauty culture school and 500 hours of related high school courses prescribed by the department in a vocational cosmetology program in a public school; or
 - c. 750 hours of esthetician instruction; or
 - d. 600 hours of manicurist instruction; and
6. Pass a written and practical examination required under §83.21.

To be eligible for an instructor license, esthetics instructor specialty license or manicure instructor specialty license, an applicant must:

1. Submit a completed license application on a department-approved form;
2. Pay the applicable license fee under §83.80;
3. Be at least 18 years of age;
4. Have obtained a high school diploma or the equivalent of a high school diploma;
5. Hold a current license and have completed a course consisting of 750 hours of instruction in methods of teaching in a licensed private beauty culture school; and
6. Pass a written and practical examination required under §83.21.

LICENSING REQUIREMENTS FOR TEXAS EXAMINATIONS

The following is a list of additional information you will need to know when you are ready to take your TDLR licensing examinations:

1. For an operator license, a student enrolled in a 1000-hour program is eligible to take the written examination when the department receives proof of the student's completion of 900 operator curriculum hours.
2. For all licenses, applicants must pass the written examination before being eligible to take the practical examination.
3. When appearing for an examination, the examinee shall bring the instruments necessary to give a practical demonstration of cosmetology services or a practical demonstration of the services distinctive to his or her specialty.
4. All department examinations consist of a written and practical part. A passing grade of 70 on each part is needed to satisfy the examination requirement.
5. To be admitted to an examination, the examinee must present a current, valid government-issued photo identification, which includes the applicant's full name and date of birth.
6. Examinees are required to wear closed toe shoes for the practical examination.

Disclaimer: Crimes involving prohibited sexual conduct, involving children as victims, homicide, kidnapping, assault and or deceptive business may prevent a student from receiving a license by the Texas Department of Licensing and Regulations.

CAREER SERVICES

Upon successful completion of the course, the student is encouraged to register with our Career Services Department for employment assistance and the institute will use its best efforts to place students. However, the student is advised that the law prohibits any guarantee of placement as an inducement to enter the Institute.

Graduates may avail themselves of the Institute's placement assistance. Employment opportunities are numerous in the area and the Institute usually has a waiting list of employers seeking the services of our graduates. The Institute makes an effort to satisfy the student as to the location of employment and also seeks to match the student's particular qualifications with the prospective employer's requirements.

Tri-State Cosmetology Institute has a student database for the purpose of compliance. The information contained in the database is used for tracking the students from the start date through graduation and placement. Our Career Services department works with licensed individuals to find the job appropriate for their needs. Information is also provided on reciprocity of license in other states, continuing education, professional interviewing and dress, and resume writing in the Career Services department at the corporate office. Call to schedule an appointment, (915)533-8274 or email **careerservices@tristatecos.edu**.

Information on continuing education is available in the Career Services Department.

Students or graduates who intend to relocate out of state can find information on reciprocity at <https://www.beautyschoolsdirectory.com/faq/license-requirements#What-are-the-unique-cosmetology-license-requirements-for-each-state>.

The site contains nationwide information on licensing requirements. Additional information can be obtained by contacting the Career Services Department.

In order to meet requirements, set forth by employers, regular and timely attendance will be required. Furthermore, students must be licensed prior to beginning work after graduation.

AVAILABILITY OF SUPPORT SERVICES

TSCI offers many support services to its students. The Financial Aid Department assists students with questions about their federal student loans and offers assistance with grant and loan applications. Job placement assistance is also offered but without guarantee of employment. For various community support services please refer to "Appendix A" at the end of this catalog for agency names, descriptions and telephone numbers. Support services can be referred and discussed with any

instructor, the Student Services Director, the President and/or Vice President. Grades may be discussed with the instructor and/or Student Services Director.

RESOURCE CENTER/REFERENCE MATERIALS

The campus is equipped with a resource center of technical books and DVD's on cosmetology sales and salon management. TSCI also has up-to-date audio-visual equipment, including television, wall charts, overhead projectors, audio, DVDs and the Wella color app. All students are encouraged to check out books and DVDs. Please make use of the reference materials. They are for your benefit.

TSCI EMERGENCY RESPONSE AND EVACUATION PROCEDURES

In the event of an emergency remain calm. It is important at all times to consider the safety of students, clients and staff above all.

TSCI will, without delay and with regards to the safety of the campus and office, determine the content (if any) of campus notification. If notification is required, the notice (inside and outside of campus, such as calling 911) will happen within a timely matter **no longer than 5 minutes**. If inside notification will in any way jeopardize campus safety, rescue attempts or impede emergency response the decision will be made by pre-assigned staff members not to issue notification.

TSCI will conduct emergency response and evacuation procedure exercises, either announced or unannounced on an annual basis. Documentation of response and evacuation drills will be described in depth to include: description of exercise, date, time and if it was announced or unannounced.

The following notification code system will be used to announce ALL emergencies utilizing phones, texts, and/or intercom

Code 1- lock down situation all students and staff are to remain calm and not leave the classroom. Indicates a dangerous situation outside the classroom and no one is allowed to leave the building.

Code 2- evacuation situation indicates the need to evacuate the classroom, break room, offices and floor through the nearest exit.

Code 911- health code: expect fire department or ambulance and stay out of the way and in classroom.

FIRE ALARM POLICY

Emergency Fire Alarm pulls are installed throughout the campus and corporate office. These pulls are directly connected to the 911 Dispatch for the El Paso Fire Department and are to be pulled in case of fire emergency **ONLY**. Once pulled, they cannot be disarmed from inside the building. In the event that a pull is activated and it is

determined that there was not a fire emergency, the person responsible for issuing the false alarm will be assessed a fine equal or greater to that assessed TSCI by the City of El Paso and will be subject to suspension or expulsion, depending on the circumstances.

RECORDKEEPING

All records will be maintained for Tri-State Cosmetology Institute students for a minimum of six years. The Institute keeps student records in metal filing cabinets in an alphabetical and orderly manner. File access is limited to those individuals who are authorized and have a need-to-know. The school academic files are kept in the Student Services Director's office and the office is locked when not in use. All financial aid records are kept in the Vice President of Finance's office in metal filing cabinets at the corporate office. The office doors are locked when not in use. Academic files are forwarded to corporate office and combined with financial aid records upon student's separation from TSCI. Transcript requests must be submitted in writing to the Financial Aid office, 1120 Vista de Oro Dr., El Paso, TX 79935.

All TSCI computer systems have access protection controls, to safeguard electronic records.

PRIVACY OF STUDENT INFORMATION (ACCESS TO INFORMATION) (FERPA) Family Educational Rights & Privacy Act

The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

FERPA gives parents of dependent minors certain rights with respect to their children's education records. These rights transfer to the student when he or she reaches the age of 18 or attends a school beyond the high school level. Students to whom the rights have transferred are "eligible students."

- Parents or eligible students have the right to inspect and review the student's education records maintained by the school. Schools are not required to provide copies of records unless, for reasons such as great distance, it is impossible for parents or eligible students to review the records. Schools may charge a fee for copies.
- Parents or eligible students have the right to request that a school correct records which they believe to be inaccurate or misleading. If the school decides not to amend the record, the parent or eligible student then has the right to a formal hearing. After the hearing, if the school still decides not to amend the record, the parent or eligible student has the right to place a statement with the record setting forth his or her view about the contested information.
- Generally, schools must have written permission from the parent or eligible student in order to release any information from a student's education record.

However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions (34 CFR § 99.31):

- School officials with legitimate educational interest;
- Other schools to which a student is transferring;
- Specified officials for audit or evaluation purposes;
- Appropriate parties in connection with financial aid to a student;
- Organizations conducting certain studies for or on behalf of the school;
- Accrediting organizations;
- To comply with a judicial order or lawfully issued subpoena;
- Appropriate officials in cases of health and safety emergencies; and
- State and local authorities, within a juvenile justice system, pursuant to specific State law.

Schools may disclose, without consent, "directory" information such as a student's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance. However, schools must tell parents and eligible students about directory information and allow parents and eligible students a reasonable amount of time to request that the school not disclose directory information about them. Schools must notify parents and eligible students annually of their rights under FERPA. The actual means of notification (special letter, inclusion in a PTA bulletin, student handbook, or newspaper article) is left to the discretion of each school.

For additional information, you may call 1-800-USA-LEARN (1-800-872-5327) (voice). Individuals who use TDD may call 1-800-437-0833.

Privacy of Student Information (FERPA Rules)

The Family Educational Rights and Privacy Act (FERPA) sets limits on the disclosure of personally identifiable information from school records, and defines the rights of the student to review the records and request a change to the records.

With exceptions such as those noted in this section, FERPA generally gives postsecondary students the right

- to review their education records,
- to seek to amend inaccurate information in their records, and
- to provide consent for the disclosure of their records.

These rules apply to all education records the school keeps, including admissions records (only if the student was admitted) and academic records as well as any financial aid records pertaining to the student. Therefore, the financial aid office is not usually the office that develops the school's FERPA policy or the notification to students and parents, although it may have some input.

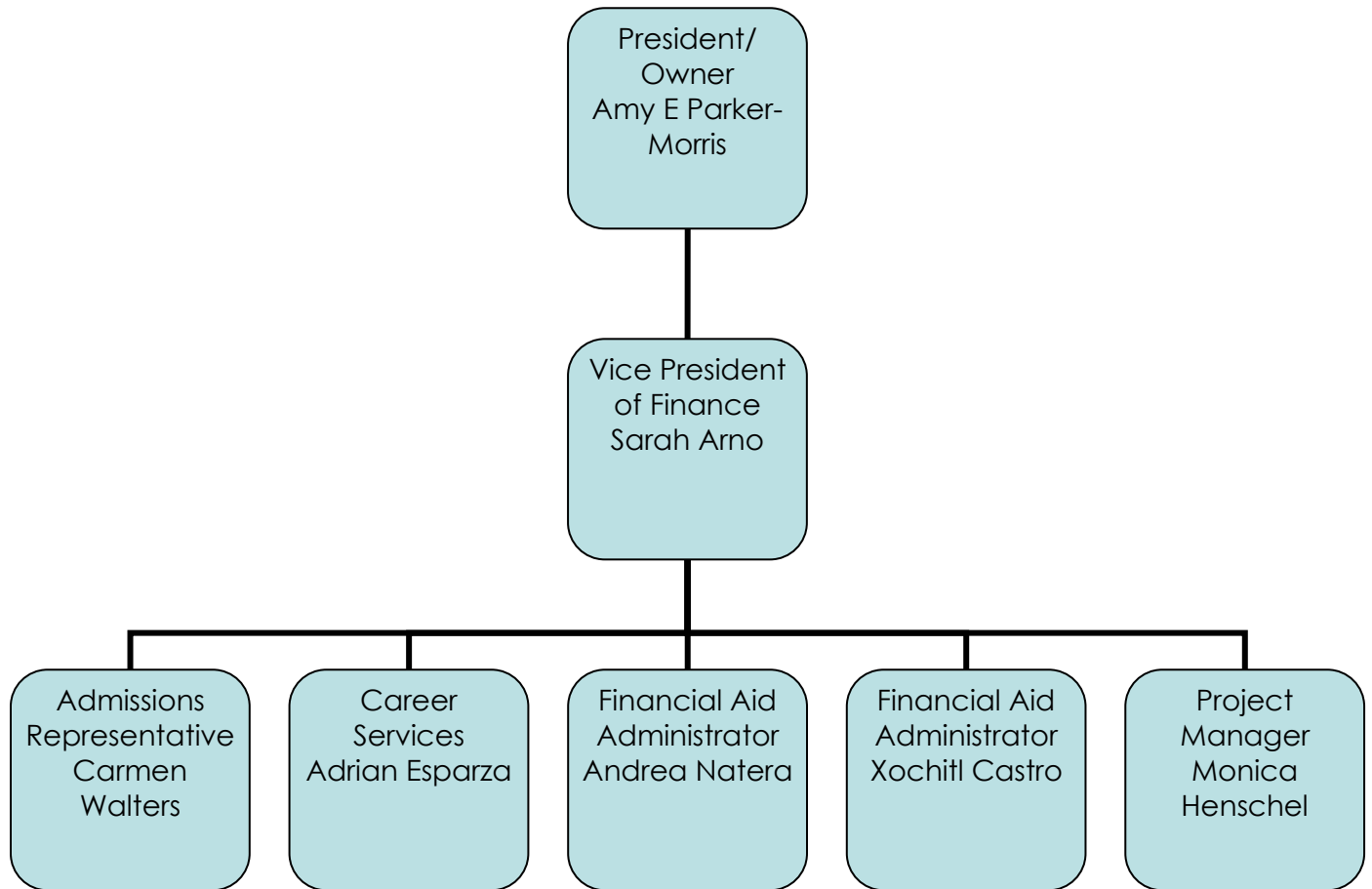
Student's & parents' rights to review educational records

A school must provide a student with an opportunity to review his or her education records within 45 days of the receipt of a request. A school is required to provide the

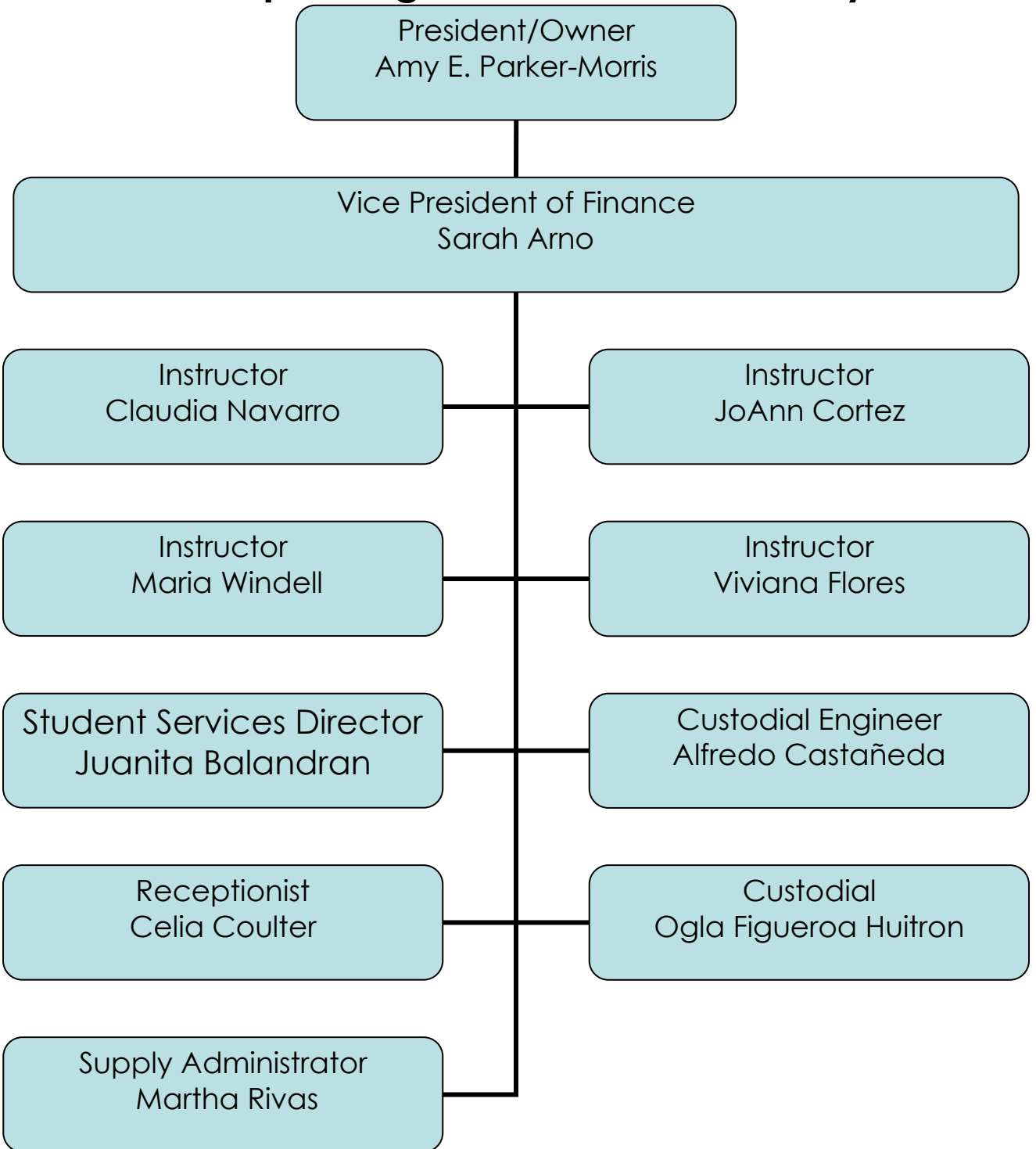
student with copies of education records, or make other arrangements to provide the student access to the records, if a failure to do so would effectively prevent the student from obtaining access to the records. While the school may not charge a fee for retrieving the records, it may charge a reasonable fee for providing copies of the records, provided that the fee would not prevent access to student records.

While the rights under FERPA have transferred from a student's parents to the student when the student attends a postsecondary institution, FERPA does permit a school to disclose a student's education records to his or her parents if the student is a dependent student under IRS laws. Note that the IRS definition of a dependent is quite different from that of a dependent student for FSA purposes. For IRS purposes, students are dependent if they are listed as dependents on their parent's income tax returns. (If the student is a dependent as defined by the IRS, disclosure may be made to either parent, regardless of which parent claims the student as a dependent.)

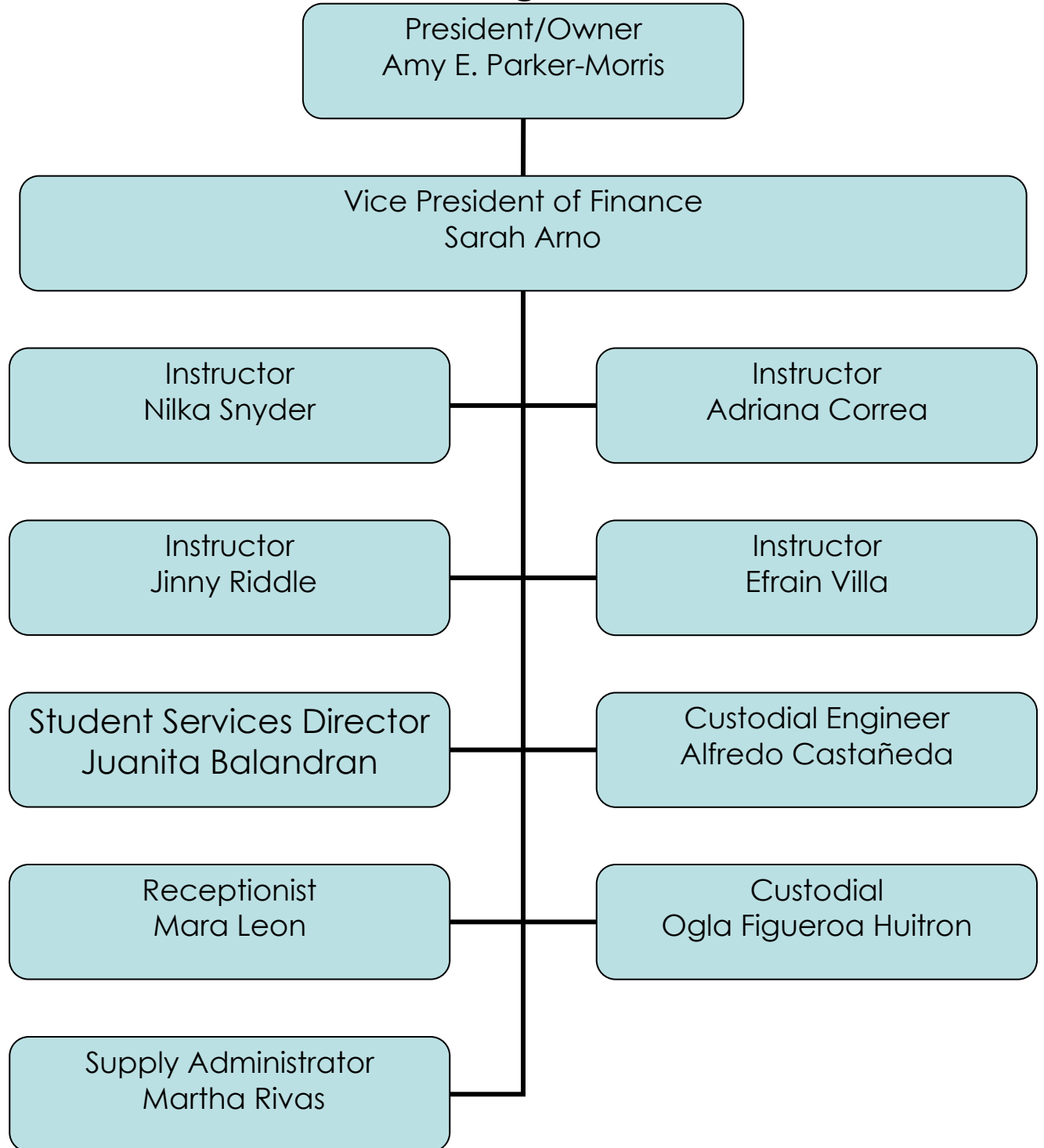
Corporate Organizational Chart



Campus Organizational Chart, Day



Campus Organizational Chart, Night



PRIMARY OBJECTIVES OF TRI-STATE COSMETOLOGY INSTITUTE

1. The primary objective of TSCI is to provide an outstanding, all-encompassing curriculum, which will allow the graduate to take a step in any direction in the industry armed with the education necessary for success.
2. TSCI seeks to update the training programs in recognized areas as well as in new and emerging areas.
3. TSCI intends to provide motivation and enthusiasm for each student through qualified instruction.
4. TSCI strives to develop the student intellectually, socially and emotionally as each student gains confidence in his/her skills and ability.
5. TSCI offers partnership in placement to students as we aid them in their drive to become self-supporting professionals and an asset to the profession but is not guaranteed.
6. A constant goal is the employment and retention of the best-qualified personnel.
7. TSCI strives to guard the rights of every individual student who each bring varied educational, social and ethnic backgrounds to the Institution.

TRI-STATE COSMETOLOGY INSTITUTE

PROGRAM NAME: **Operator**

PROGRAM DESCRIPTION:

The primary purpose of the Operator course is to train students in both theory and practical experience, which will prepare them for immediate employment opportunities. The course is particularly directed toward developing in the student desirable habits and attitudes with respect to health, sanitation and safety and encourages self-reliance, readiness to assist others and a professional approach to this profession.

PROGRAM GOALS AND OBJECTIVES:

1. For each graduate student to successfully attain a minimum passing grade of 70 in practical and theory testing in the schools.
2. For each student to thoroughly understand the theory of the Operator course.
3. For each student to be able to demonstrate hands-on ability within the scope of the Operator skills.
4. For each student to have a comprehensive understanding of accepted standards of sanitation, sterilization and safety in the cosmetology profession.
5. For each student to be completely aware of the requirements of the Texas Department of Licensing and Regulation: to understand the requirements, and be able to work within the framework of those requirements.
6. For each student to understand the significance and importance of ethics in the Cosmetology profession.
7. For each student to receive a Texas Operator license signifying successful completion of the Texas Department of Licensing and Regulation examination for the Operator examination.

CONTENT OF THE UNITS OF INSTRUCTION:

The course is a combination of lecture, demonstration and hands-on practical experience with students completing assignments daily. Visual aids, guest artists, resource material and other instructional techniques supplement instruction. Weekly schedules provide a comprehensive manner of assuring each student of the utmost knowledge and training.

INSTRUCTIONAL METHODS USED TO TEACH THE PROGRAM:

Theory is taught for four hours a week, from the Milady Standard Cosmetology textbook. The Milady Exam Review book, practical and workbook are also used for this class. The instructor periodically shows DVDs on cosmetology principles. PowerPoint presentations, online videos, handouts and the Wella app are also utilized in the course. Task sheets are provided for each student and the instructor oversees the progress in practical work of each student. Manikins, models, customers or another student as authorized by the instructor are utilized for practical work. Guest presenters are incorporated into the class.

GRADING PROCEDURES

Students are judged on the basis of participation in daily tasks and progress. Ten points of all written exams are based on completing chapter outline and workbook assignments. Students are expected to maintain satisfactory grades and to generally progress within the range of their ability. It is required that a student passes with a cumulative grade of 70% or better.

The grading scale is used in clinic, practical and theory grades. The institute's grading system is as follows:

A= Excellent	90-100
B=Very Good	80-89
C=Average	70-79
F=Unsatisfactory	69 and below

If a student misses a theory test or practical evaluation they have one month to make-up the test or receive a zero. If the student has an absence other than an official leave of absence, they have one month to retake the test or practical evaluation for a passing option of 70% or receive a zero. If a student fails a theory test or practical evaluation, they have one month to re-test with an option of passing at 70% minimum.

TEXT BOOKS FOR OPERATOR COURSE

Milady Standard Cosmetology
Milady Theory Workbook
Milady Exam Review
Milady Practical Workbook
(Same for English and Spanish)

OPERATOR COURSE OUTLINE 1000 HOURS

A.	HAIR CARE	800 HOURS	Cutting, styling, coloring, chemical textures, and related theory and application; business skills; professional development and salon management; health; safety; and laws.
B.	NAIL CARE	100 HOURS	Manicuring and related theory and applications, business skills; professional development and salon management; health; safety; and laws.
C.	SKIN CARE	100 HOURS	Facials, hair removal, and related theory and application; business skills; professional development and salon management; health; safety; and laws

OCCUPATIONS AVAILABLE

- Salon/Spa Owner
- Independent Operator
- Beauty Supply Distributor
- Cruise Ship Hair Stylist
- Television/Theater Hair Stylist
- Make-up Artist
- Product Developer
- Product Consultant/Representative
- Product Educator
- Salon/Shop Management
- Student Instructor (Requires additional education)

TRI-STATE COSMETOLOGY INSTITUTE

PROGRAM NAME: ESTHETICS

PROGRAM DESCRIPTION:

This course is designed to provide the potential esthetician with the understanding of the basic principles of esthetics and the knowledge, techniques and skills required to successfully complete the Texas Department of Licensing and Regulation licensing examination for esthetician.

PROGRAM GOALS AND OBJECTIVES:

1. For each graduate student to successfully attain a minimum passing grade of 70 in practical and theory testing in the schools.
2. For each student to thoroughly understand the theory of the esthetics course.
3. For each student to be able to demonstrate hands-on ability within the scope of esthetic skills.
4. For each student to have a comprehensive understanding of accepted standards of sanitation, sterilization and safety in the esthetician profession.
5. For each student to be completely aware of the requirements of the Texas Department of Licensing and Regulation: to understand the requirements, and be able to work within the framework of those requirements.
6. For each student to understand the significance and importance of ethics in the Esthetics profession.
7. For each student to receive a Texas esthetician license signifying successful completion of the Texas Department of Licensing and Regulation examination for Esthetician.

CONTENT OF THE UNITS OF INSTRUCTION:

The course is a combination of lecture, demonstration and hands-on practical experience with students completing assignments daily. Visual aids, guest artists, resource material and other instructional techniques supplement instruction. Weekly schedules provide a comprehensive manner of assuring each student of the utmost knowledge and training.

INSTRUCTIONAL METHODS USED TO TEACH THE PROGRAM:

Theory is taught for four hours a week, from the Milady Standard Esthetics Fundamentals textbook. The Milady Exam Review book and workbook are also used for this class. The instructor periodically shows DVDs on esthetics principles. PowerPoint presentations, online videos and handouts are also utilized in the course. Task sheets are provided for each student and the instructor oversees the progress in practical work of each student. Models, manikins, customers or another student as authorized by the instructor are utilized for practical work. Guest presenters are incorporated into the class.

GRADING PROCEDURES

Students are judged on the basis of participation in daily tasks and progress. Ten points of all written exams are based on completing chapter outline and workbook assignments. Students are expected to maintain satisfactory grades and to generally progress within the range of their ability. It is required that a student passes with a cumulative grade of 70% or better.

The grading scale is used in clinic, practical and theory grades. The institute's grading system is as follows:

A= Excellent	90-100
B=Very Good	80-89
C=Average	70-79
F=Unsatisfactory	69 and below

If a student misses a theory test or practical evaluation they have one month to make-up the test or receive a zero. If the student has an absence other than an official leave of absence, they have one month to retake the test or practical evaluation for a passing option of 70% or receive a zero. If a student fails a theory test or practical evaluation, they have one month to re-test with an option of passing at 70% minimum.

TEXT BOOKS FOR ESTHETICS COURSE

Milady Standard Esthetics Fundamentals
Milady Exam Review
Milady Workbook

**ESTHETICS COURSE OUTLINE
750 HOURS**

A.	ORIENTATION, RULES AND REGULATIONS	50 HOURS	B.	SANITATION, SAFETY, and FIRST AID	40 HOURS
C.	ANATOMY and PHYSIOLOGY	90 HOURS	D.	CHEMISTRY	50 HOURS
E.	ELECTRICITY, MACHINES and RELATED EQUIPMENT	75 HOURS	F.	CARE OF CLIENT	50 HOURS
G.	FACIAL TREATMENT (Cleansing, Masking, Therapy)	225 HOURS	H.	SUPERFLUOUS HAIR REMOVAL	25 HOURS
I.	AROMA THERAPY	15 HOURS	J.	NUTRITION	10 HOURS
K.	COLOR PSYCHOLOGY	10 HOURS	L.	MAKE UP	75 HOURS
M.	MANAGEMENT	35 HOURS			

OCCUPATIONS AVAILABLE

- Salon/Spa Owner
- Make-up Artist
- Special Effects Make-up Artist
- Product Educator
- Product Developer
- Independent Esthetician
- Medical Esthetician
- Product Consultant
- Student Instructor (Requires additional education)

TRI-STATE COSMETOLOGY INSTITUTE

PROGRAM NAME: MANICURIST

PROGRAM DESCRIPTION:

This course is designed to provide the potential manicurist with an understanding of the basic principles of manicuring and the knowledge, techniques and skills required to successfully complete the Texas Department of Licensing and Regulation licensing examination for manicure.

PROGRAM GOALS AND OBJECTIVES:

1. For each graduate student to successfully attain a minimum passing grade of 70 in practical and theory.
2. For each student to thoroughly understand the theory of the nails.
3. For each student to be able to demonstrate hands on ability within the scope of Manicurist skills.
4. For each student to have a comprehensive understanding of accepted standards of sanitation, sterilization and safety in the manicuring profession.
5. For each student to be completely aware of the requirements of the Texas Department of Licensing and Regulation; to understand the requirements, and be able to work within the framework of those requirements.
6. For each student to understand the significance and importance of ethics in the Manicurist profession.
7. For each student to receive a Manicurist license signifying successful completion of the Texas Department of Licensing and Regulation examination for manicurists.
8. For each student to attain the necessary work skills and adopt a work ethic to successfully enter the industry.

CONTENTS OF THE UNITS OF INSTRUCTION:

The course is a combination of lecture, demonstration and hands-on practical experience with students completing assignments daily. Visual aids, guest artists, industry resource materials and other instructional techniques supplement instruction. Weekly schedules provide a comprehensive manner of assuring each student of the utmost knowledge and training.

INSTRUCTIONAL METHODS USED TO TEACH THE PROGRAM:

Theory is taught for four hours a week, from the Milady Standard Nail Technology textbook. The Milady Exam Review book and workbook are also used for this class. The instructor periodically shows DVDs on manicuring principles. PowerPoint presentations, online videos and handouts are also utilized in the course. Task sheets are provided for each student and the instructor oversees the progress in practical work of each student. Models, practice hands, customers or another student as authorized by the instructor are utilized for practical work. Guest presenters are incorporated into the class.

GRADING PROCEDURES

Students are judged on the basis of participation in daily tasks and progress. Ten points of all written exams are based on completing chapter outline and workbook assignments. Students are expected to maintain satisfactory grades and to generally progress within the range of their ability. It is required that a student passes with a cumulative grade of 70% or better.

The grading scale is used in clinic, practical and theory grades. The institute's grading system is as follows:

A= Excellent	90-100
B=Very Good	80-89
C=Average	70-79
F=Unsatisfactory	69 and below

If a student misses a theory test or practical evaluation they have one month to make-up the test or receive a zero. If the student has an absence other than an official leave of absence, they have one month to retake the test or practical evaluation for a passing option of 70% or receive a zero. If a student fails a theory test or practical evaluation, they have one month to re-test with an option of passing at 70% minimum.

TEXT BOOKS FOR MANICURIST COURSE

Milady Standard Nail Technology
Milady Exam Review
Milady Workbook

MANICURIST COURSE OUTLINE

600 HOURS

A.	PROCEDURES Basic manicure and pedicure, oil manicure, removal of stains, repair work, hand and arm massage, buffing, application of polish, application of artificial nails, application of cosmetic fingernails, preparation to build new nail, and application of nail extensions, sculptured nails, tips, wraps, fiberglass/gels and odorless products	320 HOURS
B.	BACTERIOLOGY, SANITATION AND SAFETY Definitions, importance, rules, laws, methods, safety measures, hazardous chemicals and ventilation odor in salons	100 HOURS
C.	PROFESSIONAL PRACTICES Manicuring as a profession, vocabulary, ethics, salon procedures, hygiene and grooming, professional attitudes, salesmanship and public relations	80 HOURS
D.	ARMS AND HANDS Major bones and functions, major muscles and functions, major nerves and functions, skin structure, functions, appendages, conditions and lesions, nails structure, composition, growth, regeneration, irregularities and diseases	70 HOURS
E.	ORIENTATION, RULES, LAWS AND PREPARATION	15 HOURS
F.	EQUIPMENT, IMPLEMENTS, AND SUPPLIES	15 HOURS

OCCUPATIONS AVAILABLE

- Salon/Spa Owner
- Independent Nail Technician
- Beauty Supply Distributor
- Cruise Ship Nail Technician
- Television/Theater Nail Technician
- Product Developer
- Product Consultant/Representative
- Product Educator
- Salon/Shop Management
- Student Instructor (Requires additional education)

TRI-STATE COSMETOLOGY INSTITUTE

PROGRAM NAME: STUDENT INSTRUCTOR

PROGRAM DESCRIPTION: 750 HOURS

The primary purpose of the Student Instructor course is to train students in both theory and practical experience, which will prepare them for immediate employment opportunities in the education industry. The course is particularly directed towards developing in the student the desirable habits and attitudes with respect to health, sanitation and safety and encourages self-reliance, readiness to assist others and a professional approach to this profession.

PROGRAM GOAL AND OBJECTIVES:

1. For each graduate student to successfully attain a minimum passing grade of 70 in practical and theory test averages.
2. For each student to thoroughly understand the theory of teaching.
3. For each student to be able to demonstrate hands-on ability within the scope of teaching skills.
4. For each student to have a comprehensive understanding of accepted standards of sanitation, sterilization and safety in the classroom.
5. For each student to be completely aware of the requirements of the Texas Department of Licensing and Regulation; to understand the requirements and to be able to work within the framework of those requirements.
6. For each student to understand the significance and importance of ethics in the teaching profession.
7. For each student to receive a license for Instructor from the Texas Department of Licensing and Regulation examination for instructors.

CONTENTS OF THE UNITS OF INSTRUCTION:

The course is a combination of lecture, demonstration and hands-on practical experience with students completing daily assignments. Visual aids, guest artists, resource materials, and other instructional techniques supplement instruction. Weekly schedules provide a comprehensive manner of assuring each student of the utmost knowledge and training.

INSTRUCTIONAL METHODS USED TO TEACH THE PROGRAM:

Theory is taught for four hours a week, from the [Milady's Master Educator Student Course Book Second Edition](#) textbook. The Milady Exam Review book and Milady Standard Cosmetology textbook are also used for this class. The instructor periodically shows DVDs on cosmetology and teaching principles. PowerPoint presentations and handouts are also utilized in the theory portion of the course.

GRADING PROCEDURES

Students are judged on the basis of participation in daily tasks and progress. Ten points of all written exams are based on completing chapter outline and workbook assignments. Students are expected to maintain satisfactory grades and to generally progress within the range of their ability. It is required that a student passes with a cumulative grade of 70% or better.

The grading scale is used in clinic, practical and theory grades. The institute's grading system is as follows:

A= Excellent	90-100
B=Very Good	80-89
C=Average	70-79
F=Unsatisfactory	69 and below

If a student misses a theory test or practical evaluation they have one month to make-up the test or receive a zero. If the student has an absence other than an official leave of absence, they have one month to retake the test or practical evaluation for a passing option of 70% or receive a zero. If a student fails a theory test or practical evaluation, they have one month to re-test with an option of passing at 70% minimum.

TEXT BOOKS FOR STUDENT INSTRUCTOR COURSE

Milady's Master Educator Student Course Book Second Edition
Milady Exam Review

**STUDENT INSTRUCTOR COURSE OUTLINE
750 HOURS**

A.	LESSON PLANS	140 HOURS
B.	METHODS OF TEACHING	180 HOURS
C.	CLASSROOM MANAGEMENT	90 HOURS
D.	EVALUATION TECHNIQUES	90 HOURS
E.	STATE LAWS AND FORMS	60 HOURS
F.	VISUAL AIDS PREPARATION AND USE	60 HOURS
G.	LEARNING THEORY	100 HOURS
H.	ORIENTATION, RULES, AND LAWS	30 HOURS

OCCUPATIONS AVAILABLE

- Manicurist Instructor
- Cosmetology Instructor
- Esthetics Instructor
- Vocational Instructor
- Product Developer
- Product Consultant/Representative
- Product Educator
- Salon/Shop Management

****To be eligible for a Specialty Instructor License the applicant must meet the above requirements and hold a current Esthetician or Manicure License.**

COPYRIGHTED MATERIALS POLICY AND SANCTIONS PROCEDURE

To combat the unauthorized distribution of copyrighted materials, Tri-State Cosmetology Institute, TSCI, has implemented the following policy and procedures should a student wish to access the internet.

TECHNOLOGY-BASED DETERRENTS: TSCI has a computer for student use in completing Federal Student Aid online and online loan counseling.

- All computers are password protected and are not accessible without permission from a corporate office staff member. A corporate staff member will always be in the room with the student while on the computer.
- When a student requests access to a computer, they will be reminded of the Copyrighted Materials Policy and sanctions involved should they share or print copyrighted information. They are told any access to the internet may not be saved onto any device such as a flash drive or disk.
- To further secure and monitor the use of this computer, any material printed goes to a Financial Aid representative to review prior to releasing it to the student.

PERIOD ASSESSMENT: Annually management will review our policy and procedures in a meeting to determine if they are still appropriate and/or if any changes are required to further safeguard copyrighted materials and peer-to-peer file sharing, etc. Any discussion and documented changes will be implemented immediately following the meeting. The assessment will be based on any documented issues from the previous year.

CONSUMER INFORMATION: All students, as well as prospective students, will be provided the opportunity to request a copy of our Copyrighted Material Policy and Sanctions policy. This policy is also published in our student catalogs.

Copyrighted Materials Policy and Sanctions

This policy is available upon request to all enrolled and prospective students through the admissions department and in the school catalogs.

POLICY STATEMENT: Unauthorized distribution of copyrighted material, including peer-to-peer file sharing and the unauthorized use of Tri-State Cosmetology Institute information and its technology systems may subject a student to civil and criminal liabilities and penalties of federal copyright laws.

DISCIPLINARY PROCEDURES: Students engaging in unauthorized use of copyrighted materials, including peer-to-peer file sharing, illegal downloading or unauthorized distribution of copyrighted materials using the school's information technology system may face termination from the institution. In addition, the student may face criminal penalties as summarized below. This list is not all-inclusive and the student needs to be aware of the severe sanctions because of violating these policies.

SUMMARY OF FEDERAL COPYRIGHT LAWS:

Copyright infringement is the act of exercising, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under section 106 of the Copyright Act (Title 17 of the United States Code). These rights include the right to reproduce or distribute a copyrighted work. In the file-sharing context, downloading or uploading substantial parts of a copyrighted work without authority constitutes an infringement.

Penalties for copyright infringement include civil and criminal penalties. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or "statutory" damages affixed at not less than \$750 and not more than \$30,000 per work infringement. For "willful" infringement, a court may award up to \$150,000 per work infringed. A court can, in its discretion, also assess costs and attorney's fees. For details, see Title 17, United States Code, Section 504, 505.

Willful copyright infringement can also result in criminal penalties, including imprisonment of up to five years and fines of up to \$250,000 per offense.

For more information, please see the Web site of the U.S. Copyright Office at www.copyright.gov, especially their FAQs at www.copyright.gov/help/faq.

Should students desire information on legally acquiring copyrighted material, a Corporate office employee will provide assistance.

APPENDIX "A"

Students are encouraged to discuss personal problems, which effect their education with instructors.
Instructors will direct students towards the professional guidance they need.

DIRECTORY OF SUPPORT GROUPS IN EL PASO

Alcoholics Anonymous

915-562-4081

915-351-1141/915-838-6264 Espanol

Support for alcohol abuse.

Al-Anon/Al-teen

915-562-4083

Various groups to help all ages affected by someone
else's drinking

Alzheimer's Association Support Group

915-544-2199

Support and information for families of Alzheimer's victims

American Cancer Society

915-544-4425

Various programs for cancer patients.

Arthritis Foundation Support Group

915-543-6947

Candlelighters

915-544-2222

For parents of children with cancer

Center Against Family Violence

915-593-7300 – 24 hour Hotline

Emergency Shelter, Family Resource Center, Youth Services

Child Crisis Center

915-562-7955

Family support and help

Children's Grief Center

915-532-6004

El Paso Depression Support

915-861-2869

El Paso Diabetes Association

915-532-6280

El Pasoans Fighting Hunger

915-298-0353

Food Bank

El Paso Mental Health and Mental Retardation
915-887-3410

Gamblers Anonymous
915-593-1840
For people and families with gambling problems.

International AIDS Empowerment
915-590-2118
Improve the quality of life for people living with HIV/AIDS.
Support, help & testing.

Koman's National Breast Care Helpline
877-465-6636

Lee & Beulah Moor Children's Home
915-544-4114
Adoption and Foster Services

La Leche League of El Paso
915-581-9409
Support and education for women about breastfeeding.

PFLAG El Paso
915-209-2667
Parents, families and friends of Lesbians and Gays.

Project Vida
915-533-4734
Early childhood development and after school programs

STARS Rape Crisis Center
915-779-1800

Texas Family and Protective Services
915-887-3410

The National Alliance on Mental Illness
915-525-0758

Victims of Crime
915-834-5770

Jennifer Ann's Group - preventing teen dating violence
www.jenniferann.org - www.stopTDV.org #stopTDV
HELP4GUYS.org

APPENDIX "B"
Consumer/Rate Disclosures

National Accrediting Commission of Career Arts and Sciences
Annual Report, Reporting Year 2018

Completion Overall 75.89%

Operator 72%
Manicure 92%
Esthetics 92%
Student Instructor N/A

Licensure Overall 100%

Operator 100%
Manicure 100%
Esthetics 100%
Student Instructor N/A

Placement Overall 77.57%

Operator 79%
Manicure 68%
Esthetics 83%
Student Instructor N/A

Rate Disclosures

TSCI will make available to any student or prospective student our placement and retention rates as well as our graduation rates disaggregated by gender, by each major racial and ethnic subgroup, and by recipients of financial aid. These rates are calculated on an annual basis and are published on our website at www.tristatecosmetology.com

FIRST AID EMERGENCY PLAN

As a student at Tri-State Cosmetology Institute, I authorize a TSCI representative to call an ambulance, at my expense, if I become ill and it is the opinion of management that I need emergency care. I will, if I am feeling ill, notify my instructor at once.

It is my responsibility to care for my own health. This includes medication, exposure to chemicals, or any condition at the institution, which can pose a problem to me or someone else. I will communicate any problem to the Student Services Director, Vice President and/or President.

CAMPUS CRIME STATISTICS AND SECURITY POLICIES CERTIFICATION

I hereby certify that I have received the Crime Statistics compiled by Tri-State Cosmetology Institute and fully understand the Security Policies distributed by the school.

DRUG FREE CAMPUS POLICY CERTIFICATION

ACKNOWLEDGEMENT

All students must read, understand and sign the following statement;

- I understand that as a condition of my enrollment at TSCI, I must abide by the terms of this policy.
- I must notify the Student Services Director, Vice President and/or President of any criminal drug statute conviction for a violation occurring on the campus no later than five (5) days after such conviction.
- I understand that the school has established a drug free and weapon free awareness program to inform students about:
 - a) The dangers of drug and alcohol abuse and possession or use and possession of weapons in the school:
 - b) The school's policy of maintaining a drug free and weapon free school:
 - c) Any available drug and alcohol counseling, rehabilitation, and student assistance programs.
 - d) The penalties that may be imposed upon students for drug and alcohol abuse and weapon violations

I have read, received a copy of the Drug Free/Weapon Free Policy and understood the above acknowledgement.

Student Signature

Date

ACKNOWLEDGMENT OF CREDIT TO ACCOUNT

I, _____, hereby authorize **TRI-STATE COSMETOLOGY INSTITUTE** to credit my account with the financial aid funds designated on my Award Letter and any other outside funds designated on my budget for tuition and fee charges. I understand that once my tuition and fee charges have been paid, my account may have a credit balance. I understand that any credit balance on my account will be issued to me within fourteen days of being created. I also understand that anticipated credit balances will not be released until actual funds have been received.

I have the right to request that my credit balance be retained on my account for future charges. I also understand that the request is voluntary and that I may rescind the authorization at any time.

Student Signature

Date

ATTENDANCE AT OTHER SCHOOLS

I certify that

I have not attended another cosmetology school.

I have attended another cosmetology school

Name of school: _____

Mailing address: _____

Dates of attendance: _____

I have read and I understand the information contained on this sheet.

Student Signature

Date

Transfer hours from other Cosmetology schools must be approved by Tri-State Cosmetology Institute and the Texas Department of Licensing and Regulation prior to enrollment or the hours will not be accepted.

SIGNATURE AND DOCUMENT CERTIFICATION

Please tear out, sign, and return the following items to the orientation officer at this time.

- * FIRST AID EMERGENCY PLAN
- * CAMPUS CRIME STATISTICS AND SECURITY POLICIES CERTIFICATION
- * DRUG FREE CAMPUS POLICY CERTIFICATION
- * ACKNOWLEDGMENT OF CREDIT TO THE ACCOUNT
- * ATTENDANCE AT OTHER SCHOOLS
- * TEMPORARY CHANGES DUE TO COVID-19 CATALOG ADDENDUM

PRIOR TO SIGNING MY ENROLLMENT AGREEMENT, I RECEIVED A COPY OF TRI-STATE COSMETOLOGY INSTITUTE'S CATALOG AND AGREE TO THE POLICIES AND CONDITIONS CONTAINED WITHIN.

Student Signature

Date